



The 2025 Annual General Meeting of Shareholders

Shun Thai Rubber Gloves Industry Public Company Limited

Tuesday 29 April 2025

At 09.00 A.M.



At Nero Room, Building 2, 3rd Floor, Graph Hotel,
No.188 Ratchadaphisek Rd, Huai Khwang,
Huai Khwang, Bangkok 10310



SHUN THAI RUBBER GLOVES INDUSTRY PUBLIC COMPANY LIMITED

9 Moo 4 Kached, Muang Rayong, RAYONG 21100, THAILAND

TEL: (038) 634 481-5 FAX: (038) 634 001

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No. Inv-Out 002/2025

April 11, 2025

Subject: Invite for the 2025 Annual General Meeting of Shareholders

Attention: Shareholders of the Company

- Attachments:
1. A copy of the minutes of the 2024 Annual General Meeting of Shareholders held on Monday, April 29, 2024 (in QR Code)
 2. Annual Report 2024 and the Financial Statements for the fiscal year ended December 31, 2024 (in QR Code)
 3. Resumes and related information of directors who are due to retire by rotation and have been proposed for reappointment
 4. Definition of the Independent Director
 5. Procedures for attending the 2025 Annual General Meeting of Shareholders
 6. Map of the venue for the 2025 Annual General Meeting of Shareholders
 7. The use of QR Code for downloading Annual Report 2024 and Financial Statements for the year ending December 31, 2024
 8. Proxy Forms A, B and C
 9. Documents required for attending the Shareholders' Meeting, proxy, registration, and voting in the Shareholders' Meeting
 10. Profiles of the independent directors proposed as proxies by the Company
 11. Articles of Association of the Company relating to the Shareholders' Meeting
 12. Privacy Notice
 13. Advance Questionnaire Form for the 2025 Annual General Meeting of Shareholders

The Board of Directors of Shun Thai Rubber Gloves Industry Public Company Limited (the "Company") has resolved to convene the 2025 Annual General Meeting of Shareholders on Tuesday, April 29, 2025, at 09.00 a.m., at Nero Room, building 2, 3rd Floor, Graph Hotel, No. 188 Ratchadaphisek Rd, Huai Khwang, Huai Khwang, Bangkok 10310 to consider the following agendas:



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- Agenda 1 To consider certifying the minutes of the 2024 Annual General Meeting of Shareholders, which was held on Monday, April 29, 2024

Fact and Reasons:

The 2024 Annual General Meeting of Shareholders was held on Monday, April 29, 2024, and the minutes of the 2024 Annual General Meeting of Shareholders were prepared. Details are as set out in ***Attachment 1*** (A copy of the minutes of the 2024 Annual General Meeting of Shareholders on April 29, 2024 (in QR Code)) which has been delivered to the shareholders together with this invitation.

Opinion of the Board of Directors:

The Board of Directors has considered and deemed it appropriate to propose the shareholders' meeting to certify that the minutes of the 2024 Annual General Meeting of Shareholders, held on Monday, April 29, 2024, have been accurately recorded.

Voting:

The resolution on this agenda item shall be passed by a majority vote of the shareholders attending the meeting and casting their votes.

- Agenda 2 To consider and acknowledge the Company's operating results for the year 2024

Fact and Reasons:

The Company has prepared information regarding the Company's operating results for the year 2024. The Company's operating results report for the year 2024 is as set out in Annual Report 2024 in Part 1 Business and Operations and Part 3 Financial statement in ***Attachment 2*** (Annual Report 2024 and the Financial Statements for the fiscal year ended December 31, 2024 (in QR Code)), which has been delivered to the shareholders together with this invitation.

Opinion of the Board of Directors:

The Board of Directors has considered and deemed it appropriate to propose the shareholders' meeting to acknowledge the Company's operating results for the year 2024.

Voting:

This agenda item is only for acknowledgement; therefore, no voting is required.



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- Agenda 3 To consider and approve the financial statements, profit and loss accounts, and comprehensive income statements for the fiscal year ended December 31, 2024, and the auditor's report

Fact and Reasons:

According to Section 112 of the Public Limited Companies Act B.E. 2535 (1992) (as amended) (“Public Company Limited Act”) and Article 32 of the Company’s Articles of Association provide that the Board of Directors shall prepare balance sheets (financial statements) and profit and loss accounts as of the end of the Company’s accounting year. The balance sheets (financial statements) and profit and loss accounts must be audited by auditors prior to being proposed at the shareholders’ meeting for approval.

The Company has prepared the financial statements, profit and loss accounts, and the comprehensive income statements for the fiscal year ended December 31, 2024, as per details stipulated in the financial statement for the fiscal year ended December 31, 2024 set out in Part 3 Financial Statement of *Attachment 2 (Annual Report 2024 and the Financial Statements for the fiscal year ended December 31, 2024 (in QR Code))*. In this regard, the financial statements and the comprehensive income statements have been audited by the licensed auditors from ANS Co., Ltd., reviewed by the Audit Committee, and approved by the Board of Directors.

Opinion of the Board of Directors:

The Board of Directors has considered and deemed it appropriate to propose the shareholders’ meeting for the approval of the financial statements, profit and loss accounts, and the comprehensive income statements for the fiscal year ended December 31, 2024, and auditor’s report, which have been audited by the licensed auditors from ANS Co., Ltd., reviewed by the Audit Committee, and approved by the Board of Directors.

Voting:

The resolution on this agenda item shall be passed by a majority vote of the shareholders attending the meeting and casting their votes.

- Agenda 4 To consider and approve the omission of profit appropriation as a legal reserve fund and the omission of dividend payment from the performance of the year 2024

Fact and Reasons:

According to Section 115 and Section 116 of the Public Company Limited Act, and Articles 36 and 37 of the Company’s Articles of Association provide that, in the case where the Company still incurs an accumulated loss, no dividends shall be paid, and in the case where the Company



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incurs profit, it shall allocate no less than 5 percent of its annual net profit less the accumulated losses brought forward (if any) to a reserve fund until this fund attains an amount of no less than 10 percent of the registered capital.

In this regard, the Company has a policy to pay dividends at a rate of not less than 40 percent of the net profit from the separate financial statements of the Company after deducting corporate income tax and legal reserves for each fiscal year. However, the dividend payment ratio may be subject to changes based on the operating results, financial position, liquidity, the need for investment, working capital in business operations, business expansion, conditions and limitations specified in loan agreements, and other relevant factors, as deemed appropriate by the Board of Directors and/or the shareholders of the Company.

Regarding the Company's business operating results for the year 2024 as shown in the consolidated financial statements, the Company incurred a loss in the fiscal year totaling THB 136.38 Million. According to the separate financial statements, the Company incurred a loss in the fiscal year totaling THB 136.67 Million. Therefore, due to the Company's business operating results, the Company has omitted the dividend payment and the allocation of the net profit as the legal reserve.

Opinion of the Board of Directors:

The Board of Directors has considered and deemed it appropriate to propose the shareholders' meeting for the approval of the omission of profit appropriation as a legal reserve fund and the omission of dividend payment from the performance of the year 2024.

Voting:

The resolution on this agenda item shall be passed by a majority vote of the shareholders attending the meeting and casting their votes.

- Agenda 5 To consider and approve the appointment of the auditor, and remuneration of the auditor for the year 2025

Fact and Reasons:

According to Section 120 of the Public Company Limited Act, and Article 34 of the Company's Articles of Association provide that the Annual General Meeting of shareholders must appoint the auditors and determines the remuneration of the auditors of the Company in every fiscal year. In such an appointment, the same auditor may be re-appointed. Additionally, Section 121 of the



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Public Company Limited Act provides that the auditor must not be a director, employee, employee, employee holding any position in the Company.

In addition, as prescribed by the Notification of the Capital Market Supervisory Board No. TorJor. 44/2556 Re: Rules, Conditions and Procedures for Disclosure of Information relating to Financial Status and Operating Results of Issuing Company dated October 22, 2013 (as amended), the Company must ensure the rotation of the auditors if any of the auditors have performed their duties for 7 fiscal years, whether consecutively or not. The auditor can be re-appointed after at least 5 fiscal year interval break. However, the rotation does not mean that the Company is required to engage a new auditing firm. Nevertheless, The Company may appoint any auditors in the existing auditing firm to replace the former auditor(s).

The Audit Committee proposes to the Board of Directors to consider and propose to the shareholders' meeting to appoint the Company's auditors for the fiscal year 2025. The Audit Committee deems it appropriate to appoint the auditors from ANS Co., Ltd. to be the auditors of the Company for the fiscal year ended December 31, 2025, in which any of the following auditors are being authorized to review and provide an opinion on the financial statements of the Company.

1. Mr. Atipong Atipongsakul Certified Public Accountant (Thailand) No. 3500
2. Mr. Wichai Rujitanon Certified Public Accountant (Thailand) No. 4054
3. Mr. Sathien Wongsanan Certified Public Accountant (Thailand) No. 3495
4. Miss Kunthida Phasurakul Certified Public Accountant (Thailand) No. 5946
(The auditor who has been appointed and signed the financial statement of the Company for 5 years, since 2020-2024)
5. Mr. Yutthaphong Chuemuangphan Certified Public Accountant (Thailand) No. 9445
(The auditor who has been appointed and signed the financial statement of the Company for 6 years, since 2014-2019)



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In this regard, the method for selecting the auditors of the Company for the year 2025, the Audit Committee has considered the proposal for the audit fee and the scope of work that was delivered to the Company. As a result, the Audit Committee of the Company has considered the qualification and the experience of the auditors and was of the opinion that ANS Co., Ltd. is independent, skillful in auditing, and the audit fee is appropriate. Furthermore, these 5 auditors do not have any relation or interest in the Company, its executives or major shareholders, or their related persons and there are no subsidiaries of the Company.

In the case where the aforementioned auditors are unable to perform their duties, ANS Co., Ltd. shall be authorized to appoint any of its auditors to be the auditor of the Company instead.

Moreover, the Board of Directors deemed it appropriate to propose that the shareholders' meeting to approve the determination of the audit fee for the fiscal year ended December 31, 2025, in the amount of THB 1,500,000.

The comparison of the remuneration of the auditors of the Company for the year 2025 and 2024 are detailed as follows:

Remuneration of the auditors	Year 2025 (proposed)	Year 2024
Audit fee	THB 1,500,000	THB 2,000,000
Non-Audit fee	actual expenses	THB 111,380

Opinion of the Board of Directors:

The Board of Directors has considered and deemed it appropriate to propose the shareholders' meeting to appoint the auditors from ANS Co., Ltd. to be the auditors of the Company for the fiscal year ended December 31, 2025, and consider and approve the determination of the audit fee of the Company in the amount of THB 1,500,000 and the Non-Audit Fee of the Company for actual expenses as detailed above.

Voting:

The resolution on this agenda item shall be passed by a majority vote of the shareholders attending the meeting and casting their votes.



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Agenda 6 To consider and approve the reappointment of directors to replace those who are due to retire by rotation

Fact and Reasons:

According to Section 71 of the Public Company Limited Act, and Article 13 of the Company's Articles of Association provide that, at every annual general meeting, one-third of the directors shall vacate in proportion, if the number of directors is not a multiple of three, the number of directors closest to one-third shall vacate, provided however that, the director who vacates office under this section may be reelected. The 2025 Annual General Meeting of Shareholders, the following 3 directors are due to retire by rotation as follows:

1. Mr. Chakarn Saengruksawong position The Chairman of the Board / Independent Director / Member of the Audit Committee
2. Mr. Sirasit Pasawat position Director

In this regard, the Nomination and Remuneration Committee was of the opinion that Mr. Chakarn Saengruksawong and Mr. Sirasit Pasawat who are due to retire by rotation possesses knowledge and experience which will be beneficial to the business operation of the Company and are fully qualified and have no prohibited characteristics as prescribed the Public Company Limited Act and is appropriate to be the director of the Company.

Therefore, the Board of Directors deemed it appropriate to propose to the 2025 Annual General Meeting of Shareholders to appoint (1) Mr. Chakarn Saengruksawong and (2) Mr. Sirasit Pasawat to be the directors of the Company for another term.

In this regard, the qualifications of the proposed directors have been reviewed by the Board of Directors of the Company and the Board of Directors viewed that they had the qualifications that would benefit the Company's operation. The details on profiles, educational backgrounds, and work experience are set out in **Attachment 3** (*Resumes and related information of directors who are due to retire by rotation and have been proposed for reappointment*) and the Independent Director is also qualified as an independent director as prescribed in the regulation of the Capital Market Supervisory Board are set out in **Attachment 4** (*Definition of the Independent Director*) which has been delivered to the shareholders together with this invitation.



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The Company's shareholdings held by the nominated directors

The names of the directors are proposed for the directorship	Number of shares	Voting Rights
1. Mr. Chakarn Saengruksawong	-	-
2. Mr. Sirasit Pasawat	244,563	0.01

Opinion of the Board of Directors:

The Board of Directors, excluding interested directors(s), has taken into account the opinion of the Nomination and Remuneration Committee, has carefully scrutinized and reviewed that the candidates proposed for appointment as directors of the Company are qualified in accordance with the criteria specified in relevant regulations and suitable for business operations of the Company. Therefore, the Board of Directors deemed it appropriate to propose the Meeting that the following candidates, who retire by rotation, be considered and approved as the Company's directors for another term.

1. Mr. Chakarn Saengruksawong
2. Mr. Sirasit Pasawat

The Board of Directors deemed it appropriate to propose the shareholders' meeting to consider appointing Mr. Chakarn Saengruksawong to become independent director of the Company. The Board of Directors has considered that the candidates proposed for appointment as independent director of the Company is qualified in accordance with the criteria specified in relation to qualifications of the independent directors and suitable for business operations of the Company, are capable of providing opinions independently and in accordance with the relevant regulation and are appropriate to hold position as director of the Company.

In this regard, Mr. Chakarn Saengruksawong, who is nominated to be elected as independent director of the Company, inclusive of the renewal term to be approved in this Meeting, has been appointed as independent director of the Company for a period of 8 years, which do not exceed 9 consecutive years.



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Voting:

The resolution on this agenda item shall be passed by a majority vote of the shareholders attending the meeting and casting their votes.

Agenda 7 To consider and approve the remuneration of directors for the year 2025

According to Section 90 of the Public Limited Company Act, and Article 29 of the Company's Articles of Association, it is provided that the directors of the Company are eligible to receive the remuneration from the Company in a form of reward, meeting allowance, per diem, bonuses or in other forms as specified in the Articles of Association of the Company or decided by the shareholders' meeting.

The Nomination and Remuneration Committee has considered the criteria for determining remuneration for directors, i.e., the operation results of the Company, assigned responsibility level and comparison with businesses of similar type and size including creating incentives for qualified personnel. Therefore, it is deemed appropriate to propose to the Meeting to consider determining the directors' remuneration for the year 2025 as follows:

The remuneration for the Directors shall not exceed THB 3 million, with details as follows:

Board of Directors and Sub-committee	The remuneration for the Directors
Board of Director <ul style="list-style-type: none">● Chairman● Independent director● Director	THB 35,000 / month THB 20,000 / month THB 20,000 / month
Audit Committee <ul style="list-style-type: none">● Chairman of Audit Committee● Member of Audit committee	THB 20,000 / month THB 15,000 / month
Risk Management Committee <ul style="list-style-type: none">● Chairman of Risk Management Committee● Member of Risk Management Committee	THB 20,000 / time THB 15,000 / time



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Board of Directors and Sub-committee	The remuneration for the Directors
Nomination and Remuneration Committee <ul style="list-style-type: none"> ● Chairman of Nomination and Remuneration Committee ● Member of Nomination and Remuneration Committee 	<p>THB 20,000 / time</p> <p>THB 15,000 / time</p>
Directors' Pension The Board of Directors allocates as it is deemed appropriate	Not exceeding - THB

In the event that the Company has paid the aforementioned directors' remuneration, the Board of Directors shall consider the remuneration that is beneficial. In any case, the total remuneration for directors must not exceed the approved amount mentioned above.

The comparison of the remuneration and meeting allowance for the year 2025 compared to the year 2024

Board of Directors and Sub-committee	Year 2025 (proposed)	Year 2024
Board of Director <ul style="list-style-type: none"> ● Chairman ● Independent director ● Director 	<p>THB 35,000 / month</p> <p>THB 20,000 / month</p> <p>THB 20,000 / month</p>	<p>THB 35,000 / month</p> <p>THB 20,000 / month</p> <p>THB 20,000 / month</p>
Audit Committee <ul style="list-style-type: none"> ● Chairman of Audit Committee ● Member of Audit committee 	<p>THB 20,000 / month</p> <p>THB 15,000 / month</p>	<p>THB 20,000 / month</p> <p>THB 15,000 / month</p>



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Board of Directors and Sub-committee	Year 2025 (proposed)	Year 2024
Risk Management Committee <ul style="list-style-type: none">● Chairman of Risk Management Committee● Member of Risk Management Committee	THB 20,000 / time THB 15,000 / time	THB 20,000 / time THB 15,000 / time
Nomination and Remuneration Committee <ul style="list-style-type: none">● Chairman of Nomination and Remuneration Committee● Member of Nomination and Remuneration Committee	THB 20,000 / time THB 15,000 / time	THB 20,000 / time THB 15,000 / time
Directors' Pension The Board of Directors allocates as it is deemed appropriate	Not exceeding - THB	Not exceeding - THB

Opinion of the Board of Directors:

The Board of Directors has considered and deemed it appropriate to propose the shareholders' meeting to approve the remuneration of directors for the year 2025.

Voting:

The resolution on this agenda item shall be passed by votes of no less than two-thirds of the total votes cast by the shareholders attending the meeting.



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Agenda 8 To consider other businesses (if any)

Opinion of the Board of Directors:

The Board of Directors is of the opinion that it is appropriate for the Company to give the opportunity to the shareholders wishing to propose matters other than those specified under the notice of the meeting, provided that the proposal must be made under the rules and procedures as prescribed by law.

The Company has prepared an Annual Report 2024 and financial statements for the year ended December 31, 2024, published on the Company's website (www.shunthaiglove.com). Shareholders are able to download the 56-1 Form One Report and financial statements for the year ended December 31, 2024 from www.shunthaiglove.com or by using the QR Code provided for downloading details, as shown in Attachment 7 (*The use of QR Code for downloading the Annual Report 2024 and Financial Statements for the year ending December 31, 2024*) which has been delivered to the shareholders together with this invitation.

The Shareholders are invited to attend the Meeting on the date, time and place as specified above. The Company has scheduled Thursday, April 10, 2025, as the book closing date for determining the names of shareholders entitled to attend the 2025 Annual General Meeting of Shareholders. The registration will be open from 08.00 a.m.

For any shareholder who wishes to appoint a proxy to attend and vote on their behalf, please complete the attached proxy form either form A. or B. and for any foreign shareholder who appoints a custodian in Thailand for shares depository, please use the attached proxy form C. (detailed in Attachment 8 (*Proxy forms A, B and C*)), together with the evidence of meeting eligibility (detailed in Attachment 9). In case of any shareholders being unable to attend the Annual General Meeting, you may appoint an independent director of the Company whose CV is attached to the proxy form, as your proxy to attend and vote at the Annual General Meeting on your behalf. The details of the independent director proposed as proxy by the Company are shown in Attachment 10. Please send all relevant documents to the Company Secretary before the commencement of the Meeting. As for the Company's Articles of Association concerning shareholders' meetings, please see details in Attachment 11.

The Company gives precedence to the protection of your personal data as a shareholder, including in case of you are a proxy, authorized person from such person, and to ensure that the Company will protect and treat your personal data in accordance with Personal Data Protection Act B.E. 2562, the Company would like



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to inform the details of the personal data processing which may occur as well as notify you the rights in your personal data as per ***Attachment 12*** (*Privacy Notice*). In order to facilitate shareholders' access to information more conveniently and efficiently, the Company has arranged for the publication of the 2025 Annual General Meeting invitation for shareholders, include Annual Report 2024, proxy forms, A, B, C, and other documents related to this meeting on the Company's website www.shunthaiglove.com.

Yours sincerely,

(Mr. Chakarn Saengruksawong)

Chairman of the Board of Directors

A copy of the minutes of the 2024 Annual General Meeting of Shareholders
held on Monday, April 29, 2024 (in QR Code)



Annual Report 2024 and the Financial Statements
for the fiscal year ended December 31, 2024 (in QR Code)



Resumes and related information of directors who are due to retire
by rotation and have been proposed for reappointment

Name Mr. Chakam Saengruksawong

Age 74 years

Nationality Thai



Address Shun Thai Rubber Gloves Industry Public Company Limited, No. 1 Promphan Tower2, Room No.608, Floor 6, Soi Lat Phrao 3, Chom Phon, Chatuchak, Bangkok, 10900

Education

- Bachelor of Science in Agriculture, Chiang Mai University
- Master's Degree in Agricultural Extension, Kasetsart University
- National Defense College (NDC Class 4414)
- Executive Program in Democratic Politics and Governance (Class 8), King Prajadhipok's Institute
- Doctor of Philosophy in Soil Science and Natural Resource Management, Chiang Mai University

Working Experience

2017	-	Present	Chairman of the Board, Independent Director, and Audit Committee Member, Shun Thai Rubber Gloves Industry Public Company
2019	-	2022	Expert Committee Member, Narcotics Control Committee, Ministry of Public Health
2011	-	2016	Chairman of the Executive Board, Central Laboratory (Thailand) Co., Ltd. (Under the supervision of the Ministry of Industry and the Ministry of Finance)
2010	-	2011	Director-General, Department of Cooperative Promotion, Ministry of Agriculture and Cooperatives
2009	-	2011	Chairman of the Board, Provincial Waterworks Authority, Ministry of Interior
2009	-	2011	Director, Airports of Thailand Public Company Limited, Ministry of Transport

2008 - 2009	Director, Provincial Waterworks Authority, Ministry of Interior
2006 - 2009	Deputy Permanent Secretary, Ministry of Agriculture and Cooperatives
2003 - 2005	Director-General, Department of Agriculture, Ministry of Agriculture and Cooperatives
Director program and other training course	None
Type of Nominated Directorship	Chairman of the Board, Independent Director, and Audit Committee Member
Years of Directorship	8 years
Years of Independent Directorship	8 years
Years of Audit Committee Member	7 years
Positions in Other Listed Companies	None
Positions in Other Non-Listed Companies	None
Positions in Other Businesses in Competition with/Related to the Company	None
Family Relationships between Directors/Management	None
Shareholding in STHAI	None
Meeting Attendance in 2024	12/12 Board of Directors' Meetings 5/5 Audit Committee's Meetings 1/1 Nomination and Remuneration Committee's Meeting
Special Interests in Meeting Agenda	None

Resumes and related information of directors who are due to retire
by rotation and have been proposed for reappointment

Name	Mr. Sirasit Pasawat
Age	72 years
Nationality	Thai
Address	Shun Thai Rubber Gloves Industry Public Company Limited, No. 1 Promphan Tower2, Room No.608, Floor 6, Soi Lat Phrao 3, Chom Phon, Chatuchak, Bangkok, 10900
Education	- Business Administration in Taiwan



Working Experience

2018 - Present	Director, Shun Thai Rubber Gloves Industry Public Company
2018 - 2023	Deputy Chief Executive Officer, Shun Thai Rubber Gloves Industry Public Company
2016 - Present	Vice Chairman, Federation of Thai Industries, Chonburi Chapter
1988 - Present	Director, M.R.I. Co., Ltd.
Director program and other training course	None
Type of Nominated Directorship	Director
Years of Directorship	7 years
Positions in Other Listed Companies	None
Positions in Other Non-Listed Companies	Director, M.R.I. Co., Ltd.
Positions in Other Businesses in Competition with/Related to the Company	Director, M.R.I. Co., Ltd.
Family Relationships between Directors/Management	None
Shareholding in STHAI	244,563 shares (0.01%)
Meeting Attendance in 2024	12/12 Board of Directors' Meetings
Special Interests in Meeting Agenda	None

Definition of Independent Directors

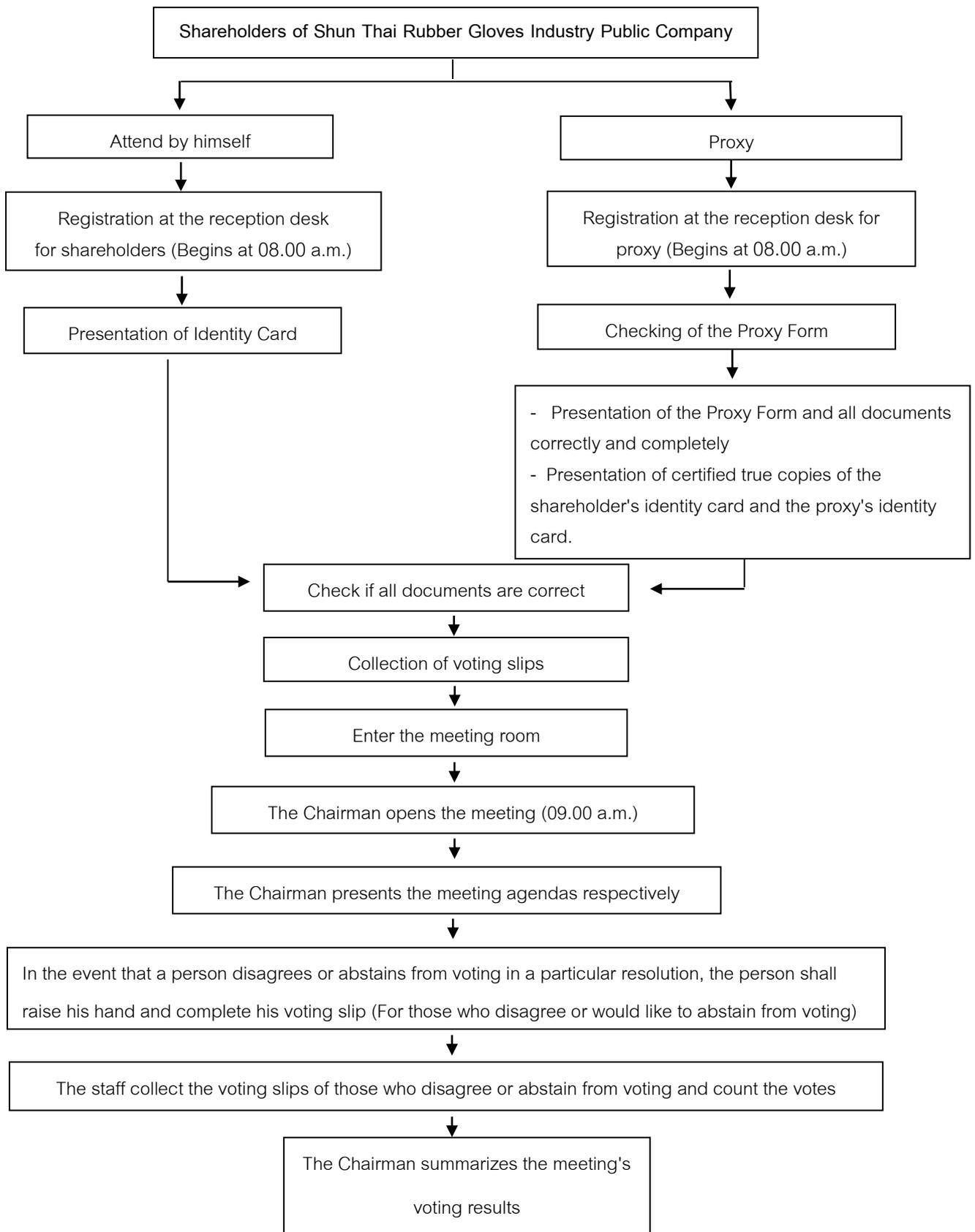
1. Holding not more than 1 percent of the total number of shares with the voting rights of the Company, parent company, subsidiaries, associated companies, major shareholders, or controlling persons of the Company. In this case, for the purpose of calculation, the number of shares held by the related person of each member of the Audit Committee shall also be included.
2. Neither being a director who takes part or used to take part in management, nor being or used to be an employee, a staff, an advisor who regularly receives salary, nor a person who have a control over the Company, the Company's parent company, its subsidiaries, or its associated companies, or its subsidiaries in the same level, major shareholders or the controlling person of the Company, unless such director has resigned from such position for at least two years before the date being appointed as an Independent Director. In this regard, such characteristics shall not include the case that Independent Director used to be a government officer or an advisor of a government sector which is the major shareholder or controlling person of the Company.
3. Not being a blood-related person nor legally related as father, mother, spouse, brother, sister and children, including being the spouse of the children of other directors, executives, major shareholders, controlling persons or the persons who will be nominated as director, executive or controlling person of the Company or its subsidiary.
4. Neither having, nor used to have any business relationship with the Company, its parent company, its subsidiaries, its associated companies, its major shareholders, or its controlling persons in a manner that may obstruct the exercise of independent judgment as a member of the Audit Committee. Moreover, a member of the Audit Committee must neither be, nor used to be a key shareholder or controlling person of the entities having business relationship with the Company, its parent company, its subsidiary, its associated company, its major shareholders, or its controlling persons, unless such director has resigned from the position for at least two years before the date being appointed as Independent Director.

In this regard, the definition of the terms "business relationship" shall be the same as the definition specified in the relevant notifications of the Office of the Securities and Exchange Commission.

5. Neither being, nor used to be the auditor of the Company, its parent company, its subsidiary, its associated company, its major shareholders, its controlling persons, nor being a key shareholder, controlling person or partner of the audit office having the auditor providing auditing service to the Company, its parent company, its subsidiary, its associated company, its major shareholders, its controlling persons, as a member, unless such director has resigned from such position for at least two years before the date being appointed as Independent Director.

6. Neither being, nor used to be a provider of any professional services including the legal advisory or financial advisory services that received fees in the amount of more than Baht Two million per year from the Company, its parent company, its subsidiary, its associated company, its major shareholders, its controlling persons, nor being shareholder, the controlling person, or partner of such professional services provider, unless such director has resigned from such position for at least two years before the date being appointed as Independent Director.
7. Not being a director who has been appointed as a representative of the Company, major shareholders or shareholders relating to major shareholders.
8. Neither operating the business having the same nature which significantly competes with the business of Company or its subsidiaries, nor being a significant partner or a director who involves in the management, nor being an employee, staff, a member, and a consultant who receives regular salary, or holds more than 1 percent of the total number of shares with the voting rights of a company that operates the business having the same nature and significantly competes with the businesses of the Company or its subsidiary.
9. Having no other conditions that may obstruct the independent expression of opinion on the Company's operation.

Procedures for attending the 2025 Annual General Meeting of Shareholders



Map of the venue for the 2025 Annual General Meeting of Shareholders



At Nero Room, building 2, 3rd Floor, Graph Hotel, No. 188 Ratchadaphisek Rd,
Huai Khwang, Huai Khwang, Bangkok 10310

The use of QR Code for downloading the Annual Report 2024 and
Financial Statements for the year ending December 31, 2024

The aforementioned documents could be downloaded from the QR Code (as shown in Attachment No. 2) by following the steps below.

For iOS System (iOS 11 and above)

1. Turn on the mobile camera.
2. Turn the mobile camera to the QR Code to scan it.
3. The notification will appear on top of the screen. Click on the notification to access documents regarding the meeting.

Remark: If the notification does not appear on the mobile phone, the QR Code can be scanned with other applications such as QR CODE READER, Facebook or Line.

For Android System

1. Open applications such as QR CODE READER, Facebook or Line.

How to scan the QR Code with Line application?

- Open Line application and click on "Add friend"
- Choose "QR Code"
- Scan the QR Code

2. Scan the QR Code to access documents regarding the meeting.



SHUN THAI RUBBER GLOVES INDUSTRY PUBLIC COMPANY LIMITED

9 Moo 4 Kached, Muang Rayong, RAYONG 21100, THAILAND

TEL: (038) 634 481-5 FAX: (038) 634 001

www.shunthaiglove.com

Highly Intend To Reply Your Satisfaction...

Attachment No. 8



Form of Proxy, Form A.

Made at.....

Date Month..... Year.....

(1) I/We nationality.....
residing/located at No. Road Tambol/Kwaeng.....
Amphur/Khet..... Province Postal Code

(2) Being a shareholder of Shun Thai Rubber Gloves Industry Public Company Limited,
Holding the total number ofshares in total which are entitled to cast.....votes as
follows:

Ordinary shares: shares in total which are entitled to castvotes.

(3) I/We wish to appoint

(1) age years, residing/located
at
No.Road, Tambol/Kwaeng
....., Amphur/Khet.....,
Province.....,
Postal Code , or

(2) age years, residing/located
at
No.Road, Tambol/Kwaeng
....., Amphur/Khet.....,
Province.....,
Postal Code , or

(3) age years, residing/located
at



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No.Road, Tambol/Kwaeng
....., Amphur/Khet.....,
Province.....,
Postal Code

Any one of them as my/our proxy to attend and vote on my/our behalf at the 2025 Annual General Meeting of Shareholders to be held on Tuesday, April 29, 2025, at 09.00 a.m., at Nero Room, building 2, 3rd Floor, Graph Hotel, No. 188 Ratchadaphisek Rd, Huai Khwang, Huai Khwang, Bangkok 10310 or such other date, time and place as may be adjourned.

Any acts or performance caused by the proxy at the above meeting shall be deemed as my/our acts and performance in all respects.

Signed..... Grantor
(.....)

Signed..... Grantee
(.....)

Signed..... Grantee
(.....)

SignedGrantee
(.....)

Remarks

A shareholder may grant a proxy to only one person. The number of shares held by a shareholder may not be divided into several portions and granted to more than one proxy in order to divide the votes.



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Attachment No. 8

Stamp duty

20 Baht

Form of Proxy, Form B.

Made at.....

Date Month..... Year.....

(1) I/We nationality
residing/located at No. Road, Tambol/Kwaeng.....
Amphur/Khet Province Postal Code

(2) being a shareholder of Shun Thai Rubber Gloves Industry Public Company Limited,

Holding the total number of.....shares in total which are entitled to cast.....votes as follows:

Ordinary shares:.....shares in total which are entitled to castvotes.

(3) I/We wish to appoint

(1) age years, residing/located at
No.Road, Tambol/Kwaeng
Amphur/Khet....., Province.....
Postal Code , or

(2) age years, residing/located at
No.Road, Tambol/Kwaeng
Amphur/Khet....., Province.....
Postal Code , or

(3) age years, residing/located at
No.Road, Tambol/Kwaeng
Amphur/Khet....., Province.....
Postal Code

Any one of them as my/our proxy to attend and vote on my/our behalf at the 2025 Annual General Meeting of Shareholders to be held on Tuesday, April 29, 2025 at 09.00 a.m., at Nero Room, building 2, 3rd Floor, Graph Hotel, No. 188 Ratchadaphisek Rd, Huai Khwang, Huai Khwang, Bangkok 10310 or such other date, time and place as may be adjourned.



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(4) I/We authorize my/our proxy to cast the votes on my/our behalf at the above meeting in the following manners:

Agenda no. 1 To consider certifying the minutes of the 2024 Annual General Meeting of Shareholders, which was held on Monday, April 29, 2024.

(a) The proxy is entitled to cast the votes on my/our behalf at its own discretion.

(b) The proxy must cast the votes in accordance with the following instructions:

Approve

Disapprove

Abstain

Agenda no. 2 To consider and acknowledge the Company's operating results for the year 2024.

Agenda no. 3 To consider and approve the financial statements, profit and loss accounts, and comprehensive income statements for the fiscal year ended December 31, 2024, and the auditor's report.

(a) The proxy is entitled to cast the votes on my/our behalf at its own discretion.

(b) The proxy must cast the votes in accordance with the following instructions:

Approve

Disapprove

Abstain

Agenda no. 4 To consider and approve the omission of profit appropriation as a legal reserve fund and the omission of dividend payment from the performance of the year 2024.

(a) The proxy is entitled to cast the votes on my/our behalf at its own discretion.

(b) The proxy must cast the votes in accordance with the following instructions:

Approve

Disapprove

Abstain

Agenda no. 5 To consider and approve the appointment of the auditor, and remuneration of the auditor for the year 2025.

(a) The proxy is entitled to cast the votes on my/our behalf at its own discretion.

(b) The proxy must cast the votes in accordance with the following instructions:

Approve

Disapprove

Abstain

Agenda no. 6 To consider and approve the reappointment of directors to replace those who are due to retire by rotation.

(a) The proxy is entitled to cast the votes on my/our behalf at its own discretion.

(b) The proxy must cast the votes in accordance with the following instructions:



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- Appointment of all directors
- Approve Disapprove Abstain

- Appointment of any director(s)
- Name of Director: Dr. Chakarn Saengruksawong
- Approve Disapprove Abstain

- Name of Director: Mr. Sirasit Pasawat
- Approve Disapprove Abstain

- Agenda no. 7 To consider and approve the remuneration of directors for the year 2025.
- (a) The proxy is entitled to cast the votes on my/our behalf at its own discretion.
- (b) The proxy must cast the votes in accordance with the following instructions:
- Approve Disapprove Abstain

- Agenda no. 8 To consider other businesses.
- (a) The proxy is entitled to cast the votes on my/our behalf at its own discretion.
- (b) The proxy must cast the votes in accordance with the following instructions:
- Approve Disapprove Abstain

(5) If the votes which the proxy casts on any agenda conflict with my/our specified instruction in this proxy form, those votes are invalid and will be regarded as having not been cast by me/us in my/our capacity as the shareholder.

(6) If my/our instruction on voting is not expressly or clearly indicated on any agenda, the meeting considers or resolves on any matter other than those stated above, or there is any change or addition to the relevant facts, then the proxy will be entitled to cast the votes on my/our behalf at his/her own discretion.



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Any acts or performance caused by the proxy at the above meeting, except voting in contravention of my/our instruction, shall be deemed as my/our acts and performance in all respects.

Signed..... Grantor

(.....)

Signed..... Grantee

(.....)

Signed..... Grantee

(.....)

Signed..... Grantee

(.....)

Remarks

1. A shareholder may grant a proxy to only one person. The number of shares held by a shareholder may not be divided into several portions and granted to more than one proxy in order to divide the votes
2. As regards the agenda to appoint directors, the meeting may consider appointing the entire board or any director(s).
3. In case there are more agendas to be discussed than those specified above, the grantor may make additional authorization in the Attachment to Proxy Form B.



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Attachment to Proxy Form B.

A proxy is granted by a shareholder of Shun Thai Rubber Gloves Industry Public Company Limited.

For the 2025 Annual General Meeting of Shareholders to be held on Tuesday, April 29, 2025, at 09.00 a.m., at Nero Room, building 2, 3rd Floor, Graph Hotel, No. 188 Ratchadaphisek Rd, Huai Khwang, Huai Khwang, Bangkok 10310 or such other date, time and place as may be adjourned.

Agenda no..... re:

(a) The proxy is entitled to cast the votes on my/our behalf at its own discretion.

(b) The proxy must cast the votes in accordance with the following instructions:

Approve Disapprove Abstain

Agenda no..... re:

(a) The proxy is entitled to cast the votes on my/our behalf at its own discretion.

(b) The proxy must cast the votes in accordance with the following instructions:

Approve Disapprove Abstain

Agenda no..... re:

(a) The proxy is entitled to cast the votes on my/our behalf at its own discretion.

(b) The proxy must cast the votes in accordance with the following instructions:

Approve Disapprove Abstain

Agenda no..... re:

(a) The proxy is entitled to cast the votes on my/our behalf at its own discretion.

(b) The proxy must cast the votes in accordance with the following instructions:

Approve Disapprove Abstain

Agenda no.re: Appointment of directors (Continued)

Name of Director.....

Approve Disapprove Abstain



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Highly Intend To Reply Your Satisfaction...

Name of Director.....

Approve Disapprove Abstain



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Highly Intend To Reply Your Satisfaction...

Attachment No. 8



Form of Proxy, Form C.

Made at.....

Date Month..... Year.....

(1) We

located at No., Road, Tambol/Kwaeng,

Amphur/Khet, Province, Postal Code

in our capacity as the custodian for, being a shareholder

of Shun Thai Rubber Gloves Industry Public Company Limited,

Holding the total number of shares in total which are entitled to cast votes as follows:

Ordinary shares: shares in total which are entitled to cast votes.

(2) We wish to appoint

(1) age years, residing/located at

No.Road, Tambol/Kwaeng,

Amphur/Khet....., Province.....,

Postal Code, or

(2) age years, residing/located at

No.Road, Tambol/Kwaeng,

Amphur/Khet....., Province.....,

Postal Code, or

(3) age years, residing/located at

No.Road, Tambol/Kwaeng,

Amphur/Khet....., Province.....,

Postal Code

Any one of them as our proxy to attend and vote on our behalf at the 2025 Annual General Meeting of Shareholders to be held on Tuesday, April 29, 2025 at 09.00 a.m., at Nero Room, building 2, 3rd Floor, Graph Hotel, No. 188 Ratchadaphisek Rd, Huai Khwang, Huai Khwang, Bangkok 10310 or such other date, time and place as may be adjourned.



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- (3) We authorise our proxy to attend the meeting and cast the votes on our behalf in the following manner:
- The voting right in all the voting shares held by us is granted to the proxy.
 - The voting right in part of the voting shares held by us is granted to the proxy as follows:
 - Ordinary shares: shares in total, which are entitled to cast votes
 - Total: votes
- (4) We authorise our proxy to cast the votes on our behalf at the above meeting in the following manner:
- Agenda no. 1 To consider certifying the minutes of the 2024 Annual General Meeting of Shareholders, which was held on Monday, April 29, 2024.
 - (a) The proxy is entitled to cast the votes on my/our behalf at its own discretion.
 - (b) The proxy must cast the votes in accordance with the following instructions:
 - Approve with votes Disapprove with votes Abstain with votes
 - Agenda no. 2 To consider and acknowledge the Company's operating results for the year 2024.
 - Agenda no. 3 To consider and approve the financial statements, profit and loss accounts, and comprehensive income statements for the fiscal year ended December 31, 2024, and the auditor's report.
 - (a) The proxy is entitled to cast the votes on my/our behalf at its own discretion.
 - (b) The proxy must cast the votes in accordance with the following instructions:
 - Approve with votes Disapprove with votes Abstain with votes
 - Agenda no. 4 To consider and approve the omission of profit appropriation as a legal reserve fund and the omission of dividend payment from the performance of the year 2024.
 - (a) The proxy is entitled to cast the votes on my/our behalf at its own discretion.
 - (b) The proxy must cast the votes in accordance with the following instructions:
 - Approve with votes Disapprove with votes Abstain with votes
 - Agenda no. 5 To consider and approve the appointment of the auditor, and remuneration of the auditor for the year 2025.
 - (a) The proxy is entitled to cast the votes on my/our behalf at its own discretion.
 - (b) The proxy must cast the votes in accordance with the following instructions:
 - Approve with votes Disapprove with votes Abstain with votes



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- Agenda no. 6 To consider and approve the reappointment of directors to replace those who are due to retire by rotation.
- (a) The proxy is entitled to cast the votes on my/our behalf at its own discretion.
- (b) The proxy must cast the votes in accordance with the following instructions:
- Appointment of all directors
- Approve with votes Disapprove with votes Abstain with votes
- Appointment of any director(s)
- Name of Director: Dr. Chakarn Saengruksawong
- Approve with votes Disapprove with votes Abstain with votes
- Name of Director: Mr. Sirasit Pasawat
- Approve with votes Disapprove with votes Abstain with votes
- Agenda no. 7 To consider and approve the remuneration of directors for the year 2025.
- (a) The proxy is entitled to cast the votes on my/our behalf at its own discretion.
- (b) The proxy must cast the votes in accordance with the following instructions:
- Approve with votes Disapprove with votes Abstain with votes
- Agenda no. 8 To consider other businesses.
- (a) The proxy is entitled to cast the votes on my/our behalf at its own discretion.
- (b) The proxy must cast the votes in accordance with the following instructions:
- Approve with votes Disapprove with votes Abstain with votes

(5) If the votes which the proxy casts on any agenda conflict with my/our specified instruction in this proxy form, those votes are invalid and will be regarded as having not been cast by me/us in my/our capacity as the shareholder.

(6) If my/our instruction on voting is not expressly or clearly indicated on any agenda, the meeting considers or resolves on any matter other than those stated above, or there is any change or addition to the relevant facts, then the proxy will be entitled to cast the votes on my/our behalf at his/her own discretion.



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Any acts or performance caused by the proxy at the above meeting, except voting in contravention of my/our instruction, shall be deemed as my/our acts and performance in all respects.

Signed..... Grantor

(.....)

Signed..... Grantee

(.....)

Signed..... Grantee

(.....)

SignedGrantee

(.....)

Remarks

1. This Form C. is used only if the shareholder whose name is in the shareholders' register is an offshore investor who appoints a local custodian in Thailand to keep his/her shares in the custody
2. The necessary evidence to be enclosed with this proxy form is:
 - (1) the power-of-attorney granted by the shareholder to the custodian by which the custodian is appointed to sign the proxy form on the shareholder's behalf; and
 - (2) a certification that the authorized signatory of the proxy form is licensed to operate the custodial business
3. A shareholder may grant a proxy to only one person. The number of shares held by a shareholder may not be divided into several portions and granted to more than one proxy in order to divide the votes.
4. As regards the agenda to appoint directors, the meeting may consider appointing the entire board or any director(s).
5. In case there is other business to be discussed in addition to those specified above, the grantor may make additional authorization in the Attachment to Proxy Form C.



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Attachment to Proxy Form C.

A proxy is granted by a shareholder of Shun Thai Rubber Gloves Industry Public Company Limited.

For the 2025 Annual General Meeting of Shareholders to be held on Tuesday, April 29, 2025, at 09.00 a.m., at Nero Room, building 2, 3rd Floor, Graph Hotel, No. 188 Ratchadaphisek Rd, Huai Khwang, Huai Khwang, Bangkok 10310 or such other date, time and place as may be adjourned.

Agenda no. re:

(a) The proxy is entitled to cast the votes on my/our behalf at its own discretion.

(b) The proxy must cast the votes in accordance with the following instructions:

Approve with votes Disapprove with votes Abstain with votes

Agenda no. re:

(a) The proxy is entitled to cast the votes on my/our behalf at its own discretion.

(b) The proxy must cast the votes in accordance with the following instructions:

Approve with votes Disapprove with votes Abstain with votes

Agenda no. re:

(a) The proxy is entitled to cast the votes on my/our behalf at its own discretion.

(b) The proxy must cast the votes in accordance with the following instructions:

Approve with votes Disapprove with votes Abstain with votes

Agenda no. re:

(a) The proxy is entitled to cast the votes on my/our behalf at its own discretion.

(b) The proxy must cast the votes in accordance with the following instructions:

Approve with votes Disapprove with votes Abstain with votes



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Agenda no. re: Appointment of directors (Continued)

Name of Director

Approve with votes Disapprove with votes Abstain with votes

Name of Director

Approve with votes Disapprove with votes Abstain with votes

Name of Director

Approve with votes Disapprove with votes Abstain with votes

Name of Director

Approve with votes Disapprove with votes Abstain with votes

Name of Director

Approve with votes Disapprove with votes Abstain with votes

Name of Director

Approve with votes Disapprove with votes Abstain with votes

Name of Director

Approve with votes Disapprove with votes Abstain with votes

**Documents required for attending the Shareholders' Meeting, proxy, registration,
and voting in the Shareholders' Meeting**

In order for the shareholders' meeting of the Company to be transparent, fair and beneficial to shareholders, the Company considers it appropriate to inspect the documents or evidence showing the identity of the shareholder or a representative of the shareholder entitled to attend the meeting. This will also be applied in the future. However, since some shareholders may not be familiar with this, the Company reserves the right to waive any of these requirements for some of the shareholders on a case-by-case basis as the Company considers appropriate.

1. Proxy

The Company has provided proxy forms for the shareholders who are unable to attend the meeting in person. The shareholders may appoint another person to attend the meeting on their behalf or authorize the independent directors of the Company to vote on their behalf (Attachment No. 8). The proxy form is available in three forms as follows:

- Form A: A general proxy form, which is a simple form.
- Form B: A proxy form that specifies various items that needing clear and precise delegation
- Form C: A proxy form used specifically in cases where the shareholder is a foreign investor and appoints a Custodian in Thailand to deposit and manage the shares.

2. Documents required for attending the Shareholders' Meeting

2.1. Natural person

(1) Thai nationality

- (a) identification card of the shareholder (personal I.D. or identification card of government officer or identification card of state enterprise officer).
- (b) in case of proxy:
 - completed proxy form, signed by the shareholder and the appointed proxy, affixed with a 20 baht stamp.
 - copy of the identity card of the appointing proxy, certified as a true copy.
 - original /copy of the identity card or passport (for foreigners) of the appointed proxy, certified as a true copy.

(2) Non-Thai nationality

- (a) passport of the shareholder.
- (b) in case of proxy:

- completed proxy form, signed by the shareholder and the appointed proxy, affixed with a 20 baht stamp.
- copy of passport of the appointing proxy, certified as a true copy.
- original /Copy of the identity card or passport (for foreigners) of the appointed proxy, certified as a true copy.

2.2. Juristic person

(1) Juristic person registered in Thailand

- (a) completed proxy form, signed by the authorized signatory on behalf of the shareholder and the appointed proxy, along with an official seal (if available), and affixed with a 20 Baht stamp.
- (b) copy of the corporate affidavit issued not more than 6 months ago by the Department of Business Development, Ministry of Commerce, with the certified signature of the authorized signatory, along with an official seal (if available).
- (c) copy of the identity card or passport (for foreigners) of the authorized signatory on behalf of the shareholder issued by the governmental entity, with the certified signature of the authorized signatory.
- (d) copy of the identity card or passport (for foreigners) of the appointed proxy issued by the governmental entity, with the certified signature of the appointed proxy.

(2) Juristic person registered outside of Thailand

- (a) completed proxy form, signed by the authorized signatory on behalf of the shareholder and the appointed proxy, along with an official seal (if available), and affixed with a 20 Baht stamp.
- (b) copy of the corporate affidavit issued not more than 6 months ago by the Department of Business Development, Ministry of Commerce, with the certified signature of the authorized signatory, along with an official seal (if available).
- (c) copy of the identity card or passport (for foreigners) of the authorized signatory on behalf of the shareholder issued by the governmental entity, with the certified signature of the authorized signatory.
- (d) copy of the identity card or passport (for foreigners) of the appointed proxy issued by the governmental entity, with the certified signature of the appointed proxy.

A shareholder or proxy is able to register and submit documents or evidence for verification at the meeting venue from 08.00 a.m. on April 29, 2025 onwards.

Remark If any shareholder cannot attend the 2025 Annual General Meeting of Shareholders, the shareholder may grant the proxy to independent director of the Company to act as proxy holder to attend and vote on his/her behalf by sending the duly completed proxy form to Shun Thai Rubber Gloves Industry Public Company Limited.

Profiles of the independent directors proposed as proxies by the Company

Name Mr. Teerawit Tanakijsoontorn

Age 46 years

Nationality Thai

Address Shun Thai Rubber Gloves Industry Public Company Limited, No. 1 Promphan Tower2, Room No.608, Floor 6, Soi Lat Phrao 3, Chom Phon, Chatuchak, Bangkok, 10900

Position Chairman of the Audit Committee, Independent Director, and Chairman of the Risk Management Committee

Education

- Bachelor of Business Administration, Department of Accounting, Kasetsart University
- Bachelor of Laws, Thammasat University
- Certified Public Accountant, granted by the Federation of Accounting Professions under the Royal Patronage of His Majesty the King

Working Experience

2021	- Present	Chairman of the Audit Committee, Independent Director, and Chairman of the Risk Management Committee, Shun Thai Rubber Gloves Industry Public Company Limited
2023	- Present	Director, Legacy Audit Co., Ltd.
2023	- Present	Director, Sevenplusone Infnit Co., Ltd.
2018	- Present	Independent Director, Audit Committee Member, and Chairman of the Risk Management Committee, Villa Kunalai Public Company Limited
2015	- 2023	Director / Certified Public Accountant (CPA), Best Audit Company Limited



Director program and other training course	<ul style="list-style-type: none"> - Director Accreditation Program (DAP 87/2011) The Thai Institute of Directors (IOD) - Anti-Corruption: The Practical Guide (ACPG 29/2016) The Thai Institute of Directors (IOD) - Ethical Leadership Program (ELP 4/2016) The Thai Institute of Directors (IOD) - Risk management program for corporate leaders (RCL13/2018) The Thai Institute of Directors (IOD) - Advanced audit committee program (AACP29/2018) The Thai Institute of Directors (IOD)
Years of Directorship	4 years
Years of Independent Directorship	4 years
Positions in Other Listed Companies	Independent Director, Audit Committee Member, and Chairman of the Risk Management Committee, Villa Kunalai Public Company Limited
Positions in Other Non-Listed Companies	<ul style="list-style-type: none"> - Director, Legacy Audit Co., Ltd. - Director, Sevenplusone Infnit Co., Ltd.
Positions in Other Businesses in Competition with/Related to the Company	None
Family Relationships between Directors/Management	None
Shareholding in STHAI	None
Meeting Attendance in 2024	<p>12/12 Board of Directors' Meetings</p> <p>4/5 Audit Committee's Meetings</p> <p>3/3 Risk Management Committee's Meetings</p>
Special Interests in Meeting Agenda	None

Profiles of the independent directors proposed as proxies by the Company

Name	Mr. Chatchawas Sethaluck	
Age	48 years	
Nationality	Thai	
Address	Shun Thai Rubber Gloves Industry Public Company Limited, No. 1 Promphan Tower2, Room No.608, Floor 6, Soi Lat Phrao 3, Chom Phon, Chatuchak, Bangkok, 10900	
Position	Audit Committee Member, Independent Director, and Director	
Education	- Bachelor of Laws, Chulalongkorn University - Master of Laws, Bangkok University	

Working Experience

2021 - Present	Audit Committee Member, Independent Director, and Director Shun Thai Rubber Gloves Industry Public Company Limited
2023 - Present	Director, Victory Interlaw Co., Ltd.
2023 - Present	Director, Settaluck Solution Recruitment Co., Ltd.
2015 - Present	Director, Risk Guard Guarantee Co., Ltd.
2016 - Present	Director, Dylan Consult Company Limited
2011 - Present	Director, Nine Infinity Company Limited
2008 - Present	Director, Sethaluck Company Limited
Director program and other training course	None
Years of Directorship	4 years
Years of Independent Directorship	4 years
Positions in Other Listed Companies	None
Positions in Other Non-Listed Companies	- Director, Victory Interlaw Co., Ltd. - Director, Settaluck Solution Recruitment Co., Ltd. - Director, Risk Guard Guarantee Co., Ltd. - Director, Dylan Consult Company Limited - Director, Nine Infinity Company Limited - Director, Sethaluck Company Limited

Positions in Other Businesses in Competition with/Related to the Company	None
Family Relationships between Directors/Management	None
Shareholding in STHAI	None
Meeting Attendance in 2024	12/12 Board of Directors' Meetings 4/5 Audit Committee's Meetings 3/3 Risk Management Committee's Meetings
Special Interests in Meeting Agenda	None

Articles of Association of the Company relating to the Shareholders' Meeting

Chapter 4 Meeting of Shareholders

Section 24. The Board of Directors shall hold an annual general meeting of shareholders within four (4) months from the end date of the accounting period of the Company.

Meetings of shareholders other than annual general meetings shall be called extraordinary general meetings. The Board of Directors may call an extraordinary general meeting any time the Board considers it expedient to do so. Shareholders holding shares in aggregate not less than one-fifth (1/5) of the total number of shares sold, or at least twenty-five (25) shareholders holding shares in aggregate not less than one-tenth (1/10) of the total number of shares sold, may at any time collectively submit a letter requesting the Board of Directors to call an extraordinary general meeting, provided that reasons for such request must be clearly specified in the said letter, and the Board of Directors shall convene the meeting of shareholders within one (1) month from the date of receipt of such letter from the shareholders.

Section 25. In calling a meeting of shareholders, the Board of Directors shall issue a notice of meeting, specifying the location, date, time, agenda, and matters to be proposed to the meeting together with reasonable details, stating clearly whether such matters will be for acknowledgement, for approval, or for consideration, as the case may be, including the opinions of the Board of Directors on the said matters and shall send the same to the shareholders and the registrar for their information not less than seven (7) days prior to the date of the meeting. Publication of notice of the meeting shall also be made in a newspaper at least three (3) consecutive days preceding the meeting date, and not less than 3 days prior..

The shareholders meeting may be held at the locality in which the Company's head office is situated or any other provinces nationwide.

Section 26. In a meeting of shareholders, shareholders may appoint a proxy to represent him/her at the meeting and vote on his/her behalf. A instrument appointing a proxy must be dated and signed by the shareholder who appoints the proxy and it must be in accordance with the format prescribed by the registrar. Such instrument shall be submitted by the proxy to the Chairman or his/her designated person at the meeting venue before the proxy attends the meeting.

Section 27. In order to constitute a quorum, there shall be shareholders and proxies (if any) attending at the meeting in a number of not less than twenty-five (25) or proxies not less than one-half of the total number of shareholders holding shares in aggregate amount of not less than one-third (1/3) of the total number of shares sold.

At a meeting of shareholders, if after one hour from the time scheduled for the meeting, the number of shareholders present is insufficient to form a quorum, if such meeting was convened at the request of shareholders, it shall be cancelled. If such meeting was not convened at the request of shareholders, it shall be called again and the notice of meeting shall be sent to the shareholders not less than seven (7) days before the date of the meeting. In the latter meeting, a quorum is not required.

The Chairman of the Board of Director shall preside over the meeting of shareholders. In the case where the Chairman is not present or unable to perform his duty, the Vice-Chairman shall preside over the meeting. If there is no Vice-Chairman, or the Vice-Chairman is not present or unable to perform his duty, the shareholders present at the meeting may elect one of their number to be the chairman of the meeting.

Section 28. In casting votes, one share shall be entitled to one vote.

Voting shall be made openly, unless at least five shareholders request a secret vote and the meeting resolves accordingly. The method for the secret vote shall be as specified by the Chairman of the meeting.

The resolution of the meeting of shareholders shall consist of the following votes:

- (1) In normal cases, the majority of votes of shareholders who attend the meeting and cast votes.
In case of an equality of votes, the Chairman of the meeting shall have a casting vote.
- (2) In the following cases, a resolution shall be passed by votes of not less than three-fourths (3/4) of the total number of votes of shareholders who attend the meeting and are entitled to vote:
 - a) The sale or transfer of the whole or a substantial part of the business of the Company to other persons;
 - b) The purchase or acceptance of transfer of the business of private companies or other public companies by the Company;
 - c) The entry into, amendment or termination of contracts with respect to the leasing out of the whole or a substantial part of the business of the Company, the assignment to any other persons to manage the business of the Company or the amalgamation of the business with other persons with the objective towards profit and loss sharing;
 - d) The amendment of the Memorandum of Association or Articles of Association;
 - e) The increase or decrease in the Company's capital or issuance of debentures of the Company;

f) The amalgamation or dissolution of the Company.

Section 29. Business to be transacted at an annual general meeting are as follows:

- (1) To acknowledge the report of the Board of Directors on the Company's operating results in the preceding year;
- (2) To consider and approve the balance sheet and profit and loss statement;
- (3) To consider the appropriation of profits and the payment of dividend;
- (4) To consider and approve the appointment of directors to replace those who are retiring by rotation;
- (5) To consider and approve directors' remuneration;
- (6) To consider and approve the appointment of auditors;
- (7) Other business.

Privacy Notice according to the Personal Data Protection Act B.E. 2562

Shun Thai Rubber Gloves Industry Public Company Limited (the "Company") is greatly aware of the importance of personal data protection of each shareholder, proxy holder, or attorney of those persons. We would like to inform you of the details of the procedure for protecting and treatment apply to your personal data, which are in line with the personal data protection law as follows:

Data Controller Information: Shun Thai Rubber Gloves Industry Public Company Limited (the "Company") details for contact are as stated in the invitation document of the Company.

1. **Personal Data collected by the Company**

The Company needs to collect your personal data for the purpose of AGM arrangement and AGM attendance as follows:

(A) **General Personal Data**

- 1) **Contacting Information:** address, telephone number, cellphone number, e- mail, social media user accounts (i.e., Line ID, Facebook account);
- 2) **Identifying Information:** name, surname, gender, nationality, occupation, date of birth, status, photographs, signatures, identification number, passport number or data on any similar cards issued by government or any government departments;
- 3) **Other information:** data from still pictures and/or motion pictures and voice that recorded during the AGM and activities relevant to the preparation and conducting of the AGM.

(B) **Sensitive Personal Data:** nationality, religious, labor union information, biochemical information (such as face recognition and fingerprint), health information or body or mental information and criminal record.

2. **Objectives and Legal basis for the Company to collect, use, process, or disclose your personal data**

The Company collects, uses, processes, or discloses your personal data in accordance with the legal basis as follows:

(A) **Legal Obligation**

The Company collects, uses, processes, or discloses your personal data under 1 (A) and 1 (B) for the purpose of calling, conducting the AGM, including verifying your identity, sending any related documents, and carrying out any action according to the AGM's resolutions and the laws, as well as carrying out any other activities to comply with the laws and any order of the governmental authorities in accordance with the Public Limited Companies Act, B.E. 2535 (1992), the Civil and Commercial Code, and any other laws.

(B) Legitimate Interest

The Company collects, uses, processes or discloses your personal data under item 1 (A) for the purpose of preparing the minutes of AGM, and keeping evidence of your attendance to the AGM, as well as for any activity as necessary and related to the legitimate interest of Company and other person, to the extent that it is within the scope of the objectives which you can reasonably expect.

The Company collects, uses, processes, or discloses your personal data under item 1 (B) in compliance with the measures and guidelines of AGM.

The Company records still pictures, motion pictures and voice in relation to the convening and conducting AGM for registration purpose, preparation of minutes of the AGM and the public relation for AGM via electronic means and publication, still pictures and motion pictures of the AGM may show your photo during the meeting.

3. Source of Personal Data

The Company collects your personal data directly from you, from the proxy appointed by you and from Thailand Securities Depository Co., Ltd.

Remark: The personal data that you have sent to the Company such as copy of identification card or any other governmental documents may appear sensitive personal data e.g. religious, nationality, blood type, which are not necessary for the AGM. Therefore, the Company wishes not to keep such sensitive personal data appeared on the identification card, you are requested to delete/ conceal such information before making a copy and send such data to the Company. If you could not conceal such sensitive personal data, the Company reserves the rights to conceal the received sensitive personal data and it shall be deemed that the sensitive personal data are not kept.

4. Personal Data Disclosure

In order to proceed with the objectives as described in this notice, the Company may disclose your personal data to the following persons:

- Law enforcement agencies, law enforcement agencies, courts, government agencies, and other supervisory agencies (i.e., the Ministry of Commerce, the Office of Securities and Exchange Commission and the Stock Exchange of Thailand etc.) or other person when there is a reasonable and necessity for complying with the laws or protecting the right of the Company, third party' s rights or for personal safety, including for performing as necessary in relation to the transfer or accept the right and/or the Company's obligations;
- Personal data processor;
- Service providers, advisors; and
- Electronic and print media used for reporting minutes of meeting and publicizing the meeting.

5. Period of Personal Data Storage

The Company will keep your personal data so long as it is necessary for the accomplishment of the objectives for collection of such personal data. In this regard, the Company expects to keep your personal data under item 1 (A) for a period of 10 years, and under item 1 (B) for a period of 6 months from the date that the Company receives your personal data. In order to comply with the above objectives, upon the lapse of those respective periods, the Company will destroy your personal data or anonymize such data. However, the Company may store your personal data for a longer period if it is required by the relevant law.

6. Right of Data Owner

Under the stipulated laws and exceptions under the relevant laws, personal data owner has the rights to access and/or receive the copy, transfer, correct, erase, destroy, or anonymize your personal data, as well as to object and restrain the collection, use, or disclosure of the personal data in certain case. If the Company requires your consent, you may revoke your consent and still have the right to request the Company to disclose the source of the personal data that you did not consent for collection. Further, if you would like to exercise any of your rights, please contact the Company and

the Company will consider your request and contact you as soon as possible. If the Company fails to comply with the laws related to personal data protection, you can file a complaint to the relevant government authority under the relevant law.

7. **Data Protection Measure**

The Company has the proper data protection measures for your personal data, including management protective measure, technical protective measure, and physical protective measure with regard to the accessibility and controllability of personal data in order that the data remains secret, accurate, complete, and being ready for use and that the data shall not be loss, accessible, useable, changeable, amendable, or disclosable by others without the authority or unlawfully in accordance with the applicable laws.

8. **Contact Us**

If you have any question or queries or would like to exercise any of your rights with regard to your personal data, please contact us or the Secretary at:

The secretary of Shun Thai Rubber Gloves Industry Public Company Limited (the "Company")

No. 1, Promphan Tower 2, Floor 6, Room No. 608, Soi Lat Phrao 3, Chom Phon, Chatuchak, Bangkok 10900

Telephone: 02-511-6040

If you have any questions, please contact the Company by 25 April 2025 before 12.00 p.m. so that the Company could therefore proceed with any necessary steps.

Advance Questionnaire Form for the 2025 Annual General Meeting of Shareholders
Shun Thai Rubber Gloves Industry Public Company Limited

Dear Secretary, Shun Thai Rubber Gloves Industry Public Company Limited ("STHAI")

I / We

Please mark ✓ in the box ()

() As a shareholder of STHAI

() As a proxy from shareholder of Shun Thai Rubber Gloves Industry Public Company Limited (Please attach a copy of the proxy document.)

There were questions regarding various agendas in the 2025 Annual General Meeting of Shareholders of STHAI as follows:

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Sign Inquirer

Remark:

Upon completion of filling in the above details, please return to STHAI within 25 April 2025, before 12.00 p.m.

- Fax : 02-5116049
- Email : investor@shunthaiglove.com
- Post : Shun Thai Rubber Gloves Industry Public Company Limited

No. 1, Promphan Tower 2, Floor 6, Room No. 608, Soi Lat Phrao 3, Chom Phon, Chatuchak, Bangkok 10900

Should you have any inquiries or suggestions, please contact: The secretary 02-5116040



Shun Thai Rubber Gloves Industry Public Company Limited

9 Moo 4 Kached, Muang Rayong, Rayong 21100, Thailand

Tel : (038) 634 481-5 Fax : (038) 634 001



www.shunthaiglove.com

Highly Intend To Reply Your Satisfaction...