

Sri Trang Agro-Industry Public Company Limited

Part 2

Management and Corporate Governance

7. CAPITAL STRUCTURE

7.1 Shares in STA

As of 3 February 2020, STA has a registered capital of Baht 1,535,999,998 (One thousand five hundred thirty-five million nine hundred ninety-nine thousand nine hundred and ninety-eight) and paid-up capital of Baht 1,535,999,998 (One thousand five hundred thirty-five million nine hundred ninety-nine thousand nine hundred and ninety-eight), divided into 1,535,999,998 (One thousand five hundred thirty-five million nine hundred ninety-nine thousand nine hundred and ninety-eight) shares with a par value of Baht 1 each. The aforementioned shares are listed securities on both the SET and SGX-ST.

Non-Voting Depository Receipt (NVDR)

As of 3 February 2020, the Thai NVDR Co., Ltd. held 101,892,910 shares in STA or 6.63% of the total issued shares of STA. The investors who hold NVDRs will receive the same financial benefits (i.e. dividends, rights issue, and warrants) as those who invest directly in the shares in STA. The NVDR holders, however, do not have the right to vote in the meeting of shareholders. The Thai NVDR Co., Ltd. will not exercise the right to vote in the shareholders' meeting, except in the case of considering the delisting of securities from the SET.

7.2 Shareholders

Distribution of Shareholdings as of 3 February 2020

Size of Shareholdings	Number of Shareholders	%	Number of Shares	%
1 – 999	1,859	16.88	559,298	0.04
1,000 – 10,000	5,774	52.42	24,174,212	1.57
10,001 – 1,000,000	3,269	29.68	222,110,292	14.46
1,000,001 - 10,000,000	91	0.83	311,740,965	20.30
10,000,001 – less than 5% of paid-up share capital	18	0.16	398,744,183	25.96
More than 5% of paid-up share capital	3	0.03	578,671,048	37.67
Total	11,014	100.00	1,535,999,998	100.00

Note: Includes shareholders holding through CDP

Free Float

Based on information available to the Company, approximately 55.05% of the Company's shares are held in the hands of the public as of 3 February 2020.

Top ten largest shareholders of STA according to the book closure date as of 3 February 2020¹, are as follows:

	Name	No. of Shares	%
1	Sri Trang Holdings	343,790,629	22.38
2	Sincharoenkul family ²	287,943,083	18.75
3	Thai NVDR Co., Ltd	101,892,910	6.63
4	Mrs. Promsuk Sinchareonkul	45,000,000	2.93
5	CITIBANK NOMS SPORE PTE LTD	40,454,821	2.63
6	Thai R.T.N. Holding Co., Ltd.	37,800,000	2.46
7	CITIGROUP GLOBAL MARKETS LIMITED-PB CLIENT-NRBS COLLATERAL	26,378,735	1.72
8	SOUTH EAST ASIA UK (TYPE C) NOMINEES LIMITED	24,881,379	1.62
9	UOB KAY HIAN PRIVATE LIMITED	22,636,229	1.47
10	BANK JULIUS BAER & CO. LTD, SINGAPORE	18,560,825	1.21
	Total	949,338,611	61.81

Note:

- 1) Information obtained from TSD and CDP
- 2) Details of shareholding of Sincharoenkul family who perform as Director and Management of STA including related persons of those group;

	Name	No. of Shares	%
1	Mr. Viyavood Sincharoenkul	132,987,509	8.66
2	Mrs. Lee Joyce Shing Yu	33,174,890	2.16
3	Mr. Veerasith Sinchareonkul	27,656,747	1.80
4	Mr. Vitanath Sincharoenkul	27,401,500	1.78
5	Mr. Vitchaphol Sincharoenkul	25,555,000	1.66
6	Mr. Kitichai Sincharoenkul	13,132,340	0.86
7	Mr. Paul Sumade Lee	10,814,399	0.70
8	Mrs. Susan Sun	7,372,940	0.48
9	Ms. Vannisa Sincharoenkul	5,798,694	0.38
10	Mrs. Vanida Sincharoenkul	3,941,744	0.26
11	Ms. Punchita Rojjanaphatranan	97,320	0.01
	Total	287,943,083	18.75

There is no acting in concert person and no person who is specified under section 258 of the SEC Act.

- 3) STA has no shareholding agreement between major shareholders affected issuing and offering securities or management of STA.

The top 10 major shareholders of Sri Trang Holdings¹⁾ are as follows;

Name	As at 3 February 2020	
	No. of Shares (Par value of Baht 10 each)	Direct Shareholding (%)
1. Mr. Viyavood Sincharoenkul	1,825,700	0.21
2. BRADSHAW EQUITIES HOLDINGS LTD.	1,646,000	0.19
3. Mr. Paul Sumade Lee	967,860	0.11
4. Ms. Sukuman Sirisuwat	672,000	0.08
5. Ms. Promsuk Sincharoenkul	600,000	0.07
6. Mr. Chaiyos Sincharoenkul	542,860	0.06
7. Paktai Rubber ⁽²⁾	528,000	0.06
8. Nguan Chiang Food Industry Co., Ltd.	448,000	0.05
9. Mr. Kitichai Sincharoenkul	348,880	0.04
10. Mrs. Voradi Sincharoenkul	226,840	0.02
11. Others	993,860	0.11
Total	8,800,000	100.00

Note:

(1) STH engages in long-term investment for dividend income business.

(2) Mr. Viyavood Sincharoenkul, Mrs. Duangjai Sincharoenkul and Mr. Chaiyos Sincharoenkul are limited partners.

7.3 Issuing other securities

Debt Securities

Debentures

On 31 December 2019, there were 1 series-- 1 tranche (Tranche 2)--STA outstanding debentures, totaling principal of Baht 1,455,000,000. The details of debenture of Sri Trang - Agro Industry Public Company Limited no. 1/2016 are as follows:

	Tranche 2
Offering to	Institutional and High Net Worth Investors
Type of Debentures	Unsubordinated and unsecured debentures without a debenture holders' representative
Principal amount of Debentures	Baht 1,455 million
Interest rate	Fixed interest rate at 3.10% per annum
Interest Payable	Semi-annually
Term	5 years
Maturity Date	18 May 2021
Credit Rating	A- / Stable by Tris Rating Co., Ltd.

On 25 October 2019, Tris Rating Co., Ltd. assigned BBB+ / Negative rating for STA and the issued debentures.

7.4 Dividend Policy

7.4.1 Dividend Policy of STA

Our policy is to pay a dividend of approximately 30% of our net profit for each financial year as contained in our Company's stand-alone financial statements, but not in excess of our retained earnings. In considering the level of dividend payments, we intend to take into account various factors, including STA's financial position, results of operations and cash flow; the ability of our subsidiaries, associates and joint venture entity to make dividend payment to STA; STA's expected working capital requirements to support STA's future growth; and general economic conditions and such other external factors that STA believes to have an impact on the business operations of STA.

7.4.2 Dividend Policy of Our Subsidiaries

The dividend payment of our subsidiaries shall be approved by the Board of Directors of each subsidiary and shall be presented to the shareholders' meeting for approval. The Company does not fix the percentage of dividend payment of each subsidiary. The dividend payment made by our subsidiaries will depend on the business profits, financial position and the future investment plans and shall be according to its Articles of Association and the relevant laws of each subsidiary.

Information of dividend payment for the years 2014 – 2018

Operating Year	Number of share*	Par value* (Baht)	Earnings per share (Baht)	Dividend per share (Baht)	Total dividend payment (Baht)	Dividend Payout ratio (%)
2018	1,535,999,998	1	1.34	0.65	998,000,000	46.52
2017	1,535,999,998	1	(1.05)	Omitted dividend payment		
2016	1,280,000,000	1	(0.59)	0.40	512,000,000	N/A
2015	1,280,000,000	1	0.87	0.40	512,000,000	45.79
2014	1,280,000,000	1	0.81	0.40	512,000,000	49.34

Interest of Directors and Executives

The directors and executives of STA who are in office as at 31 January 2020 had the following interests in the ordinary STA shares as of 31 December 2019 as follows;

Name	Position	Number of Shares on 1 January 2019	Number of Shares on 31 December 2019	Increase (decrease) during Year of 2019	Percentage of Shares on 31 December 2019
Mr. Viyavood Sincharoenkul Spouse and minor child	Chairman/ Managing Director	164,712,009 -	132,987,509 -	(31,724,500) -	8.658% -
Ms. Anusra Chittmittrapap Spouse and minor child	Vice-Chairman/ Independent Director/ Audit Committee Member	-	-	-	-
Mr. Chaiyos Sincharoenkul Spouse and minor child	Director	8,997,521 -	8,997,521 -	- -	0.586% -
Mr. Kitichai Sincharoenkul Spouse and minor child	Director/ Group Manager of Legal & Administration	14,462,340 3,941,744	13,132,340 3,941,744	(1,330,000) -	0.855% 0.257%
Mr. Paul Sumade Lee Spouse and minor child	Director/ Chief Marketing Officer	10,814,399 33,174,890	10,814,399 33,174,890	- -	0.704% 2.160%
Mr. Veerasith Sinchareonkul Spouse and minor child	Director	27,671,747 97,320	27,656,747 97,320	(15,000) -	1.801% 0.006%
Mr. Patrawut Panitkul Spouse and minor child	Director/CFO	-	-	-	-
Mr. Chalernpop Khanjan Spouse and minor child	Director/ Chief Operating Officer	-	-	-	-
Mr. Kriang Yanyongdilok Spouse and minor child	Independent Director/ Chairman of the Audit	-	-	-	-

Name	Position	Number of Shares on 1 January 2019	Number of Shares on 31 December 2019	Increase (decrease) during Year of 2019	Percentage of Shares on 31 December 2019
	Committee				
Mr. Samacha Potavorn Spouse and minor child	Independent Director/ Audit Committee Member	-	-	-	-
Gen Thanasorn Pongarna Spouse and minor child	Independent Director				
Mr. Chaidet Pruksanusak Spouse and minor child	Group Manager of Quality Assurance	-	-	-	-
Mr. Rattapong Laparojkit Spouse and minor child	Group Manager of Technical	72,600 -	72,600 -	- -	0.005% -
Mr. Phanlert Wangsuphadilok Spouse and minor child	Group Manager of Technical	-	-	-	-
Mr. Udom Pruksanusak Spouse and minor child	CEO - Plantation	12,000 -	12,000 -	- -	0.001% -
Ms. Nuchanart Chaiyarat Spouse and minor child	Group Manager of Human Resource	-	-	-	-
Total		263,956,570	230,887,070	(33,069,500)	15.032%

The Company Board of Directors has specified the reporting policy in regard of the interest of directors and executives in order to monitor the interest of directors and executives or their related persons in relation to the business operation of the Company or subsidiaries. The reporting policy is as follows;

- First time report when at an appointment as a director or executive.
- Report at any time when there is any change in interest.
- Report at the end of each year.

The directors and executives shall report their interests to a company secretary. The company secretary, thereafter, shall report such interests to the chairman and the chairman of audit committee within seven days from the date that the company secretary receives a report from the directors or executives. The acquisition of shares of the directors and executives shall be presented to the Company's Board of Directors for their acknowledgement every quarter.

8. MANAGEMENT STRUCTURE

8.1 The Board of Directors of STA

As of 31 January 2020, the Board of Directors of STA consists of 11 directors as follows:

Name	Position	Remarks
1. Mr. Viyavood Sincharoenkul	Chairman /Managing Director/ Executive Committee member	Executive Director
2. Ms. Anusra Chittmittrapap	Vice Chairman/ Independent Director/ Member of the Audit Committee/ Member of the Remuneration Committee	Non-Executive Director
3. Mr. Chaiyos Sincharoenkul	Director/ Executive Committee member	Executive Director
4. Mr. Kitichai Sincharoenkul	Director/ Member of the Executive Committee member/ Member of the Nomination Committee	Executive Director
5. Mr. Paul Sumade Lee	Director/ Member of the Executive Committee	Executive Director
6. Mr. Veerasith Sinchareonkul	Director/ Member of the Executive Committee/ Chairman of the Risk Management Committee	Executive Director
7. Mr. Patrawut Panitkul	Director/ Member of the Executive Committee/ Member of the Risk Management Committee	Executive Director
8. Mr. Chalernpop Khanjan	Director/ Member of the Executive Committee/ Member of the Risk Management Committee	Executive Director
9. Mr. Kriang Yanyongdilok	Independent Director/ Chairman of Audit Committee/ Chairman of Nomination Committee/ Chairman of Remuneration Committee member	Non-Executive Director
10. Mr. Samacha Potavorn	Independent Director/ Member of the Audit Committee/ Member of the Nomination Committee/ Member of the Remuneration Committee member	Non-Executive Director
11. Gen Thanasorn Pongarna	Independent Director	Non-Executive Director

Mrs. Pacharin Anuwongwattanachai is a secretary to the Board of Directors of the Company.

Authorized Directors of STA

Any two of the seven following directors of STA, namely, Mr. Viyavood Sincharoenkul, Mr. Chaiyos Sincharoenkul, Mr. Kitichai Sincharoenkul, Mr. Veerasith Sinchareonkul, Mr. Paul Sumade Lee, Mr. Patrawut Panitkul and Mr. Chalernpop Khanjan shall affix their signatures and STA's seal.

Engagement of Mr. Somwang Sincharoenkul as Honorary Adviser

The Board of Directors Meeting No. 2/2020, held on 9 March 2020, resolved to approve the continuance of the engagement of Mr. Somwang Sincharoenkul as Honorary Adviser of STA. Such advisory services are as follows:

1. Advise on the formulation of the Company's goals and vision.
2. Advise on the business plans, investment plans and policies of the Company.
3. Advise on strategies in relation to the use of raw materials, procurement, prices and quantities in each period and taking into account the local conditions.
4. Advise on dealings with the media, local authorities and government agencies in the south of Thailand.

Mr. Somwang Sincharoenkul does not have any participation in the Company's operations. His remuneration is Baht 428,000 per month or Baht 5,136,000 per year. This transaction is considered as a connected transaction.

Qualifications of Independent Directors

1. Holding shares not exceeding one percent of the total number of shares with voting rights of STA, its parent company, subsidiary company, associate company, or a major shareholder or controlling person of STA, including shares held by related persons of such independent director.
2. Not having any relationship with (a) STA; (b) STA's holding company, subsidiary or a subsidiary of a subsidiary of STA; (c) any person who has an interest who holds not less than ten percent of the total voting shares in STA; and/or (d) any officers of STA who can interfere with the exercise of any Director's independent judgment.
3. Neither being nor having an immediate family member who (which includes spouse, child, adopted child, stepchild and parents) is or was, in the current or immediate past financial year, a 10% shareholder of, or a partner in (with 10% or more stake), or an executive officer of, or a director of, any organisation to which STA or any of its subsidiaries made, or from which STA or any of its subsidiaries received, significant payments or material services (which may include auditing, banking, consulting and legal services), in the current or immediate past financial year.
4. Not being or having been directly associated with a shareholder who holds more than 10% of the shares of STA in the current or immediately preceding financial year.
5. Not being or having been an executive director, employee, staff, advisor who receives salary, or a controlling person of STA, its parent company, subsidiary company, associate company, same-level subsidiary company, major shareholder or controlling person of STA, unless the foregoing status ended not less than three financial years prior to the appointment as independent director. Such prohibited characteristic shall not include the case where the independent director used to be a government official or advisor of a government unit that was a major shareholder or controlling person of STA.
6. Not being a person related by blood or legal registration as father, mother, spouse, sibling, and child, including spouse of child, of a director, executive, major shareholder, controlling person, or person to be nominated as director, executive or controlling person of STA or its subsidiary company.
7. Not having an immediate family member including spouse, child, adopted child, stepchild, sibling and parent, who is, or has been in any of the past three financial years, employed by STA or any of its related companies and whose remuneration is or was determined by the remuneration committee.
8. Not being a director or having an immediate family member including spouse, child, adopted child, stepchild, child of spouse, sibling, and parent who accepts or has accepted compensation from STA or any of its related companies for the provision of services, other than services as director, for the current or immediately preceding financial year.
9. Not having or having had a business relationship with STA, its parent company, subsidiary company, associate company, major shareholder or controlling person, in a manner which might interfere with his independent judgement, and not being or having been a significant shareholder or controlling person of any person having a business relationship with STA, its parent company, subsidiary company, associate company, major shareholder or controlling person, unless the foregoing relationship ended not less than two years prior to the appointment as independent director.

10. Not being or having been an auditor of STA, its parent company, subsidiary company, associate company, major shareholder or controlling person, and not being a significant shareholder, controlling person, or partner of an audit firm which employs an auditor of STA, its parent company, subsidiary company, associate company, major shareholder or controlling person, unless the foregoing relationship ended not less than two years prior to the appointment as independent director.
11. Not being or having been a provider of any professional services including those as legal advisor or financial advisor who receives or received service fees exceeding two million baht per year from STA, its parent company, subsidiary company, associate company, major shareholder or controlling person, and not being a significant shareholder, controlling person or partner of the provider of such professional services, unless the foregoing relationship ended not less than two years prior to the appointment as independent director.
12. Not being a director appointed as representative of directors of STA, a major shareholder or a shareholder who is related to a major shareholder of STA, or a director who is or has been directly associated with a shareholder who holds 10% or more of the shares of STA, in the current or immediately preceding financial year. A director will be considered "directly associated" with a shareholder who holds 10% or more of the share of STA when the director is accustomed to or under obligation, whether formal or informal, to act in accordance with the directions, instructions or wishes of such shareholder in relation to the corporate affairs of STA.
13. Not undertaking any business that is of the same nature as and in competition to the business of STA or its subsidiary company, and not being a significant partner in a partnership or being an executive director, employee, staff, advisor who receives salary or holds shares exceeding one percent of the total number of shares with voting rights of any other company that engages in business that is of the same nature as and in competition to the business of STA or its subsidiary company.
14. Not having any other characteristic that could cause the inability to express independent opinions with regard to the business operations of STA.

The qualifications of the Independent Director of STA are more stringent than the definitions as specified in the notification of the Capital Market Supervisory Board. Additionally, The Board of Directors is of the opinion that Mr. Kriang Yanyongdilok and Mr. Samacha Potavorn, who have served as Independent Directors for STA beyond nine years, should continue to serve as Independent Directors of STA as they have the qualifications required by the Capital Market Supervisory Board and do not have any characteristics which would cause them to be unable to express their independent opinions with regard to STA's business operations. During their respective terms of appointment, they have performed their duty as Audit Committee and Remuneration Directors for the benefit and the good governance of STA.

The Audit Committee shall convene on a quarterly basis. Without the management, the Audit Committee shall convene a meeting with the auditor and the head of internal audit at least once a year in order to review the adequacy of external and internal audit, not least the scope, quality and independence of external and internal auditors.

Qualifications of Audit Committee Members

1. Holding shares not exceeding one percent of the total number of shares with voting rights of STA, its parent company, subsidiary company, associate company, a major shareholder or controlling person of STA, including shares held by related persons of such audit committee member.
2. Not taking part in the management of STA, its parent company, subsidiary company, associate company, same-level subsidiary company, and not being a major shareholder of STA.
3. Not being an employee or advisor who receives salary from STA, its subsidiary company, associate company, same-level subsidiary company or major shareholder; for example, the Chief Executive Officer may not be an audit committee member because he or she is directly responsible for the management of STA.
4. Not having or having had benefits or interests, whether direct or indirect, in the finance and management of STA, its subsidiary company, associate company or major shareholder, or any other benefits or interests of similar nature, in the year prior to the appointment as audit committee member, unless the Board of Directors has carefully considered the matter and is of the opinion that such benefits or interests will not interfere with the performance of duties and the giving of independent opinions by such person.

5. Not being related to or a close relative of any member of the management or a majority shareholder of STA.
6. Not being appointed to safeguard the interests of the directors or major shareholders or shareholders who are related to the major shareholders of STA.
7. Being capable of performing the duties, giving opinions or reporting the results as has been delegated by the Board of Directors independent of control by the management or a major shareholder, including related persons or close relatives of the such persons.

Details of Meeting Attendances of the Board of Directors and Sub-Committees in 2019

The details of attendance at the meetings of the Board of Directors, the Executive Committee, the Audit Committee, the Nomination Committee, the Remuneration Committee, and the Risk Management Committee in 2019 are as follows:

Name	No. of Attendances											
	Board of Directors		Executive Committee		Audit Committee		Nomination Committee		Remuneration Committee		Risk Management Committee	
	2019	(%)	2019	(%)	2019	(%)	2019	(%)	2019	(%)	2019	(%)
1. Mr. Viyavood Sincharoenkul	7/7	100	8/8	100	-	-	-	-	-	-	-	-
2. Mr. Chaiyos Sincharoenkul	7/7	100	8/8	100	-	-	-	-	-	-	-	-
3. Mr. Kitichai Sincharoenkul	7/7	100	8/8	100	-	-	2/2	100	-	-	-	-
4. Mr. Paul Sumade Lee	7/7	100	8/8	100	-	-	-	-	-	-	-	-
5. Mr. Veerasith Sinchareonkul	7/7	100	8/8	100	-	-	-	-	-	-	4/4	100
6. Mr. Patrawut Panitkul	7/7	100	8/8	100	-	-	-	-	-	-	4/4	100
7. Mr. Li Shiqiang ¹	7/7	100	-	-	-	-	-	-	-	-	-	-
8. Mr. Chalernpop Khanjan	7/7	100	-	-	-	-	-	-	-	-	4/4	100
9. Ms. Anusra Chittmittrapap ²	6/7	86	-	-	3/3	100	-	-	1/1	100	-	-
10. Mr. Kriang Yanyongdilok	7/7	100	-	-	8/8	100	2/2	100	2/2	100	-	-
11. Mr. Samacha Potavorn	7/7	100	-	-	8/8	100	2/2	100	2/2	100	-	-
12. Mr. Prakob Visitkitjakarn ³	3/3	100	-	-	4/4	100	-	-	1/1	100	-	-
13. Gen Thanasorn Pongarna ⁴	3/3	100	-	-	-	-	-	-	-	-	-	-
Percentage of attendance of each committee		99		100		100		100		100		100

Note:¹Mr. Li Shiqiang resigned the position as a Director on 20 January 2020.

²Ms. Anusra Chittmittrapap was appointed as an Audit Committee member and Remuneration Committee member regarding to the resolution of the Board of Directors' meeting no. 4/2019, on 8 July 2019.

³Mr. Prakob Visitkitjakarn resigned the position as an Independent Director on 29 May 2019.

⁴Gen Thanasorn Pongarna was appointed as an Independent Director regarding to the resolution of the Board of Directors' meeting no. 4/2019, on 8 July 2019.

The profiles of the Board of Directors are in the attachment 1.

In 2019, there was a Board of Directors Meeting without management, held on 11 December 2019 to discuss about the business outlook including opportunities and challenges for the Company

8.2 Executives (pursuant to the definition of “Executive⁽¹⁾” in the SEC’s notification no. GorJor. 17/2008 re: Definitions under Notifications relating to the Issuance and Offering of Securities)

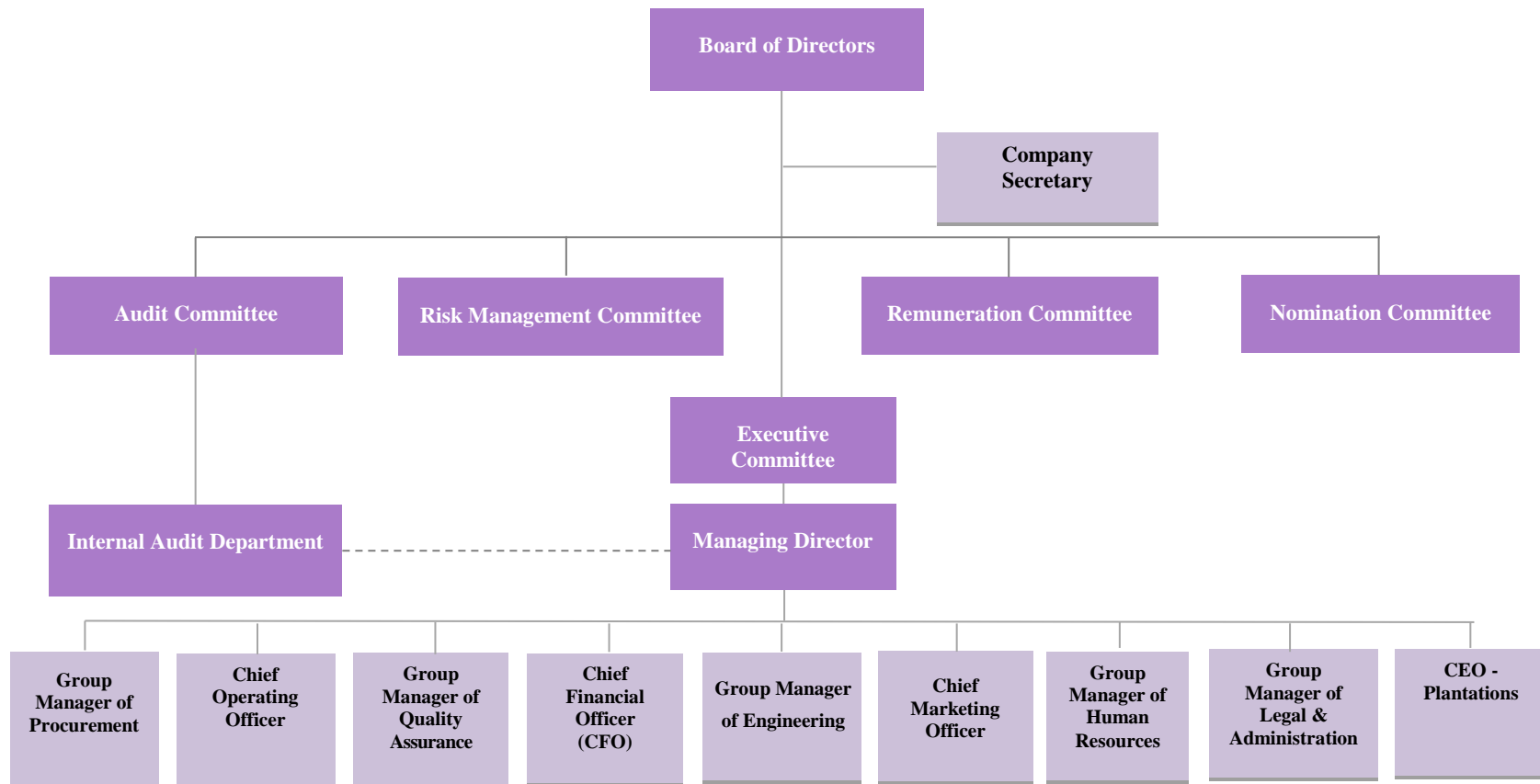
As of 31 January 2020, the list of Executives of STA is as follows:

Name	Position
1. Mr. Viyavood Sincharoenkul	Chairman/ Managing Director
2. Ms. Anusra Chittmittrapap	Vice Chairman/ Independent Director/ Member of the Audit Committee
3. Mr. Chaiyos Sincharoenkul	Director
4. Mr. Kitichai Sincharoenkul	Director/ Group Manager of Legal and Administration
5. Mr. Paul Sumade Lee	Director/ Chief Marketing Officer
6. Mr. Veerasith Sinchareonkul	Director
7. Mr. Patrawut Panitkul	Director/ Chief Financial Officer (CFO)
8. Mr. Chalernpop Khanjan	Director/ Chief Operating Officer
9. Mr. Kriang Yanyongdilok	Independent Director/ Chairman of the Audit Committee
10. Mr. Samacha Potavorn	Independent Director/ Member of the Audit Committee
11. Gen Thanasorn Pongarna	Independent Director
12. Mr. Chaidet Pruksanusak	Group Manager of Quality Assurance
13. Mr. Rattapong Laparojkit	Group Manager of Engineering
14. Mr. Phanlert Wangsuphadilok	Group Manager of Engineering
15. Mr. Udom Pruksanusak	CEO - Plantations
16. Ms. Nuchanart Chaiyarat	Group Manager of Human Resources

Note:

- (1) “Executive” means a director, manager or the next four executives succeeding the manager, a person holding an equivalent position to the fourth executive, including a person holding the position of manager or equivalent in the accounting or finance departments.

The profiles of the Executives are in the attachment 1.

Corporate Structure as of 31 December 2019

8.3 Scope of Authorities and Responsibilities of the Managing Director

1. Approve any juristic act binding the company for the normal business operation of STA in an amount not exceeding Baht 200,000,000.
2. Issue and amend the rules, orders, and work rules of STA, for example, the acceptance, appointment, removal and disciplining of staff and employees, and the determination of salary and other monies, including compensation and other welfare.
3. Determine the salary rate and other remuneration, including expenses rate and facilities of the manager or equivalent for proposing to the Executive Committee for further approval.
4. Administer STA pursuant to the resolutions and policies of the Board of Directors of STA.
5. Propose significant matters to the Board of Directors of STA or the meeting of shareholders for further approval or other appropriate action.
6. Study the feasibility of new projects and consider and approve the projects as delegated by the Board of Directors of STA and the Executive Committee.
7. Perform other matters as delegated by the Board of Directors of STA and/or the Executive Committee from time to time.

However, the abovementioned approvals shall not be given in a way that may cause the Managing Director or his authorized representative to be able to approve any transaction in which he himself or any related person has or may have a conflict of interest with STA or its subsidiaries as defined in the Notification of the SEC or the Capital Market Supervisory Board.

8.4 Company Secretary

The Board of Directors of STA resolved to appoint Mrs. Pacharin Anuwongwattanachai, who meets the appropriate qualifications, graduated in accounting, has completed company secretary training and other related training programs, and possesses the skills, knowledge, understandings relating to business and the laws and other related regulations, as Company Secretary (the “Company Secretary”), having the duties and responsibilities as provided in the Securities and Exchange Act, including providing advice on compliance with the relevant laws and regulations to the Board of Directors, organizing Board of Directors activities and ensuring compliance with the resolutions of the Board of Directors. The Company Secretary has to attend and safeguard all meeting documents and ensures procedural compliance with regards to the Board of Directors. The appointment and removal of the Company Secretary is subject to the approval of the Board of Directors.

Note: The profile of the Company Secretary is in the attachment 1.

8.5 Remuneration of Directors and Executive Officers**(1) Financial Remuneration****(A) Directors’ Fees**

For the fiscal year ending 31 December 2019, STA paid the directors’ fees to the Directors in the amount of Baht 7,854,000 in compensation for the services rendered. The details are as follows:

Name	Amount of Directors’ Fees (Baht)*
	Fiscal year ending 31 December 2019
1. Mr. Viyavood Sincharoenkul	804,000
2. Mr. Chaiyos Sincharoenkul	600,000
3. Mr. Kitichai Sincharoenkul	600,000
4. Mr. Paul Sumade Lee	600,000
5. Mr. Veerasith Sinchareonkul	600,000
6. Mr. Patrawut Panitkul	600,000

Name	Amount of Directors' Fees (Baht)*
	Fiscal year ending 31 December 2019
7. Mr. Li Shiqiang	600,000
8. Mr. Chalernpop Khanjan	600,000
9. Mr. Prakob Visitkitjakarn	390,000
10.Mr. Kriang Yanyongdilok	744,000
11.Mr. Samacha Potavorn	744,000
12.Ms. Anusra Chittmittrapap	672,000
13.Gen Thanasorn Pongarna	300,000

Note: *This remuneration is compensation only for the services rendered as directors and members of the Audit Committee of STA and does include compensation for services rendered as members of the other committees of STA.

(B) Remuneration of the Directors and Executive Officers

For the fiscal year ending 31 December 2019, STA paid the remuneration to the Directors and Executive Officers, totaling 21 persons, in the amount of Baht 154.73 million, including Directors and Executive Officers who resigned during the year 2019. Such remuneration was in the form of salary, bonus and other compensation comprising benefits in kind and compensation that has already been paid, which includes any deferred compensation accrued for the financial year in question and payable at a later date including bonus or profit-sharing scheme or any other profit-linked agreements or arrangements.

Sri Trang International Pte. Ltd. has entered into employment agreements with Dr. Viyavood Sincharoenkul and Mr. Paul Sumade Lee. Each of these employment agreements does not have a fixed term of employment.

Pursuant to their respective employment agreements, Dr. Viyavood Sincharoenkul and Mr. Paul Sumade Lee will be entitled to the following:

- a monthly salary and a variable bonus, as determined by the Profit Incentive Scheme (as defined below); and
- reimbursements of all reasonable business expenses incurred or paid for during the term of employment, in connection with the performance of their duties to Sri Trang Group.

Profit Incentive Scheme

Each of our Directors, Dr. Viyavood Sincharoenkul and Mr. Paul Sumade Lee are entitled to participate in a profit incentive scheme (the "Profit Incentive Scheme") in respect of each financial year of our subsidiary, Sri Trang International.

Under the Profit Incentive Scheme, in respect of each financial year, if the board of directors of Sri Trang International determines that there is a surplus ("Surplus") after deducting (i) 10% of Sri Trang International's issued and paid-up capital, or such other amount as may be determined by the board of directors of Sri Trang International, at their sole discretion, from time to time; (ii) 5% of any retained profits as at the beginning of the relevant financial year; and (iii) accumulated losses as at the beginning of the relevant financial year, from Sri Trang International's profit after tax (as reflected in its audited accounts), 20% of such Surplus will be payable under the Profit Incentive Scheme ("Profit Incentive").

(2) Other Remuneration

In 2019, the Company has paid contributions to the employee provident fund for the Board of Directors and Executive Officers in the following amount:

	Total list	Amount (Baht)
Contributions to employee provident fund	14	3,147,335

Employees' Retirement Benefits

STA provides employees' retirement benefits to employees in accordance with Thai labor laws. Such benefits that each employee is entitled to depend on the salary base and the number of years that the employee has been working for STA until the termination date.

8.6 Employees**Number of Employees and Significant Changes in the Number of Employees**

As of 31 December 2019, STA had 15,073 employees which can be categorized as follows:

Business Line:

Business Line	As of 31 December 2019 (Unit : Person)
Natural Rubber Business	6,038
- <i>Technically Specified Rubber</i>	4,836
- <i>Ribbed Smoked Sheet</i>	478
- <i>Concentrated Latex</i>	724
Gloves Business	7,397
General Administration	220
Services/ Other Businesses	1,418
Total	15,073

Geographical Location:

Geographical location	As of 31 December 2019 (Unit : Person)
Thailand	13,343
Indonesia	1,559
Singapore	22
USA	11
PRC	58
Vietnam	3
Myanmar	77
Total	15,073

Our employees are not unionized in Thailand. Certain of our employees in Indonesia have established labor unions that have been registered with the Indonesia Manpower Authority and have entered into collective labor agreements with our subsidiary in Indonesia.

In 2019, STA Group had expenses for salaries, bonuses and other employment benefits in the amount of Baht 3,408.3 million.

Significant Labor Disputes during the Past Three Years

STA has not had any other significant labor disputes or work stoppages during the past three years. STA believes that it has good relations with all employees.

Employee Development Policy

STA recognizes that human resources are our most valuable asset. We have accordingly developed a well-rounded employee development program that provides training to develop various skills and knowledge, as well as seeks to instill environmental awareness. Our Employee Development Center is responsible for providing all our employees with suitable training programs to help them develop and enhance the skills relevant to their lines of work.

Following are the employee development programs organized by our Employee Development Center:

1. In-house training in the fundamentals of the employee's respective lines of work, for example, production, services, technology and management.
2. Various development activities, such as five Sor, Quality Control Circle (QCC), Kaizen, One Point Lesson (OPL), that seek to develop and improve the skills employees can utilize in their daily work assignments, for example, the use of new technologies and how to simplify work processes.
3. STA Culture is a program that seeks to instill in new recruits the core values of STA, as well as to forge a bond between new recruits and STA employees who work in different positions or in different locations.
4. Through STA Share & Learn, STA selects our employees who are proficient in their respective lines of work to impart their knowledge to and share their experiences with other employees at various organized events such as Sri Trang Smart Trainer, STA Talks and Sri Trang Conversations.
5. Employees of STA are regularly taken on field trips, both in Thailand and overseas, as well as field trips to learn about the operations within Sri Trang Group, so that they can acquire new knowledge and be exposed to new experience that may be useful in their respective lines of work.

STA has established "Sri Trang Champion" for our employees to showcase their skills and accomplishments with their colleagues, so that they will be inspired that they too can achieve what they set their mind as well.

9. CORPORATE GOVERNANCE

9.1 Corporate Governance Policy

The Board of Directors of STA has conducted the business operation appropriately and effectively in accordance with its objectives by utilising expertise, diligence, and due care to protect the interests of the Company and to comply with the laws, objectives, and the Articles of Association of STA. The Board of Directors of STA has also followed the Principles of Good Corporate Governance for Directors of Listed Companies and the Principles of Good Corporate Governance for Listed Companies 2017. The roles and responsibilities of the Board of Directors of STA are all managed with due care, in particular in the process of decision making. Careful consideration is given using reasonable judgment based on honesty, transparency, ethics, and the concern of stakeholders as well as all aspects of the best interests of shareholders.

Principles of Good Corporate Governance

STA has established and reviewed principles for good corporate governance in accordance with the Principle of Good Corporate Governance for Listed Companies as prescribed by the SET. The details of 5 principles of good corporate governance areas that are appropriate for current business environment are as follows:

1. Rights of Shareholders

STA always realises that the main factors for building shareholders' trust and confidence for investing in the businesses of STA are the application of policies and operations that protect the fundamental rights of the shareholders as well as the equality of all shareholders as prescribed by the laws, and encouraging the shareholders to exercise their fundamental rights. For example:

- (1) **Right to Receive Profit Sharing in the Form of Dividend:** STA has a policy on dividend payment which is based on careful consideration of the financial position, results of operation and cash flow of STA, the ability of our subsidiaries, associates and joint venture entity to make dividend payment, STA's expected working capital requirements to support the future growth of STA, the economic situation, and other external factors that STA expects will have an impact on its operations. In order to manage the business operation efficiently, the dividend payment policy is at approximately 30 percent of the net profit.
- (2) **Right to Attend the Shareholders' Meeting:** STA pays great attention to the sufficiency of information so that the shareholders are able to make a well-informed decision at the shareholders' meeting, including casting their votes and expressing their opinions on significant changes and the election of the Board of Directors of STA, based on information which is accurate, complete, transparent, and equally shared.

Where the STA's shares are held through CDP, CDP will be the only holder on record of such shares. Accordingly, as a matter of Thai law, CDP will be the only person or entity recognised as a shareholder and legally entitled to vote on any matter to be submitted to the vote of the Company's shareholders at a general meeting of shareholders.

CDP has appointed a Thai custodian to safe keep all the shares held by CDP. Such Thai custodian will act as CDP's proxy during a general meeting of shareholders and CDP will instruct such Thai custodian to split its votes in accordance with the instructions that CDP receives from investors holding shares through CDP. However, shareholders who desire to attend shareholders' meetings and exercise their voting rights under their names with regard to the shares beneficially owned by them will be required to transfer their shares out of the CDP system and have the share transfer registered in the share register book. In addition, a shareholder who transfers the Company's shares out of the CDP system will not be able to trade such shares on the SGX-ST unless he first transfers such shares back into the CDP system.

STA has a policy to facilitate shareholders and institutional investors who attend shareholders' meeting by allowing them to send shareholders' meeting registration document in advance in order to reduce time verifying documents on the meeting date. STA provides stamp duty for shareholders to give their proxy and arranges registration stations for both shareholders and institutional investors. Barcode system is also applied to expedite the registration and the vote counting process.

- (3) **Right to Vote on Agenda Items in the Shareholders' Meeting:** The completed invitation to shareholders' meeting and attachments will be forwarded to shareholders in advance. The invitation to shareholders' meeting includes details on agenda items, attachments to agenda items, opinions of the Board of Directors of STA, proxy forms as prescribed by the Ministry of Commerce, a name list of all independent directors to whom the shareholders are able to give their proxy, and a map of the meeting venue. The invitation to the shareholders' meeting also includes the information regarding the required documents that shareholders have to present to the meeting in order to protect their right to attend the meeting, the Articles of Association of STA pertaining to the shareholders' meeting, and voting instructions. Furthermore, so that the investors can obtain information thoroughly, the shareholders can access all information with respect to the agenda of the shareholders' meeting at www.sritranggroup.com and the website of the SGX-ST at www.sgx.com ("**SGXNET**") in advance at least 30 days prior to the meeting date. Moreover, STA has assigned Thailand Securities Depository Co., Ltd. (TSD) and CDP as its securities registrar to dispatch the meeting invitation and other related documents to shareholders at least 21 days prior to the meeting. The policy of STA is that no additional agenda item is included in the meeting without prior notice to the shareholders.

For the election of directors agenda, STA gives an opportunity to shareholders to vote on individual directors. In addition, STA provides examiners for the vote counting on the meeting date and discloses the information in the minutes of the shareholders' meeting.

- (4) **Equal Right to Express Opinions and Make Inquiries in the Shareholders' Meeting:** With respect to agenda items and proposed agenda items, the Chairman of the shareholders' meeting should allocate sufficient time and encourage the shareholders to express their opinions and make inquiries in the meeting. The Chairman of each sub-committee comprising Mr. Kriang Yanyongdilok n, STA's Lead Independent Director as well as the Chairman of the Audit Committee, the Remuneration Committee, and the Nominating Committee and , Mr. Veerasith Sinchareonkul, the Chairman of the Risk Management Committee will be present at the annual general meeting to address questions that shareholders' may have. External auditors will also be present to address queries in relation to the audit of the Company and the auditors' report. STA will note the questions and clarifications in the minutes of the shareholders' meeting for acknowledgement of shareholders who did not attend the meeting.

2. Fair Treatment of Shareholders

STA has the policies of fair and equitable treatment to all groups of shareholders including institutional investors, foreign investors, and retail shareholders.

- (1) The shareholders' meeting shall be held in accordance with the agenda mentioned in the invitation to shareholders' meeting. STA sends a complete invitation to shareholders' meeting, including attachments, both in Thai and English language with all sufficient information relevant to the meeting to the shareholders. Moreover, STA posts all information which is relevant to the meeting at its website (www.sritranggroup.com) so that the shareholders will have sufficient time to carefully study this information. In addition, the invitation to shareholders' meeting shall be advertised no less than three days prior to the shareholders' meeting in a daily newspaper for at least three consecutive days in order to allow shareholders to have sufficient time to prepare for attending the shareholders' meeting. Before the commencement of each meeting, the Chairman will give instructions on the voting and the counting methods as clearly prescribed. During the meeting, the Chairman allows the shareholders, equally, to make inquiries and express their opinions as well as to make recommendations. The Chairman also answers questions and provides complete information as requested by the shareholders. After the meeting, STA will send the minutes of the shareholders' meeting to the SET within the prescribed period.
- (2) STA gives an opportunity to shareholders to cast their vote on one share one vote approach and encourages the shareholders to use ballots for voting on each agenda item. The ballots shall be kept in the meeting room for vote counting prior to the announcement of the resolutions. For the purpose of transparency, STA makes an announcement of the detailed results showing the number of votes cast for and against each resolution and the respective percentages and keeps all ballots having signatures of the shareholders or their proxy for future reference.
- (3) Minutes of the shareholders' meeting must be accurately and completely recorded and submitted to the SET within 14 days after the shareholders' meeting. The resolutions of the shareholders' meeting will be announced on SET and SGX's websites and posted on the website of STA at www.sritranggroup.com and on SGXNET.

- (4) The policy regarding the monitoring of the use of insider information has been established for strict compliance by personnel at all levels.
- (5) Directors, executives and related persons as stated in Section 89-1, the Securities and Exchange Act B.E. 2535, must report changes in securities holding of STA to the SEC according to Section 59 of the Securities and Exchange Act B.E. 2535 within 3 business days from the first day that securities holding changes. They must also provide a copy of such report to the Company Secretary in order to gather, submit a summary and propose to the Board of Directors' meeting quarterly.
- (6) STA establishes the silent period policy to abstain from securities trading 30 days before the announcement to the Stock Exchange of Thailand and at least 24-48 hours after the public disclosure for directors and executives, as the SEC's prescribed, to strictly comply with.
- (7) Directors and executives are required to report their conflict of interests including their related persons at the first time for newly nominated directors and executives and if any changes during his/her position as well as at the end of each year by assigning Company Secretary to keep the report. If there is any conflict of interest found, Company Secretary shall report to the Chairman of the Board and the Chairman of Audit Committee to acknowledge.
- (8) A full and clear disclosure of shareholding structure in the subsidiaries and associates is made to assure shareholders that the operational structure of STA is transparent and accountable.
- (9) STA places importance on the accurate, full, timely, and transparent disclosure of information on various issues to shareholders. As such, significant information is disclosed on a regular basis.
- (10) STA has established a channel of communication for minority shareholders to directly access information on various issues e.g. the activities of the Board of Directors, supervision and monitoring of the operation, and auditing through the email address of the independent directors. Furthermore, minority shareholders may directly seek information from the Company Secretary of STA and the Investor Relations Office as following details:
 - The Audit Committee, E-Mail Address: auditcommittee@sritranggroup.com
 - The Company Secretary, E-Mail Address: corporatesecretary@sritranggroup.com
 - The Investor Relations Office, E-Mail Address: ir@sritranggroup.com
 - Telephone no. +662-207-4590

3. Role of Stakeholders

STA fully realises that the growth and development of STA has resulted from the full support given by all interested parties. STA places importance on the rights of all stakeholders, both internal stakeholders such as personnel, staff members, and the Executives of STA and the subsidiaries and external stakeholders such as commercial partners ranging from the suppliers of raw materials to various groups of customers of finished products, financial institutions, government agencies that provide close co-operation, and finally, the shareholders of STA. In this regard, STA realises its responsibilities towards the above-mentioned stakeholders. The Board of Directors of STA has reviewed stakeholder engagement policy and established the policies concerning the non-infringement of intellectual property such as copyright, patent, and trademark as well as the whistleblower policy which has specified the channels of notice or complaint, operating procedure, and guidelines for the protection of claimer(s) in the Company's website. The Board of Directors has also established the anti-corruption policy to build a good conscience and right core value in order to prevent any type of corruptions in the organisation. In 2019, there were 8 complaints submitted via the whistleblowing channels related to services/ products and procurement. The Company has investigated/ solved 7 complaints during the year 2019; however, there was still 1 complaint under the investigation.

STA is aware of the principles and standards on human rights. As such, STA has established human rights and non-discrimination policy focusing on the equitable treatment to all stakeholders. Such policy was disseminated to all employees for their adherence.

On 21st August 2018, STA was certified to be a member of Thailand's Private Sector Collective Action against Corruption (CAC), which has reinforced our business morale on corporate governance for sustainable growth. In the year 2019, the Company had reviewed the work process to comply with the requirements of the Private Sector Collective Action against Corruption.

The followings are details of policies in connection with stakeholders:

Shareholders:

STA is committed to be the representative of its shareholders in conducting its business operation in a transparent manner, and having a reliable accounting and finance system that brings the highest satisfaction to shareholders by continuously considering the long-term, sustainable growth of STA and an adequate return.

Employees:

STA treats its employees equally and fairly by providing a good and safe working environment and adequate remuneration. Moreover, STA supports its employees in terms of providing the opportunity to develop knowledge, skills and experiences for career improvement. STA has established a Health and Working Environment Committee. A training program is specially designed for relevant personnel responsible for overseeing, providing advice, and giving accurate information on safety, occupational health, and the working environment, and the prevention of accidents resulting from work as well as providing other interesting health information to the employees. Considering the employee's welfare with respect to the safe and maximum working efficiency, STA promotes and provides training to employees to worthily utilise natural resources and introduces various activities that promote the quality of life of employees, such as establishing annual health checkup, a library and creating entertainment programs as well as various activities which are designed to promote employees' good physical and mental health. Moreover, a handbook for employees has been published and is publicised through STA Intranet.

The Company has established the employee provident fund of which permanent employees are entitled to apply for with options to pay the contribution at the fixed rate or at the rate equal to the contribution paid by the Company. The contribution rate paid by the Company depends on years of services of each employee. The employee will receive such provident fund benefit on the termination of their employment or upon their resignation from provident fund according to their entitlement except for cases where the terminations are not eligible to the compensations.

The Board of Directors of STA has established the anti-corruption policy and communicated with employees to provide better knowledge and understanding for the prevention of corruption. This is to build a good business conscious, right core value, and good corporate culture.

The Board of Directors of STA has established the Whistleblower Policy and set channel for appellant from all groups of stakeholder regarding falsify or inappropriate actions which may cause the damage to the Company including protective measures for claimer who is in good faith.

STA has established a channel of communication for shareholders or any stakeholders to directly report to the directors. The Audit Committee assigned to receive these complaint reports will investigate and report to the Board of Directors. Furthermore, shareholders or any stakeholders may directly seek information from the Company Secretary of STA and the Investor Relations Office as following details:

- The Audit Committee, E-Mail Address: auditcommittee@sriranggroup.com
- The Company Secretary, E-Mail Address: corporatesecretary@sriranggroup.com
- The Investor Relations Office, E-Mail Address: ir@sriranggroup.com
- Telephone no. +662-207-4590

Customers:

STA is committed to creating customer satisfaction by producing quality products and delivering the products on a timely basis and maintaining a good sustainable relationship. A guideline for customer relations practice is included in the Code of Business Conduct under Conduct of Relations to the Customers.

Business Partners:

STA has the procurement policy to screen business partners and purchases goods and services from such business partners pursuant to commercial conditions. The Company always complies with the agreements entered into with its business partners and strictly follows the laws and regulations and possesses good business ethics in regard to equal and transparent business competition.

Competitors:

STA promotes and supports the policy of fair and free competition. STA will not take any actions that infringe or violate any laws related to commercial competition or that could cause harm reputation of its competitors.

Creditors:

STA complies with the conditions of loan agreements and provides accurate, transparent, and accountability information to creditors. Moreover, STA strictly adheres to the compliance with the prescribed conditions of the contract from creditors.

Government Agencies and Related Organizations:

STA strictly complies with various laws and regulations e.g. laws pertaining to the environment, safety, labour, tax management and accounting, as well as the government notifications relating to the business operations of STA.

Society and Environment:

STA is aware of and concerned about the safety, environment, and the quality of life of the people, and the importance of natural resources conservation, the promotion of energy sufficiency, the alternative use of natural resources to minimize the impact on society, the environment and people's quality of life to the greatest possible extent. As such, STA supports activities in the neighborhood community of the factories by providing the most efficient management of safety and environment.

The Board of Directors has supervised and monitored the management system to ensure full compliance with laws and regulations of regulatory agencies and the fair and strict equitable treatment of all stakeholders. Additionally, the Company has prepared Sustainability Report to communicate the Company's operation in materiality matters to all stakeholders.

4. Information Disclosure and Transparency

- (1) The Board of Directors of STA is responsible for the accurate, complete, clear, timely, and transparent disclosure of both significant financial and non-financial information of STA both Thai and English in balance and easy to understand form through the Annual Registration Statement (Form 56-1), the Annual Report (Form 56-2), and management discussion and analysis on a quarterly basis via easy-to-access channels, which reflects fairness and reliability at the same time of maintaining the commercial interest of STA so that the stakeholders are all equally able to receive information in compliance with the Securities and Exchange Commission, the Stock Exchange of Thailand, and the requirements of various regulators.
- (2) STA has set up a public relations department in order to communicate with investors and related third parties. The Investor Relations Office is the center for communication between shareholders, stakeholders, investors, analysts, and other related parties.
- (3) To report the corporate governance policy through the Annual Registration Statement (Form 56-1), the Annual Report (Form 56-2), and the Company's website.
- (4) To disclose vision, mission, and goal of the Company. Such disclosed information will be reviewed by the Board of Directors of the Company on yearly basis.
- (5) To clearly disclose the shareholding structure of the Company including shareholding of the directors and the Executives of the Company both direct and indirect by presenting the beginning and ending shares as well as movement transaction during the year.
- (6) To establish the policy that the directors must report all trading in securities and quarterly present to the Board of Directors.
- (7) To establish the policy for the directors and the Executives to report their interest on the first appointment to the position and at the end of every year or every time when there is a change.
- (8) To present report of the Board of Director's responsibility for the financial reports together with auditor's report in annual report.
- (9) To disclose minutes of the annual general meeting on website of the Company.

- (10) To disclose profile of the directors and their attendance on the Board of Directors and Sub-Committee meeting of the preceding year.
- (11) To disclose the date of first appointment to the Board of each director.
- (12) To disclose details of training and development program that the directors joined during the preceding year.
- (13) To disclose the audit fees and non-audit fees in annual report.
- (14) To disclose Memorandum of Association and Article of Association in the website of the Company.
- (15) The Board of Directors of STA has a duty to provide management discussion and analysis and report risk factors, types of risk, the cause and impact of risk upon the business operation of STA, competitions, market share, business structure, and dividend policy through the Annual Registration Statement (Form 56-1) and the Annual Report (Form 56-2).
- (16) STA provides various communication channels such as website, annual report, sustainability report, analyst meeting so that shareholders or investors can easily access company information thoroughly and equally.
- (17) STA discloses significant information in Thai and English through website that is updated regularly. The Investor Relations Office at Bangkok Branch can be contacted at: Tel: +66-2207-4500, Fax +66-2108-2244, or at www.sritranggroup.com

5. Responsibility of the Board of Directors

(1) The Structure of the Board of Directors

The Board of Directors of STA, consisting of directors who have knowledge, competence, profession or expertise in various areas dedicating their experiences in business, has the duty to determine policies, visions, strategies, goals, missions, business plans and budgets of STA, as well as to monitor the management team to effectively and efficiently manage the business of STA in accordance with the policies under the legal framework, objectives, the Articles of Association of STA and the resolutions of the shareholders meeting and the Board of Directors Meeting. Such duties must be performed with responsibility, due care and loyalty under the principles of good corporate governance in order to increase the best economic value for the business and the highest stability for the shareholders.

Moreover, in compliance with the principles of good corporate governance and in order to ensure the Directors' effectiveness of work, the Board of Directors has established the policy that the Directors should not hold directorship positions for more than five listed companies. In the case that any director holds the office of director in more than five listed companies, the Board of Directors will further review the efficiency of such director's performance.

According to the Articles of Association of STA, at every annual general meeting, one-third of the Directors, or, if the number of Directors is not a multiple of three, then the number nearest to one-third, shall retire from office. The Directors who are to retire from office in the first and the second years after registration of the company shall be drawn by lots. In the subsequent years, the Directors who have been holding office for the longest time shall retire.

The Board of Directors has passed a resolution to appoint Mrs. Pacharin Anuwongwattanachai as Company Secretary to provide advice on compliance with relevant laws and regulations which the Board of Directors is required to know. The Company Secretary shall also supervise the activities of the Board of Directors and ensure that the resolutions of the Board of Directors meeting have been complied with.

(2) Sub-committees

To comply with good corporate governance, the Board of Directors of STA has appointed five sub-committees namely the Audit Committee, the Executive Committee, the Remuneration Committee, the Nomination Committee, and the Risk Management Committee to scrutinize specific matters thoroughly and effectively

(3) Roles, Duties, and Responsibilities of the Board of Directors

The Board of Directors of STA oversees the business operation and the mission of STA to be in accordance with the approval given by shareholders, applicable laws, objectives, the Articles of

Association of STA, and resolutions of the Board of Directors meeting and the shareholders meeting. The Board of Directors of STA must exercise good business judgment in making business decisions and perform its duty with responsibility, due care, and loyalty in the best interests of the Company.

Conflict of Interests

The Board of Directors of STA has established a policy for preventing conflicts of interests on the basis that any decision-making on business transactions must be made only for the best interest of STA, and that any act which may cause a conflict of interest should be avoided. It is required that a person involved in or having a conflict of interest in any agenda item to be discussed in a meeting shall report the relationship or conflict of interest in such agenda item to STA, as well as abstain from voting and shall have no authority to grant approval for such transaction.

(4) The Board of Directors Meeting

According to the Articles of Association of STA, the Board of Directors shall hold a meeting at least once every three months. The Company shall prepare the schedule of the meeting for the whole year and inform all directors to acknowledge in advance within December every year. Any additional meetings shall be arranged if necessary, so that the Board of Directors shall monitor and give their opinions on the performance, vision, strategy, important policies, risks, and other issues affected creating sustainable value to STA. A meeting notice will be delivered to directors at least seven days prior to the date of the meeting, except in the case where it is necessary or urgent to preserve the rights and benefits of STA. At each meeting, the agenda items of the meeting must be clearly specified and supported by complete and sufficient documents, and must be delivered to the directors in advance so that the directors will have sufficient time to study such information prior to the meeting. At the meeting, each director is allowed to openly discuss and express his/her opinion and at least two-third of the total number of directors shall be presented to form a quorum at the time of the Board passing a resolution. In addition, at the meeting of the Board of Directors, the senior executives will be invited to participate in order to present additional details of information on such matters in which they are directly involved.

STA is committed to providing the Board of Directors with adequate, complete, and continuous information in a timely manner prior to a Board of Directors meeting. The management provides information requested by the Board promptly and keeps the Board informed of all material events and transactions as they occur. The Board has separate and independent access to senior management and the Company Secretary at all times.

The Directors may, in fulfilling their duties, as a group or individually, when necessary, direct the Company to appoint external professionals to render advice. The Company Secretary is responsible for advising the Board of Directors on compliance with legal and regulatory requirements.

(5) Remuneration

The director remuneration policy has been clearly and transparently established by the Board of Directors by delegating the Nomination and Remuneration Committee to consider and review the appropriateness.

• The Remuneration of Directors Policy

The Board of Directors defined the director remuneration policy. The remuneration is specified annually to the Chairman of the Board of Directors, Executive Directors, Non-Executive Directors, the Chairman of Audit Committee, and Audit Committee Members with no additional meeting allowance. In this regard, the Remuneration Committee has a duty to propose a framework and criteria of remuneration for the Directors to the Board of Directors' meeting to agree with before proposing to the Shareholders' meeting to approve. The remuneration is considered based on the Company's performance, the director's responsibility and compared with the other listed companies in SET that have similar market capitalization as well as other listed companies in the same industry. This shall support the remuneration structure to be appropriate for the perseverance, responsibilities, and experiences of Directors that shall lead the Company to be achieve in both short-term and long-term goals. In addition, the remuneration will be disclosed in the Company's annual report.

• **The Remuneration of Management Policy**

The CEO, as a representative of the Board of Director, shall consider the management remuneration policy. Such remuneration will be appropriately considered based on the remuneration structure of the Company comparing to remuneration information surveyed by recognized institutes, organizations and entities as well as the inflation rate and net profits of the Company together, including performance and consistency with the duties and responsibilities assigned.

(6) **Training for the Directors and the Executives**

STA usually provides an orientation to the newly appointed director so that such Director can discharge his/her duties effectively. The Company Secretary will liaise with the Directors in any matters such as affidavit, Articles of Association, manual of director in Annual Registration Statement (Form 56-1), working system information within the Company, and other related laws and regulations.

The Board of Directors has a policy to enhance and accommodate the provision of training on good corporate governance. Regular and continuous training programs are provided to directors so that they can improve their knowledge. STA has the policy to support the Directors and the senior management at least one person a year to join any training programs that equip them with knowledge to support their duties.

Moreover, STA has made available resources for Directors to receive training in any relevant specific area to enable them to discharge their duties with due care and loyalty.

The Board of Directors of STA has paid attention to Directors and Executives development by having a policy to encourage at least one person of Directors, Executives, or Company Secretary to have training and knowledge development on a yearly basis. This helps broaden their perspectives benefit for STA's business development. In 2019, there were Directors and Executives attended training courses as below:

Name of Director/ Executive	Position	Training Courses	Held by	Training Date
Mr. Veerasith Sinchareonkul	Director	Bangkok ASEAN Tour 2019	Fullerton Markets	3 August 2019
		Libra Currency	Zipevent	9 July 2019
		Global and Thai Market Outlook in 2020 – Uncertainties, Risks and Opportunities.	United Overseas Bank (Thai) Public Company Limited	15 November 2019
Mr. Patrawut Panitkul	Director and CFO	Inner Engineering for Effective Communication Program	NLP Top Coach Co., Ltd.	28-29 September 2019
		TLCA CFO Professional Development Program (TLCA CFO CPD) 2019, “Automation & RPA (Robot Process Automation) for Accounting	Thai Listed Company Association (TLCA)	12 September 2019
		Financial Report Due Diligence	CDP Tutor Training Institute	23 December 2019
Mr. Chalernpop Khanjan	Director	Company Innovation Capability	National Innovation Agency (Public Organization) (NIA)	Every Thursday in November 2018 – January 2019
		Energy & Environmental Management Workshop	SCG Cement Co., Ltd.	13-14 July 2019
Mr. Kriang Yanyongdilok	Independent Director/ Chairman of Audit	Insight and Accurate in Financial Principle of Construction and Selling Property for NPAEs	Account Training Co.,Ltd.	3 November 2019

Name of Director/ Executive	Position	Training Courses	Held by	Training Date
	Committee Members	Key Issues of TFRS for NPAEs, TFRS15, and TFRS16	GTO Training Co.,Ltd.	8 November 2019
		Financial Report and Employee Benefits Followed by NPAEs	GTO Training Co.,Ltd.	9 November 2019
Mr. Kriang Yanyongdilok and Mr. Samacha Potavorn,	Independent Director/ Audit Committee Members	Business Sustainability in the Digital Era	EY Office Limited	18 October 2019
Mr. Kriang Yanyongdilok, Mr. Samacha Potavorn, and Ms. Anusra Chittmittrapap	Independent Director/ Audit Committee Members	Seminar: Research Paper Result on Audit Adjustments	SEC	16 December 2019
Mrs. Pacharin Anuwongwattanachai	Company Secretary	Seminar: Smart Disclosure Program (SDP)	The Stock Exchange of Thailand	28 June 2019
		Seminar: e-Payment Law to support tax collection and verification in Digital era	Dharmniti Seminar and Training Co.,Ltd.	7 August 2019
		Seminar: Business and Human Right for Private Sector in the Stock Market	SEC	7-8 November 2019
		Seminar: Accounting Practice of Employee Benefit, TFRS 19, the Effect on Business Operation	Dharmniti Seminar and Training Co.,Ltd.	25 November 2019
		Seminar: Research Paper Result on Audit Adjustments	SEC	16 December 2019

(7) Assessment of the Directors' Performance

STA has conducted the Directors' Self-Assessment where the assessment form is in accordance with the good corporate governance so that the assessment results can be further used to develop the performance of the directors. Four types of assessment form are;

- The Board Assessment Form (Assessment of the Board as a whole)
- Individual Board Member Assessment Form (Self-Assessment)
- Sub-committee Assessment Form (Self-Assessment of the Sub-committee comprised the Audit Committee, the Nomination Committee, the Remuneration Committee, and the Risk Management Committee)
- Chief Executive Officer (CEO) Assessment Form

The guideline for the assessment grading for each area is as follows:

- Greater than or equal to 90% = Excellent
- Greater than or equal to 80% = Very good
- Greater than or equal to 70% = Good
- Greater than or equal to 60% = Fair
- Less than 60% = Poor

The assessment process can be summarised as follows:

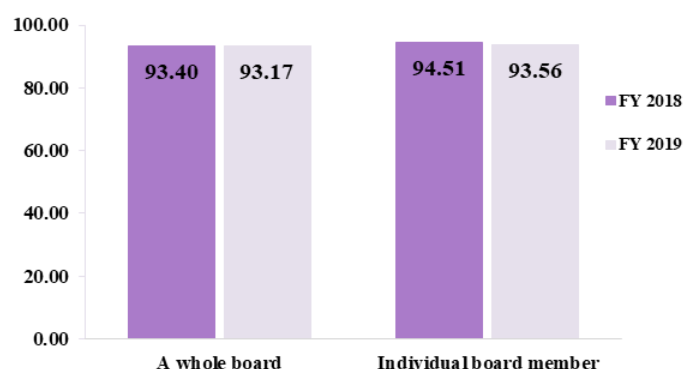
The Company Secretary is to prepare and review assessment forms in accordance with the related rules to ensure the accuracy and completeness before presenting to the Board for a recommendation. The assessment form will be then passed to the directors to evaluate. The Company Secretary will summarize the assessment results.

The details of assessment can be summarized as follows:

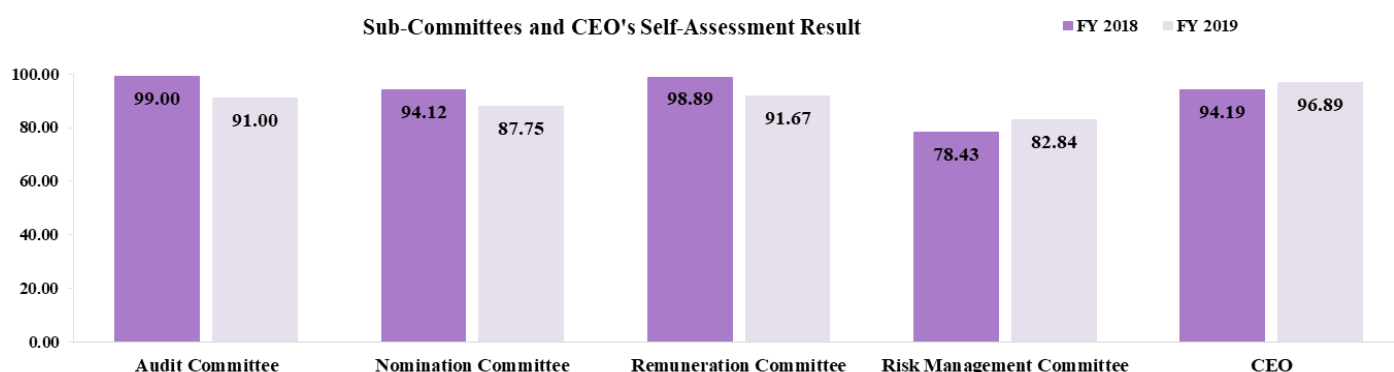
1. The Board Assessment Form (Assessment of the Board as a whole) consists of 6 areas; structure and qualification of the Board of Directors, roles, duties and responsibilities of the Board of Directors, the Board's meetings, the Board's performance of duties, relationship with management, and self-development of the Directors as well as the development of Executive Officers.
2. Individual Board Member Assessment Form (Self-Assessment) consists of 4 areas; 1) responsibility on their decisions and actions, 2) the effective performance of their duties, 3) fair and 4) equitable treatment to the stakeholders, transparency and traceability of work with the disclosure of information, and level of Principles of Business Ethics as well as Code of Business Conduct on their business operation.
3. Individual Sub-committee Assessment Form (Assessment of the Sub-committee as a whole) consists of 3 areas; the structure of the sub-committees, effectively carry out duties during meetings and duties and responsibilities of the sub-committees.
4. Chief Executive Officer (CEO) Assessment Form consists of 10 areas; 1) leadership, 2) strategic planning, 3) strategy implementation, 4) financial planning and operating results, 5) relationship with the Board of Directors, 6) relationship with external party, 7) management skill and relationship with employees, 8) successor plan, 9) knowledge of products and services, and 10) personal character.

The assessment results can be summarised as follows:

Board of Directors' Self-Assessment Result



Sub-Committees and CEO's Self-Assessment Result



(8) Director Selection

For the director selection, the Board of Directors defines the qualification of director candidates to harmonize with STA's strategy in business operation by considering the composition based on the board diversity, including knowledge, skills, experiences, ages, and genders of Directors. Additionally, STA shall adopt the director pool database prepared by the Thai Institute of Directors Association in the director selection process to ensure that a candidate for being a director or an executive is qualified and independent as well as has proper experience before proposing the Board of Directors or

shareholders to consider to appoint. Anyhow, the Board of Directors shall consider the appointment of a director in replacement of the resigned director with the remaining term in office. For a new director and/or a director who completes his/her term in office shall be appointed by the shareholders.

Dealings in Securities

STA has a policy and procedure to monitor its executives in relation to their use of inside information of STA and its subsidiaries for personal interest as detailed in Item 9.5.

9.2 Sub-Committees

Committees of STA

As of 31 December 2019, the corporate structure of STA consists of six committees which are the Board of Directors of STA, the Audit Committee, the Executive Committee, the Nomination Committee, the Remuneration Committee, and the Risk Management Committee.

The Board of Directors of STA

As of 31 January 2020, the Board of Directors of STA consists of 11 directors as follows:

Name	Position	Remarks
1. Mr. Viyavood Sincharoenkul	Chairman /Managing Director/ Executive Committee member	Executive Director
2. Ms. Anusra Chittmittrapap	Vice Chairman/ Independent Director/ Member of the Audit Committee/ Member of the Remuneration Committee	Non-Executive Director
3. Mr. Chaiyos Sincharoenkul	Director/ Executive Committee member	Executive Director
4. Mr. Kitichai Sincharoenkul	Director/ Member of the Executive Committee / Member of the Nomination Committee	Executive Director
5. Mr. Paul Sumade Lee	Director/ Member of the Executive Committee	Executive Director
6. Mr. Veerasith Sinchareonkul	Director/ Member of the Executive Committee/ Chairman of the Risk Management Committee	Executive Director
7. Mr. Patrawut Panitkul	Director/ Member of the Executive Committee/ Member of the Risk Management Committee	Executive Director
8. Mr. Chalernpop Khanjan	Director/ Member of the Executive Committee/ Member of the Risk Management Committee	Executive Director
9. Mr. Kriang Yanyongdilok	Independent Director/ Chairman of Audit Committee/ Chairman of Nomination Committee/ Chairman of Remuneration Committee	Non-Executive Director
10. Mr. Samacha Potavorn	Independent Director/ Member of the Audit Committee/ Member of the Nomination Committee/ Member of the Remuneration Committee	Non-Executive Director
11. Gen Thanasorn Pongarna	Independent Director	Non-Executive Director

Mrs. Pacharin Anuwongwattanachai is a secretary to the Board of Directors of the Company.

Scope of Duties and Responsibilities of the Board of Directors of STA

The Board of Directors of STA is responsible for corporate governance and mission of STA in accordance with the law applicable to the Company's objective, articles of association, as well as the resolution of the Board of Directors and shareholders. The Board of Directors must exercise good business judgment in making business decisions and perform its duty with responsibility, due care, and loyalty in the best interests of the Company. Moreover, the Board of Directors will develop its understanding about the structure of and relationship with shareholders to the extent that they will have a possible impact on the management and operations of the Company.

1. The Board of Directors have power and duties and responsibilities in the management of the Company in accordance with the law, the Company's objectives, Articles of Association, the resolutions of Board and the resolutions of the general meeting of shareholders. The Board of Directors shall make prudent business decisions. They shall perform their duty responsibly with care and honesty for the best interests of the Company.
2. Response to propose, review and approve the policy of the Company
3. Appoint, remove and assign duties to advisors to the Board of Directors, various committees, and the Managing Director.
4. Authorize the Executive Directors management officers or any person to act on behalf of the Board of Directors.
5. Approve investments in securities or debt instruments.
6. Approve the entering into guarantee for credit facility, for the benefit of companies having business connection with the company as the shareholder.
7. Approve the establishment, merger or dissolution of subsidiary companies.
8. Seek advice from specialists or company consultants (if any), or retain the services of outside specialists or consultants at the company's expenses.
9. Propose the capital increase or capital decrease, or the change in par value, or amendment to the memorandum of association, the articles of association, and/or the objectives of the company to the shareholders for consideration.
10. Appoint and remove the Company Secretary.
11. Consider and approve the connected transactions, except if such transactions require approval of the shareholder meeting. Such approval will be in accordance with notifications, rules and/or regulations related to the Stock Exchange.
12. Provide the efficiency internal audit system especially the transactions which are the Interest of Directors which is within the scope of Stock Exchange of Thailand's regulation.

However, in the granting of powers, duties and responsibilities, the Board of Directors shall not grant or sub-grant power to a grantee that causes the Board of Directors or the grantee to approve transactions in which the Board of Directors or the grantee, or any person who may have any conflict of interest (as defined in the notification of the SEC), may have a vested interest, or any other conflict of interest with the Company or its subsidiaries. Approval of such transaction is required to be presented to the Board of Directors Meeting and/or the Shareholders.

The Board of Directors will develop understanding about its scope of duties and will delegate its managing powers to the Chief Executive Officer and the management. Such delegation to be made in writing, however, shall not discharge the Board of Directors from its duties as the Board of Directors. It shall continue to follow up on and supervise the management to ensure that they perform the delegated duties. Scope of duties of the Board of Directors, the Chief Executive Officer and the management are as follows:

Matters which require the Board of Directors to have an oversight and ensure that they are carried out

These include matters for which the Board of Directors is mainly responsible to ensure that they are carried out properly. The Board of Directors may delegate the management to propose the following matters to the Board of Directors for consideration:

- a. Determination of objectives and main goals of business operations;
- b. Creation of corporate culture which adheres to ethics and acting as a role model;
- c. Supervision of composition and performance of the Board of Directors in order to efficiently achieve the defined objectives and main goals of business operations.

Matters to be carried out together with the management

These include matters to be carried out collectively by the Board of Directors, the Chief Executive Officer and the management. The management will propose the matters to the Board of Directors for approval while the Board of Directors ensures that the overall policy is in line with the defined objectives and main goals of business operations and will delegate the management to implement. The management shall then report to the Board of Directors regularly. These matters are:

- a. Determination and review of annual strategies, goals and business plans;
- b. Oversight of suitability and sufficiency of risk management and internal control;
- c. Determination of powers that are suitable for the responsibilities of the management;
- d. Determination of resources allocation framework, development and budgeting such as policy and plan for the people management and information technology management policy;
- e. Follow-up on and assessment of performance;
- f. Oversight over reliable financial disclosure and reporting and sufficient and appropriate non-financial disclosure.

Matters which should not be undertaken by the Board of Directors

These include the following matters that the Board of Directors may only supervise at the policy level and will delegate the Chief Executive Officer and the management to take the main responsibility in carrying out:

- a. Execution of strategies, policies and plans approved by the Board of Directors. The Board of Directors should allow the management to take the responsibilities in making decisions on operations, procurements, recruitments, etc. in accordance with the defined framework. The Board of Directors should only exercise oversight over these matters without interfering the decisions of the management except in case where it is necessary to do so.
- b. Matters which are subject to restrictions such as the approval for matters in which directors have an interest.

In determining annual strategies and work plans, the Board of Directors will ensure that environmental considerations and relevant risk factors on the stakeholders throughout the value chain including such other factors which could affect the achievement of main goals of the Company are analyzed and that there shall be a mechanism to allow the Board of Directors to truly understand the need of stakeholders.

Scope of Duties and Responsibilities of the Chairman of Board of Directors of STA

The Company's Board of Directors Meeting No. 6/2018, held on 16 July 2018, resolved to approve the scope of duties and responsibilities of the Chairman of Board of Directors as below:

1. Oversee, monitor, and ensure that the board efficiently carries out its duties to achieve STA's objectives.
2. Ensure that all directors contribute to STA's ethical culture and good corporate governance.
3. Set the board meeting agenda by discussing with independent directors and have a measure to oversight that important matters should be included as the meeting agenda.
4. Allocate sufficient time for management to propose topics and for directors to discuss important matters thoroughly. Encourage directors to exercise independent judgement in the best interest of SAT.
5. Promote a culture of openness and debate through ensuring constructive relations between executive and non-executive directors, and between the board and management.
6. In case of an equality of votes, the Chairman of the Board shall have an additional vote as the casting vote.

To encourage good corporate governance and ensure the balance of power and authority of the board and between the Board and management, the Board designated an independent director to participate in setting the Board meeting agenda.

Composition and Appointment of the Board of Directors of STA

The following is a summary of the composition, appointment, removal or retirement from the Board of Directors of STA set forth in the Articles of Association of STA:

1. The number of members of the Board of Directors of STA shall be determined by a shareholders meeting but shall be not less than five persons and not less than one-half of the total number of Directors must reside in the Kingdom of Thailand.
2. Of the total number of Board members, at least one-third and no fewer than three persons must be independent directors;
3. Directors shall be elected at a shareholders meeting in accordance with the following criteria and procedures:
 - (1) Each shareholder shall have one vote for one share.
 - (2) A shareholder must use all of his/her votes in (1) to elect one or several persons as Director or Directors, however, he or she may not split his/her votes unequally between any person in any number.
 - (3) The persons who receive the most votes shall be elected as Directors, in the number of Directors required or to be elected on the relevant occasion. In the event that votes of two or more nominees are equal in number, causing the number of Directors required or to be elected on such relevant occasion to be exceeded, the chairman of the meeting shall have a casting vote.
4. At every annual general meeting, one-third of the Directors, or, if the number of Directors is not a multiple of three, then the number nearest to one-third, shall retire from office.

The Directors who are to retire from office in the first and the second years after registration of the Company shall be drawn by lots. In subsequent years, the Directors who have been holding office for the longest time shall retire.
5. Any Director wishing to resign from office shall submit his or her resignation letter to STA. The resignation shall be effective from the date on which STA receives the resignation letter.
6. The shareholders meeting may pass a resolution to remove any Director from office prior to rotation, by a vote of not less than three-fourths of the number of the shareholders attending the meeting and having the right to vote, and whose shares represent a total of not less than one half of the number of shares held by the shareholders attending the meeting and having the right to vote.

As at January 31 2020, the Board comprises eleven Directors, four of whom are Independent Directors. The Company has seven Executive Directors and four Non-executive Directors.

The composition of the Board takes into consideration the nature and scope of the Group's operations to allow constructive discussion—on the basis of board diversity in terms of knowledge, skills, experiences, ages, and genders of directors bringing about the reasonable decision making. In this regard, STA's directors have invaluable experience in accounting, finance, business management, strategic planning, marketing, law and the rubber industry in order to perform their duties effectively.

EXECUTIVE COMMITTEE

As of 31 January 2020, the list of Executives of STA is as follows:

Name	Position
1. Mr. Viyavood Sincharoenkul	Chairman of Executive Director
2. Mr. Chaiyos Sincharoenkul	Executive Director
3. Mr. Kitichai Sincharoenkul	Executive Director
4. Mr. Paul Sumade Lee	Executive Director
5. Mr. Veerasith Sinchareonkul	Executive Director
6. Mr. Patrawut Panitkul	Executive Director
7. Mr. Chalernpop Khanjan	Executive Director

Scope of Duties and Responsibilities of the Executive Committee

STA has specified scope of duties and responsibilities of the Executive Committee as follows:

1. To order, plan, and operate the business of STA to be in accordance with the policies set out by the Board of Directors of STA.
2. To appoint STA's management to efficiently and transparently manage STA's businesses.
3. Any two of the Executive Committee members jointly signing and affixing the company seal are eligible to grant proxies to any person to perform on behalf of STA in respect of any business that will benefit STA.
4. To determine the appropriate employees' benefits and welfare in compliance with corporate culture and applicable laws.
5. To approve the credit limits of the normal business transactions or other transactions that bind STA.

In any case, the assignment of duties and responsibilities of the Executive Committee shall not constitute an authorization or sub-authorization which may cause the Executive Committee or its assignee to be able to approve any transaction in which such person or other related party (as defined in the Notification of the SEC or the Capital Market Supervisory Board) may have a conflict of interest or may benefit in any manner or any other conflict of interest with STA or its subsidiaries. Such approval must be proposed at a meeting of the Board of Directors and/or the meeting of shareholders, as the case may be, for approval, as stipulated in the Articles of Association of STA or subsidiaries, or any applicable laws.

AUDIT COMMITTEE

The Audit Committee consists of three independent directors and all have the qualifications required by the Capital Market Supervisory Board and the SET. As of 31 January 2020, the Audit Committee consists of the following directors:

Name	Position
1. Mr. Kriang Yanyongdilok	Chairman of the Audit Committee
2. Mr. Samacha Potavorn	Audit Committee Member
3. Ms. Anusra Chittmittrapap	Audit Committee Member

Mr. Kriang Yanyongdilok is the Audit Committee member who have sufficient knowledge and experience to review the reliability of financial statements of STA.

Mr. Wittawas Krungratmuang is a secretary of the Audit Committee.

Scope of Duties and Responsibilities of the Audit Committee

1. To assist the Board of Directors in the discharge of its responsibilities on financial and accounting matters (including reviewing STA's financial reporting process and our Company's consolidated financial statements to ensure accuracy and adequacy).
2. To review our Company's internal control system and internal audit system to ensure that they are suitable and efficient, to determine an internal audit unit's independence, as well as to approve the appointment, transfer and dismissal of the chief of an internal audit unit or any other unit in charge of an internal audit.
3. To review our Company's compliance with the law on securities and exchange, the regulations of the SET, and the laws relating to business of STA.
4. To consider the election, the nomination, and the removal of persons with independence, reliability, acceptable qualification and are auditors approved by SEC to act as an auditor of STA and to determine the remuneration of such person as well as to attend a non-management meeting with an auditor at least once a year.
5. To review the connected transactions, interested person transactions or the transactions that may lead to conflicts of interest, to ensure that they are in compliance with the laws and the regulations of the SET, and are reasonable and in the best interests of STA.
6. To prepare, and to disclose in our Company's annual report, an Audit Committee's report which must be signed by the Chairman of the Audit Committee and consist of at least the following information:

- (1) an opinion on the accuracy, completeness and credibility of the company's financial report;
 - (2) an opinion on the adequacy of the company's internal control system;
 - (3) an opinion on the compliance with the law on securities and exchange, the regulations of the SET, or the laws relating to the STA's business;
 - (4) an opinion on the suitability of the auditor of STA;
 - (5) an opinion on the transactions that may lead to conflicts of interests;
 - (6) the number of the Audit Committee meetings, and the attendance at such meetings by each committee member;
 - (7) an opinion or overview of comments received by the Audit Committee from its performance of duties in accordance with the charter; and
 - (8) other transactions which, according to the Audit Committee's opinion, should be known to the shareholders and general investors, within the scope of duties and responsibilities assigned by the company's board of directors.
7. To commission and review the findings of significant internal investigations and/or consult with the auditor in relation to such findings and report the findings to the Board of Directors of STA in the event that there is any suspected fraud or irregularity or infringement of any law or regulations of Thailand, the rules of the SET, or other relevant regulations which has or is likely to have a material impact on the results of operations and/or financial position of STA.
 8. To review the audit plans, scope of work and results of our audits compiled by our internal and external auditors.
 9. To review the co-operation given by our officers to the external auditors.
 10. To review our risk management structure (including all hedging policies) and any oversight of our risk management processes and activities to mitigate and manage risk at acceptable levels determined by our Directors.
 11. To perform any other act as delegated by the Board of Directors and approved by the Audit Committee.

NOMINATION COMMITTEE

As of 31 January 2020, the Nomination Committee of STA consists of three Directors as follows:

Name	Position
1. Mr. Kriang Yanyongdilok	Chairman of the Nomination Committee
2. Mr. Samacha Potavorn	Nomination Committee Member
3. Mr. Kitichai Sincharoenkul	Nomination Committee Member

Scope of Duties and Responsibilities of the Nomination Committee

1. Reviewing and assessing candidates for directorships (including executive directorships) before making recommendations to the Board of Directors of STA for the appointment of Directors.
2. Reviewing and recommending nominations for appointment, re-appointment or re-election or renewal of appointment of the Directors having regard to the Director's contribution and performance.
3. Determining annually whether or not a Director is independent.
4. Deciding whether or not a Director is able to and has been adequately carrying out his duties as a director.

Certain factors considered by the Nomination Committee in order to carry out their responsibilities above include:

- independence of mind;
- capability of the individual and how it meets the needs of the Company and simultaneously complements the skill set of the other Board members;

- experience and track record as directors in other companies; and
- ability to commit time and effort toward discharging his responsibilities as a Director.

REMUNERATION COMMITTEE

As of 31 January 2020, the Remuneration Committee consists of three Directors as follows:

Name	Position
1. Mr. Kriang Yanyongdilok	Chairman of the Remuneration Committee
2. Mr. Samacha Potavorn	Remuneration Committee Member
3. Ms. Anusra Chittmittrapap	Remuneration Committee Member

Scope of Duties and Responsibilities of the Remuneration Committee

Our Remuneration Committee is responsible, among other things, for recommending to the Board of Directors a framework and criteria of remuneration for the Directors and executive officers, and for recommending specific remuneration packages for each Director and the Managing Director and to perform any other acts as delegated by the Board of Directors.

RISK MANAGEMENT COMMITTEE

As of 31 January 2020, the Remuneration Committee consists of five Directors as follows:

Name	Position
1. Mr. Veerasith Sinchareonkul	Chairman of the Risk Management Committee
2. Mr. Chaidet Pruksanusak	Risk Management Committee Member
3. Mr. Chalernpop Khanjan	Risk Management Committee Member
4. Mr. Patrawut Panitkul	Risk Management Committee Member
5. Mr. Nattee Thiraputhbhokin	Risk Management Committee Member

Ms. Thanravee Thanonworaphong is a Secretary of Risk Management Committee.

Scope of Duties and Responsibilities of the Risk Management Committee

1. Scrutinize the risk management policy that is consistent with the Company's strategy and propose to the Board of Directors regularly at least once a year to ensure that it conforms to and is line with the current business circumstances.
2. Review and amend the charter of the Risk Management Committee to keep it conforms to the current circumstances and environment, and propose to the Board of Directors to approve.

9.3 Nomination of Directors and Executive Officers

Nomination of Directors and Independent Directors

STA has established the Nomination Committee to nominate candidates who have appropriate qualifications to be a Director of STA (the Qualifications of Independent Director are set out under 8.1 The Board of Directors of STA).

Nomination Procedures

For the director selection, the Board of Directors defines the qualification of director candidates to harmonize with STA's strategy in business operation by considering the Board Skill Matrix together with the composition based on the board diversity, including knowledge, skills, experiences, ages, and genders of Directors. Additionally, STA shall adopt the director pool database prepared by the Thai Institute of Directors Association in the director selection process to ensure that a candidate for being a director or an executive is qualified and independent as well as has proper experience.

At the end of the office term of any Director or when it is necessary to appoint additional Directors, the Nomination Committee will jointly discuss and consider determining the person(s) with appropriate experience, knowledge and ability to benefit STA to be a Director of STA. The nomination of the aforementioned person(s) will be proposed to the meeting of the Board of Directors of STA and the meeting of shareholders, respectively, for further approval.

Directors shall be elected at a shareholders meeting in accordance with the following criteria and procedures:

- a. Each shareholder shall have one vote for one share.
- b. A shareholder must use all of his/her votes in (1) to elect one or several persons as Director or Directors, however, he or she may not split his/her votes unequally between any person in any number.
- c. The persons who receive the most votes shall be elected as Directors, in the number of Directors required or to be elected on the relevant occasion. In the event that votes of two or more nominees are equal in number, causing the number of Directors required or to be elected on such relevant occasion to be exceeded, the chairman of the meeting shall have a casting vote.

In case of vacancy in Directors' position according to any reasons except their service term ended, the rest of committee nominates candidates who are appropriate and no prohibited qualifications in accordance with the law as a replacement. The nomination will be a resolution in the next committee meeting. In case the service term of resigned Directors is less than two months, the replaced Directors will be appointed for service only in remaining period. The resolution to appoint any Directors for replacement shall be passed by a vote of not less than three-fourth of the number of the rest committee.

The resolution of the meeting of shareholders for the appointment of directors and independent directors will be the majority of votes of the shareholders attending the meeting and having the right to vote.

9.4 Principles of good corporate governance in subsidiaries and associates in following areas:

- Disclosure of financial performances and operational performances

The Company ensures that the disclosure of financial performance and operational performance of subsidiaries and associates are conducted in an accurate, reliable and transparent manner in accordance with the accounting standard under certified public accountants association, company regulations and any relevant regulations.

- Related party transactions

To avoid any conflict of interest, STA and its subsidiaries, in engaging in related party transactions, will ensure that the transactions are carried out in reasonable and transparent way without any decision or opinion from an interested party who may have interest in the transactions. The transactions will be done based on the Company's interests and a related party will be treated as if a third party.

In the event that STA engages in related party transactions in the future, STA will ensure that such transactions are carried out in compliance with the SEC Act, the Securities Law of Singapore, regulations, notifications, orders or rules of the SET. In addition, STA must also comply with the Thai GAAP on disclosure rules related to related party transactions and other requirements as specified by the Institute of Certified Accountants of Thailand and the Company's policy or other relevant laws.

In addition, when STA enter into related party transactions, STA will seek the Audit Committee's opinion on the reasonableness of such transactions. In the event that the Audit Committee is unable to evaluate related party transactions due to lack of expertise in certain areas, the Committee may arrange an independent expert, such as auditor or independent appraiser, to give opinion of the Audit Committee or the independent expert will be used by the Company's Board of Directors or shareholders, as the case may be, for making a decision to ensure that these related party transactions are carried out without any conflict of interest and for the best interest of all shareholders.

- Acquisition and disposition of assets

Any acquisition or disposition of assets with high value that may affect the Company's financial status will be brought up to a management meeting in order to classify the classes of transaction. The transaction's value will be calculated according to class transaction criteria and if the value of the transaction falls under any class, further actions will be taken according to the guidelines of the Securities and Exchange Commission on disclosure of information of listed companies on the acquisition and disposal of assets.

- Internal Control of Subsidiaries

The Internal Audit Department of the Company is assigned to audit the sufficiency of the internal control of the subsidiaries and reports its findings to the Audit Committee in order for the Company to be able to effectively control and monitor the internal control operation of the subsidiaries.

9.5 Using inside information policy

STA and its subsidiaries operate business with transparency and are aware of the importance of the use of inside information. To comply with the Securities and Exchange Act, B.E. 2535 (as amended) (the ‘SEC Act’) including relevant rules and regulations, the Company sets out this Policy for the Use of Inside Information and measures to prevent the disclosure or use of confidential and/or non-public inside information of the Company by directors and executives including those holding an executive position in accounting or finance at the level of division manager or higher including employees of the Company and its subsidiaries for their own benefit or for others’ benefit, either directly or indirectly and irrespective of whether such disclosure or use of confidential and/or inside information would be for consideration. This also extends to the use of inside information for the purpose of securities trading.

Practice guideline

1. The Company will educate its directors and executives on the obligation to prepare and disclose reports on securities holding and the change thereof of (a) such directors and executives themselves, (b) their spouses or de facto partners; (c) minor children and (d) a legal entity in which the director or executive, his or her (b) and (c) collectively hold shares more than 30 per cent of the total voting rights, provided that such aggregate shareholding is considered the largest shareholding in such entity. The reports shall be disclosed to the Office of the Securities and Exchange Commission in accordance with Section 59 of the SEC Act and the relevant notification of the Office of the Securities and Exchange Commission. The Company shall also educate its directors and executives on the reports on acquisition or disposal of securities in accordance with Section 246 of the SEC Act and relevant notifications of the Capital Market Supervisory Board.
2. The Company requires that each director and executive prepare and submit to the Company Secretary reports on securities holding and the change thereof of (a) such directors and executives themselves, (b) their spouses or de facto partners; (c) minor children and (d) a legal entity in which the director or executive, his or her (b) and (c) collectively hold shares more than 30 per cent of the total voting rights, provided that such aggregate shareholding is considered the largest shareholding in such entity. The reports shall have the prescribed format of the Office of the Securities and Exchange Commission. Each submission of the reports to the Company Secretary shall be made on the same day with the submission of the relevant reports to the Office of the Securities and Exchange Commission. Reports on securities holding and the change thereof and an acquisition or disposal of securities shall be prepared using methods and submitted within the period specified under the SEC Act and relevant notifications of the Office of the Securities and Exchange Commission. The Company Secretary shall report the same to the Board of Directors on a quarterly basis.
3. The Company prohibits the use of inside information by definition given under the SEC Act by directors, executives and relevant staff and employees including those assumed to have been aware of or in possession of non-public inside information that is price sensitive or which may have an impact on the decision of investors in purchasing or selling securities of the Company, or which may cause damage to investors who wish to invest in securities of the Company. The prohibited use of inside information includes the use of inside information for purchasing, selling, offering to purchase or to sell or soliciting others to purchase, sell, offer to purchase or to sell securities of the Company, either directly or indirectly, and irrespective of whether such an act will be for the benefit of themselves or for the benefit of others, or the disclosure of such information for others to perform such acts, and whether the act is committed for consideration. In addition, such directors and executives, relevant staff and employees including their spouses or de facto partners and minor children shall refrain from purchasing, selling, offering to purchase or to sell or soliciting others to purchase, sell, offer to purchase or to sell securities of the Company, either directly or indirectly, during the period before the disclosure of the Company’s annual and quarterly financial statements and financial performance or information relating to financial and status of the Company until such time when the information has become public. The Company will issue a letter to notify its directors, executives, staff and employees including those assumed to have been aware of or in possession of the inside information to refrain from trading in securities of the Company for at least one month prior to the public disclosure and at

least 24 hours after the information has become public. It is also prohibited to disclose such material information to any person by any means.

4. The Company requires that its directors, executives and employees including those of its subsidiaries maintain confidentiality of confidential and/or inside information of the Company and its subsidiaries including that of the business partners of the Company and its subsidiaries which has become available to them as a result of the performance of their duties. The use of confidential information and/or inside information of the Company and its subsidiaries including that of business partners of the Company and its subsidiaries shall be prohibited in any cases although such disclosure of information may not cause any damage to the Company, its subsidiaries or business partners.
5. The Company prohibits its directors, executives and employees of the Company and its subsidiaries from disclosing inside information of the Company and its subsidiaries. Directors, executives and employees of the Company and its subsidiaries are also prohibited from exploiting non-public inside information or material information made available to them during the course of their duties in the Company and/or its subsidiaries or from disclosing such non-public inside information or material information to the third parties for their own benefits or for others' benefits, either directly or indirectly, and irrespective of whether it is for consideration or not.
6. The Company puts in place a measure to impose sanctions against personnel who fail to comply with the Policy for the Use of Inside Information. Any use of inside information, either directly or indirectly, for personal benefits or for the benefits of others, irrespective of whether it is for directly or indirectly consideration or not, will be subject to disciplinary actions determined by the Company or to the sanctions of the law. Punishments will be assessed based on the intent of the action and the seriousness of the offence.

9.6 Audit's compensation

9.6.1 Audit Fee

The audit fee for the year 2019 of STA and its subsidiaries located in Thailand amounted to Baht 9.62 million, which consisted of the fee for the audit of stand-alone financial statements in the amount of Baht 6.10 million and the fee for the audit of STA's subsidiaries located in Thailand in the amount of Baht 3.52 million.

9.6.2 Non-Audit Fee

The non-audit fee for the year 2019 of STA and its subsidiaries was for the BOI and tax consultancy services in the amount of Baht 7.97 million, of which the Company paid in the amount of Baht 4.66 million and the rest will be paid upon completion of the service which was agreed upon in the past financial year.

9.7 Good Corporate Governance

STA has implemented the self-assessment form for the implementation of SET's Code of Best Practices and STA has considered the Corporate Governance Code for listed companies 2017 (CG Code 2017) to be a guideline for the Company's Good Corporate Governance. As a result, these shall affect the competitiveness and performance with long-term perspective, ethical and responsible business, develop positive impact to environment as well as minimize negative impacts for the company's long-term sustainable value creation.

In 2017, STA has started from driving understanding and recognition of roles and responsibilities of the Board, Management, and major shareholders as leaders to build a good corporate governance. In this regard, the Company Secretary has introduced the CG Code 2017 to the Board of Directors' meeting no. 5/2017, held on 11 August 2017, so that the Board shall acknowledge and understand its roles and benefits of eight principles and 37 guidelines in CG Code to compete and achieve long-term sustainability.

In 2018, the Board of Directors acknowledged the 8 principles of the CG Code, which the Company Secretary presented to the Board of Directors' Meeting no. 6/2018, held on July 16, 2018. Moreover, the Company has kept implementing CG Code as a guideline for good corporate governance for all the year 2019. Moreover, the Company had reviewed the CG Policy and proposed to the Board of Directors' Meeting no. 1/2020, held on February 28, 2020.

9.8 Anti-Corruption

The CAC Council resolved to certify STA as a member of Thailand's Private Sector Collective Action Coalition against Corruption (CAC) on August 21, 2018. STA has continuously implemented measures in accordance with the certification process of the CAC, including corruption risk assessment measures, corruption risk management and monitoring measures, anti-corruption monitoring and evaluation measures. STA has provided training to educate employees about STA's anti-corruption policy and measures to ensure that STA's operations are conducted with transparency and fairness, with the goal of combating all forms of corruption, and in accordance with the law, corporate ethics and the principles of corporate governance.

10. COPORATE SOCIAL RESPONSIBILITY

10.1 The Policy of Corporate Social Responsibility

Throughout three decades that Sri Trang Group has been operating business with strong commitment, we have placed importance to every step of our business growth along with promoting economically, socially and environmentally care through various projects and social activities. Moreover, we have followed a framework of good corporate governance on par with corporate social responsibility which enabled us to grow along with the community and society. The Company has realised and placed importance to produce quality products with the environmentally-friendly production process, together with promoting a fair system for raw material procurement and maintaining a well-accepted and trusted trading standard for farmers, suppliers, and clients. In addition, we have realised all dimensions of an impact which may affect stakeholders, including shareholders, employees, clients, trade partners, communities, and government agencies. Besides, the Company listens to communities and employees in order to improve the organization. We strive to building perception and corporate culture so that our employees as part of Sri Trang family can share social responsibility with the society where they live. More importantly, we always adjust our strategy and develop our business operation towards the changed circumstance to become the sustainable rubber producer in the industry.

The Board of Directors of Sri Trang has put CSR Policy and Guideline as our core mission and established five principles of “GREEN” Natural Rubber which encompass our CSR Policy and Guideline;

1. Good Corporate Governance

The Company has been dedicated to good corporate governance practices focusing on the pertinent structure of the Board of Directors, management, and shareholders to create a competitive advantage with consideration to other stakeholders, society and community as a whole, which will build growth and create value to shareholders in the long run.

2. Responsibility to Supply Chain

The Company has extended its operations to cover the whole supply chain starting from rubber plantations to the production of finished products. It is our top priority to ensure our rubber products are of the highest quality and cater the requirements of the downstream products. Therefore, we focus more on producing the quality product, providing effective services, sincerely managing complaints from customers, and timely fixing weakness and problems, which may result from production and/or service, with an aim of being the trustful partner.

Our responsibility for managing the supply chain covers:

Rubber farmers and rubber dealers

Our Group is strived for fair, transparent, clear principles, and accountability procurement of natural rubber which is the main raw materials for our production. We also encourage rubber farmers to produce high quality of rubber without contamination and to properly store the rubber so that the quality of raw materials will meet our factory's standard. Moreover, we support rubber farmers with knowledge to properly operate rubber plantations in order to increase yield which will in turn increase their revenues as well as sustainable quality of life.

Customer

Our Group is committed to producing high quality products and provide good services to create the highest satisfaction for the customers. We sincerely handle complaints from customers and promptly improve and correct flaws that might be caused from productions and/or services to create the highest effective and efficient production.

3. Environmental Friendly and Safety Operation

As our business is directly related to the nature and environment, we strictly adhere to be compliance with environmental practices by implementing the effective environmental management systems. We have also set up procedures to prevent and minimise the environmental impacts caused by different activities from our Group and in compliance with relevant laws and regulations. Furthermore, we aim to develop and promote more green areas in our factories to retain moisture, increase fresh air, and reduce unfavorable odors from production process. In addition, we have reduced the use of chemicals, which might affect the environment and communities in the long run in rubber plantation and the production of NR products as well as our finished

products. In addition to our environmental-friendly production and being aware that we are a part of the community, we have followed the practice guidelines to preserve and maintain the ecological environment and clean surrounding communities which will not only create pleasant community but also support the smoothness of our business operation in the long term.

In terms of health & safety, our Group has fully complied with laws, regulations and other relevant requirements. We have provided training, set up adequate and effective health & safety procedures in our workplaces, and created a safe working environment for employees, contractors, and the other related parties.

4. Engagement with Transparency

The Company believes that operating business with fairness and ethics, complying with laws, and respecting the rules of society would ultimately build the confidence of all stakeholders and reduce any potential conflict of interests which will benefit business operation of the Company in the long run. We have also encouraged all of our employees to work with integrity and adhere to business ethics. Employees should not exploit benefits that may cause conflict of interests to the Company and its stakeholders and should not improperly indulge the business operation. We also have a policy to prevent any kind of corruptions by establishing standards of transparent business operation which will benefit the organisation and rubber industry in the long run.

5. Nurture Sustainability Attitudes towards Organization

The Company believes that effective and sustainable CSR practices are rooted from the awareness of every employee in any departments. They need to have positive attitudes to follow the policies and have mindset of being responsible to society and other related parties. Our people also volunteer to participate in the community development and the improvement of quality of life of our business partners. Moreover, they have cooperated to change their working behaviors and daily lifestyle in line with environmental protection guidelines, energy reduction program and enhancement of the operational effectiveness.

We have promoted and supported staffs to devote themselves for social activities, for example, to volunteer and participate in any activities for better community, alleviate natural disaster victims with ultimate hope to sustainably create a benevolent and careful society.

10.2 Performance and Reporting

10.2.1 Reporting Procedure

We have prepared a sustainability report based on the SET's eight principles on corporate social responsibility and the Global Reporting Initiatives (GRI) covering the period from 1 January 2019 to 31 December 2019. The Content includes sustainability assessment on the Company, the stakeholders, management procedures, as well as the results of Economic, Social and Environment performances.

10.2.2 Selection of Significant Issues for Sustainable Development

This is to ensure the economic, social and environmental operations of the company achieving the sustainable development goals, measurable and responding to the expectations of stakeholders appropriately. The Company assess and prioritize important issues affecting the Company business by various related department. In order to be able to find guidelines and plan for management appropriately by applying the principles of determining the content of GRI Standard.

1. Identification

The Company collects important information on both internal and external factors based on a survey of the needs or expectations of each group of stakeholders and an analysis of the effects of our internal operations and the changing external contexts, including the sustainability trends which affect the Company's operations.

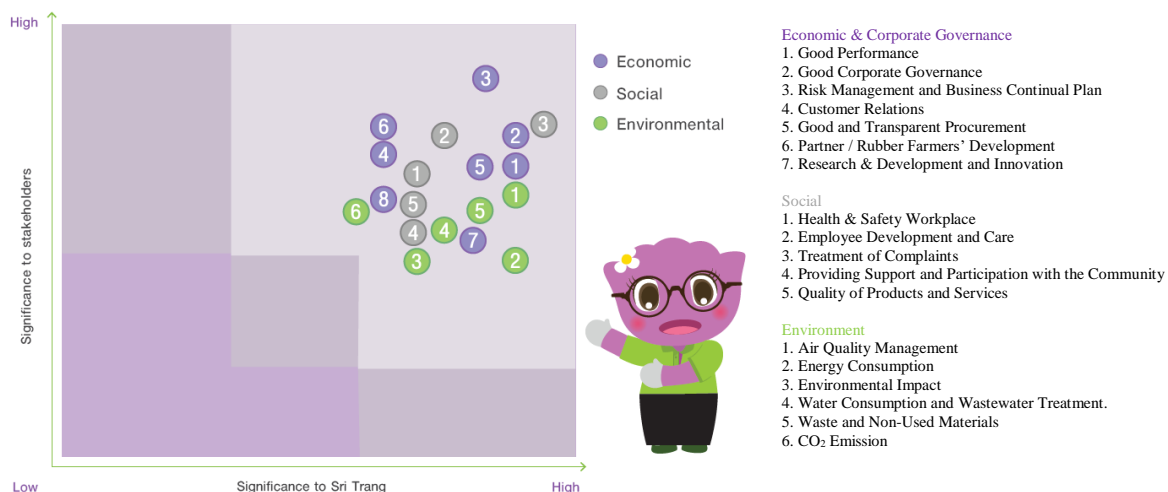
2. Prioritization

The Company gathers the key issues and prioritizes them by using the Materiality Matrix as a ranking tool as follows:

- The horizontal axis represents the significance of the organization's economic, social and environmental impacts, ranked from the least important to the most important.
- The vertical axis represents the influence on the assessments and decisions of stakeholder, ranked from the least important to the most important.

3. Validation

The important issues received from the analysis and ranking were verified by the working group and presented to the Board of Directors to approval for disclosure in the Sustainability Report 2019. The materiality issues are as follows:



10.2.3. Corporate Social Responsibility Performance

The Company has employed various approaches to carry out and evaluate our CSR activities including questionnaires, conferences, seminars, open house events, and visits to business partners, communities and suppliers as well as taking complaints and suggestions from stakeholder to improve the Company's CSR operation and framework as outlined below:

10.2.3.1 Fair Trading

Responsibility to Business Partners and Competitors

The Company believes that honorable and fair business management would create confidence from stakeholders including, governmental agencies, shareholders, business partners, competitors, suppliers, customers and competitors. The Company has strictly upheld business ethics with full concerns of any business partners and competitors, so as to make sure that none of our activity would be harmful to the reputations of any parties in the industry. When dealing with raw material suppliers, the Company has abided by regulations for a fair and transparent business practices with suppliers or rubber farmers. Purchasing prices for raw materials are based on SICOM market, which are the global reference prices and the marketplace for RSS and TSR trading around the world.

The Company has set up purchasing and procurement policies to be in line with social responsibility to prevent unfair business competitions, monopolization in the industry, so as to promote new suppliers. By defining the organization's practices and selection to do business with socially responsible partners such as green procurement, energy-saving equipment selection, no child labor or forced labor, non-discrimination, fair employment and concern in environmental preservation. Including promoting knowledge and understanding for partners to have social responsibility by adopting the supplier evaluation in the BSCI code of conduct that covers both social and environmental aspects to be applied to annual assessment of Major suppliers.

In terms of transparency in the procurement system, the Company has an internal audit system and an assessment of the corruption risks. If fraud or corruption occurs, there will be a disciplinary punishment and blacklist system to handle such business partners or suppliers.

From the concept of green supply that focused on provide clean raw materials and giving priority to creating sustainability for partners and communities that engage in business. Especially rubber farmer and raw material

suppliers. The Company encourages suppliers and rubber farmers to understanding in rubber business, providing how to producing quality cup lump to reduce environmental impact which will generate income and a better quality of life by creating a "Sri Trang Friends Farmers Project" in order to educate and promote the suppliers and rubber farmer to develop quality cup lump and avoid to use wrong coagulant agents through "the production of high quality cup lumps" project. Including design test kit for detect contaminants from sulfuric acid and also maintain "the Bun-Took-Yang Tid-Rang Srang-Roi-Yim" project to reduce environmental impacts from transportation in the northeast and the north.

10.2.3.2 Anti-Corruption Policies

The Company has emphasized our strong focus on our anti-corruption stand in the Company's CSR policies under Fair Trading: Responsibility to Business Partners and Competitors. In 2014, the Board of Directors has reviewed and established the anti-corruption policy to prevent any type of corruptions in the business and disclosed in the Company's website (www.sritranggroup.com) as well as communicated the policy to the employees at all level.

STA join a Collective Action Coalition of Thailand's private sector for the anti-corruption cases and the Company was certified as a member of the Private Sector Collective Action Coalition Against Corruption (CAC) in October 2018. In 2019, there were partners who signed the intention of anti-corruption in 102

10.2.3.3 Human Rights and Employee Rights

The Company value the importance of human rights and equality in the workplace and has been treating all employees justly and equally without discriminations under a set of ethics and code of conduct as described below:

- Welcome all idea and suggestion from the employees at all level.
- Focus on promoting and developing employees, create good working environment, encourage teamwork, and provide career progression opportunity with fair remunerations.
- Establish a clear complaint handling system for employees.
- Support anti-child labour and anti-forced labour policies.
- Support employees' right to form an association and group negotiate that such association is in compliance with the laws, regulations, and the Company's regulations.
- Adheres to democracy and encourages all employees to exercise their voting rights in accordance with the national Constitution

The Company realised that employees are the most vital resources in propelling the Company forward. Therefore, apart from the compensation as required by laws such as social security fund, every employee is entitled to receive benefits and welfares in forms of salary and OTs, while hard shifters are also provided with extra pay. All employees are also entitled to summer vacation pay, annual bonuses, and welfares for their quality of lives, such as, uniforms, housing welfare, travelling allowances, health and safety insurances, provident fund, pensions, disaster relieve fund, taking leave to pursue higher study, as well as trainings for career development, recreation activities, including, sports day and New Year's party.

In terms of giving opinion, employees can present their opinions and ideas via an opinion box, questionnaire submission to employees, monthly meeting, and Kaizen activity for opinions sharing from employees.

The Company has an evaluation committee to review employees' performances. The Company has also used the standard Key Performance Index (KPI) system to evaluate each employee for remuneration and bonuses in order to provide a transparent and fair. Including Employees' development policy to career advancement opportunity to the employees.

For in-house activities, the Company has adopted Happy Workplace principles to continually build the happy working environment. The activities included:

- "Happy Money" 4th year, to maintain staffs on saving and personal financial management. This project were 21 branch joining and saving more than 8 milo baht. And also encourage employee to grow organic vegetables in the factory to reduce household expenses.
- "Happy body" build gym and exercise area for staffs to have a good health and create BMI Challenge activity to encourage exercise habits and In-house sport days at each branch.

- “Happy Family” space for nursing mothers to be efficient worker and happy mother at the same time.
- Happy Brain, organize knowledge in the organization for advance to the digital age. By developing new applications, supporting education in technology and innovation with the private sector and government agencies. As well as promoting the knowledge of factories to society, such as joint researches for the development of rubber business in Thailand to international level
- Happy Society, to sharing touch of care by participation in activities and social projects with government agencies where the company is located.
- Project to support disabled employees both in sports as well as supporting other activities That they are interested to create pride for them
- Green spaces in factory areas as well as surrounding community to realize the employees preserve forest and trees for a good environment and help alleviate global warming.

10.2.3.4 Customers and Consumers Responsibility

The Sales and Marketing department has been abiding by the Company’s business ethics concerning customer relations, with an aim to create the best satisfaction and confidence for the customers in receiving the best quality products and services, at the right prices. This department has also provided complete and correct information about any single product or service, delivered the products on schedule, provided product guarantees, as well as provided communication channels to customers for any complaints about products and services. Moreover, we have kept customers’ information private and secured. We have also organized factory visit for customers to make sure that they have full understanding about our operations and products. Moreover, the Company annually arranges thank you party for customer to strengthen relationship. An evaluation system has been established for customers to provide their feedbacks for our instant response.

10.2.2.5 Environmental Concern

The Company realizes that to have a sustainable business operation, we must sincerely contribute and participate in environmental and social activities. As such, the Company not only focus on producing high quality Natural Rubber Products, but also the products that are environmental-friendly, and the production process that consumes less natural resources through energy efficiency management. The Company also pays high attention on minising the potential impact from our operation to the environment and communities. In order to achieve environmental objectives, the Company has provided training to employees on environmental issues such as environmental management system ISO14001, energy conservation and waste management according to the annual training plan.

In 2019, the Company has focused on reduction the GHGs which generate from production process by send the employee to seminar with Thailand Greenhouse Gas Management Organization (Public Organization) in topic "Thai industry with Global warming reduction by carbon footprint " Including collection of information from energy usage and various projects (more environmental management details provide on the environmental topic) and also organize environmental activities on annually such as building the weir, releasing aquatics animal, increasing green area, collaboration with government agencies to reforest on important days.

10.2.3.6 Innovation Performance

Innovation is an important mechanism in creating competitive advantage of the organization. In addition to the establishment a research and development unit, the Company uses Kaizen and QCC to encourage employees to create innovation within the organization and define the SMART SRITRANG 4.0 strategy to focus on developing employee, production process and technology. Including continuous research and development to drive the organization into innovation. In addition to 2018, the company joined the project to promote innovation capability, cooperation with Prince of Songkhla University to develop the rubber technology.

10.3 Impact on Social Responsibility from Business Operation

The Company has operated its TSR production with high awareness of the environment and surrounding communities. The Company has continually conducted research to develop and improve the odors treatment system and controlled odor emissions of cup lump stored by piloting the improvement of the cup lump storage plant of Udonthani, Kalasin and Loei branch to be a closed system. In this regard, the management emphasized

and focused on monitoring and solving the environmental impact problem of factory by establishment the responsible team to solve and monitor the complaints about the smell and waste water problems of Factory in Upper Northeastern, Northern, Lower Northeastern, and South. The Company also gave an opportunity to those affected and Government Agencies to periodically check. And follow up the environmental issue in Risk Management Committee.

The Company remains continued campaign the project "Bun Tuk Yang Tid Rang Srang Roi Yim," to rubber farmers, deliveries and transport contractors to be committed transport the cup lump with standardized vehicles for preventing the serum from leaking into the road. In 2019, it was found that all 11 companies had 98 percent of the rubber transport vehicles that meet the standards.

10.4 Environment and Social Activities

Environmental Concerns

According to the corporate social responsibility policy, "Environmental friendly," which not only implements environmental management system within the Company, but the Company also gives importance to conservation and take care of the environment in communities and society through environmental programs and activities with various agencies as follows:

- Join the environmental governance meeting with the local environmental governance network continuously
- To release aquatic animals to nature in order to help restore ecosystem, food chains, and maintain natural abundance such as cooperate with crab bank to release the blue crab ball or the fish into U-Tapao canal, Songkhla province.
- Weir activity and planting trees to increase green areas both within the company and cooperate with local authorities every year.
- Srirang's volunteer to raise public consciousness of employees to develop and improve the area and environment of nearby communities that the company is located through various activities such as beautiful road project for communities and developing the elderly home etc.
- Contribute" how to produce good quality of cup lump" project , to promote and support farmers to make quality cup lump without impurities by using the right coagulation agent , which safe and reduce environmental impact which will lead to the better quality of life.

Community and Social Development

The company believes that the business can be sustainable growth, along with participate in development of communities and society .Not only the nearby communities that we are located, we also contribute to develop communities and societies in all parts of the country. Besides helps to promote the economy, to improve the quality of life for the community is another important mission. The company has proceeded through various activities and projects. Both Initiated by ourselves and from the preparation to meet the expectations of stakeholders in 7 parts, namely children and youth, career development and well-being, cultural and local traditions, sports, health, helping disaster victims and disadvantaged, environmental and good surrounding. In 2018, activities includes;

- Playground Project "BBL"(Brain –Based Learning) to early childhood", Mukdahan
- STA Project: STEM Education, Sri Trang Community Learning Center, 3rd year .In 2019 held on 32 school in 24 branch of STA.
- "Female Power" Project promoting knowledge for women in the community to increase career paths, generate income for the community. And help strengthen communities. It also creates a good relationship between the Company and the community. In the year 2019, the Company started 17 projects, 9 products, with the number of participants more than 500 people can generate income for the community more than 300,000 baht per year.
- Religious volunteer project together with the Provincial Industry Work and organization in the province continue to improve the landscape. lighting system.

- "Energy Crops for Community" Project support the Napier grass that the company planted for renewable energy to community feed, helps reduce household expenses and community can feed animals throughout the year
- Support medical gloves for communities and agencies such as the Weaving Women Group, Buriram Province, Blood Donation Unit, Thai Red Cross Society, Student of the Faculty of Veterinary Medicine Chulalongkorn University, Rakmaw (cat) Foundation.

The corporate social responsibility operation is provided more details in the 2019 Sustainability Report, which has been disclosed on the Company's website www.sritranggroup.com under the topic of sustainability.

11. INTERNAL CONTROL AND RISK MANAGEMENT

STA recognizes the importance of internal control system, risk management, and the monitoring of the business operation, which is a continuous process; and the role and shared responsibilities of all our staff to ensure that the Company's business operation at all units shall drive the accomplishment of the Company's goal as set by the Board of Directors. The Company has established an Internal Audit Department which is an independent unit to directly report to the Audit Committee. The appointment, removal, and rotation of the management of Internal Audit Department need an approval from the Audit Committee. The Internal Audit Department shall perform an internal control assessment pursuant to the annual plan by considering related risk factors as approved by the Audit Committee as well as supporting the creation of a risk management system and providing various recommendations to ensure that all operations of the Company meet the objectives as planned. The Internal Audit Department has followed the Standard for the Professional Practice of Internal Auditing as a guideline which focuses on independent, just, and internationally standardized operations with high quality auditing. In addition, according to an independent auditor who certified the Company's financial statements for the year 2019, there was no weakness in the internal control system which will materially affect the financial statements of the Company.

The following is a summary of the internal control and risk management system of the Company:

Audit Committee: The Audit Committee responsibility is to consider the sufficiency of the Company's internal control system by continuously reviewing the performance of the Internal Audit Department and the independent auditor. The Audit Committee emphasizes the sufficiency and adequacy of the internal control system and ensures that all operations have complied with the laws, rules, regulations and other relevant policies. The Audit Committee may advise the development of internal control and internal audit system to the Board of Directors. If the Audit Committee has any recommendations or finds any significant error or misconducts, the Audit Committee will discuss with responsible management team and directly report such matters to the Board of Directors for appropriate actions or further improvement.

Internal Audit Department: The Company has an independent Internal Audit Department, being responsible for assurance and consulting. The internal audit staffs can access all information of the Company without any limitations in order to independently monitor the operation of various units within the Group in accordance with the annual plan and as assigned by the Executive Committee or the Audit Committee by using the principles of risk management to make an assessment on the businesses or the working processes and report directly to the audit committee. In case of finding any item that should be improved, the procedure has been established to ensure that the findings are corrected in time. The internal audit department has appropriately and sufficiently recruited internal audit staffs with the knowledge and experience related to internal audit. Mr. Wittawas Krungtaenmuang serves as a Chief Audit Executive and the Company continuously encourages and support development of internal audit training.

Operating Control System: The Board of Directors sets the business goal of the Company by determining the clear core value, vision, mission, as well as business growth and appointing working team to review Key Performance Indicators (KPIs) of each business unit. This is to ensure that the target in terms of financial outcome, operating result, customer satisfaction, etc. of each business unit will be consistently aligned with the Company's goals throughout the organization.

As the company is committed to maintaining business operations with transparency, fairness and accountability in line with the principles of good corporate governance in the year 2019, The Company has provided training for employees to provide knowledge and support good corporate governance. Including guidelines for combating corruption to comply with the company announced its intention to join the Thailand's Private Sector Collective Action Coalition Against Corruption (CAC), which the CAC board has approved Sri Trang Agro-Industry Company Limited (Public Company Limited) was a member of CAC on 21 August 2018, which the company has consistently complied with the said regulations. In addition, the company has set whistleblowing policy and defined channels for all stakeholders to report invalid or inappropriate action which may cause the damage to the Company including protective measures for claimer who is in good faith.

Risk Management: The Company pays attention and supports the concrete risk management system. The Board of Directors assigns the Risk Management Committee to review the risk management policy, to supervise and to support the risk management operations of the organization in accordance with the Company's strategy

and business goals to ensure the constructive risk management system of the Company. In risk management, the Company considers the appropriateness of internal and external factors as well as circumstances that may affect the Company's operation. As a result, the evaluation and monitoring processes shall be run at all times. Furthermore, the Company regularly set up a meeting at the management level to evaluate the situation and define the strategic operation to prevent potential risks and construct the idea that risk management is the responsibility of every business unit to manage and control the risk to an acceptable level.

Control: The Company has established the written measures and guidelines by placing in rules and regulations, approval authority and methods of operation for executives and employees at all levels to follow in the same direction. Furthermore, the Company has regularly reviewed the operations in accordance with rules and regulations such as employee performance appraisals which has been defined as Key Performance Indicators (KPIs). The Company also designs a mechanism to control operations which may cause significant risks such as Financial Department and Procurement by segregating the approval persons, and providing the recording, reviewing, auditing, and accounting records to be complete and accurate, as well as providing systematic information as required by law.

Information and Communication: The Company has appropriate information systems for both the Internet Website and Microsoft office 365 by providing an Internet Website for shareholders, investors, and the general public able to receive important information about the Company regularly, it is also another way of communication in case of doubt or suggestions from shareholders, investors or the general public. Microsoft office 365 is a system used to communicate both internally and externally which could provide the correct, prompt, and thorough communication. Moreover, this channel is used as a source of distribution or exchange knowledge that affects the efficiency increase and effectiveness for the Company's operations. In addition, the Company has established a vision focusing on technology development and innovation to increase operational efficiency, reduce costs and expenses namely the development of mobile application "STA Friends" for raw material purchasing. The Company also recognizes and places an importance on cyber security by installing IT equipment to protect against cyber threats restricting access rights to control access to information etc.

Monitoring and Evaluation Systems: The Management continuously monitors economic events and directions in order to assess and adjust operating strategies to suit current situations. Along with the plan to support events that may affect the organization's goals in the future as for the performance, the Company has monitored the employees to perform according to the specified procedures by reporting the performance according to KPIs for continuous and timely evaluation. In addition, the Company has monitored regular compliance with the internal control system and if any defects are found in the internal control system have communicated to the department for acknowledgment in order to make improvements with monitoring and report to the Audit Committee and the Executive Committee to ensure that the administration and supervision of the organization are efficient and effective.

According to the Audit Committee meeting no. 1/2020, on 30 January 2020, the Audit Committee evaluated the internal control system of the Company and stated the opinion that the internal control of the Company was adequate and appropriate by asking questions from the management and related personnel. To conclude, the assessment form of the internal control system of the Company in five parts composed of: 1) Internal control of the organization, 2) Risk assessment, 3) Control of the operation of the management, 4) Information and Communication Systems, and 5) Follow up system, the Audit Committee expressed its opinion that the Company's internal control system is sufficient and appropriate by providing sufficient personnel to implement the system efficiently, then proposed the Board of Directors Meeting No. 1/2020, on February 28th 2020 to consider and review the assessment result which the Board of Directors had no different opinion from the Audit Committee. Moreover, the Board of Directors had strictly enacted the Company's Corporate Governance Policy to comply with the regulations of the Stock Exchange of Thailand, the Capital Market Supervisory Board, and the Securities and Exchange Commission in order to ensure the operations of the Company is transparent and the most effective.

Regarding to the supervision of the subsidiaries of the Company, the Company's directors shall become a director in its subsidiaries and associated companies, and the Company shall assign its representative to become a director in its subsidiaries. In addition, the Company shall assign the Internal Audit Department to examine the adequacy of the internal control system of the Company and its subsidiaries, then report the audit result to the Audit Committee to be able to control and examine the operation efficiently.

12. RELATED PARTY TRANSACTIONS

12.1 RELATED PARTY TRANSACTIONS

The material related party transactions that were disclosed in the notes to the financial statements of STA and the interested person transactions that were not disclosed in the notes to the financial statements of STA for the financial year ended 31 December 2018 and 31 December 2019 are as follows:

Related Parties	Relationship	Type of Transaction	Value of Transaction (Million Baht)		Necessity/ Reasonableness of the Transaction	Opinion(s) of the Audit Committee
			Consolidated Jan-Dec 2018	Consolidated Jan-Dec 2019		
1. Prukha Rubber Co., Ltd.	The Executives officer of STA, Mr.Udom Pruksanusak and siblings, hold more than 50% of the shares in Prukha Rubber Co.,Ltd. Mr.Udom Pruksanusak is the authorized signatory of Prukha Rubber Co.,Ltd.	1.1 STA -Sales of field latex	1.60	1.27	STA sold field latex to Prukha Rubber Co., Ltd. because STA did not have in-house logistic service team, and Prukha Rubber Co., Ltd. purchased the field latex right at STA's rubber plantation. This provided administrative, distribution and labor cost savings to STA. The selling price of field latex was the price set by STA procurement team as a daily basis.	Since STA's total plantation areas ready for tapping was still small, it is an appropriate afford to control STA logistic and administrative costs by selling field latex to Prukha Rubber Co., Ltd. at the reasonable price set by STA procurement team.
		- The purchase of field latex	44.35	25.36	STA purchased field latex from Prukha Rubber Co., Ltd. because the rubber plantations of Prukha Rubber Co., Ltd. were located close to the factory and the purchasing center of STA. Moreover, Prukha Rubber Co., Ltd. was capable to supply rubber of the quality and quantity as required by STA. The purchasing price of the field latex was at the price that the Group made an announcement to general suppliers in front of its factory.	STA required field latex as a raw material for the production of Concentrated Latex. The purchase price was at the market price determined daily by the procurement.
		1.2 Nam Hua Rubber Co., Ltd. "NHR" - The purchase of field latex	2.22	4.76	Nam Hua Rubber purchased field latex from Prukha Rubber Co., Ltd. because the rubber plantations of Prukha Rubber Co., Ltd. were located close to the factory and the purchasing center of Nam Hua Rubber. Moreover, Prukha Rubber Co., Ltd. was capable to supply rubber of the quality and quantity as required by Nam Hua Rubber. The purchase price of the field latex was at the price that the Group made an announcement to general suppliers in front of its	Nam Hua Rubber required field latex as a raw material for the production of Concentrated Latex. The purchase price was at the market price determined daily by the procurement department of the Group for the purpose of purchasing raw materials from general suppliers.

Related Parties	Relationship	Type of Transaction	Value of Transaction (Million Baht)		Necessity/ Reasonableness of the Transaction	Opinion(s) of the Audit Committee
			Consolidated Jan-Dec 2018	Consolidated Jan-Dec 2019		
					factory	
		1.3 Startex Rubber Co., Ltd. - Sales of field latex	0.51	0.61	Startex Rubber sold field latex to Pruksa Rubber Co., Ltd. The selling price was based on market price.	The selling price that Startex Rubber sold field latex to Pruksa Rubber Co., Ltd. was based on market price similar to other customers.
2. Mr. Somwang Sincharoenkul	Father of - Mr. Viyavood Sincharoenkul, Major shareholder, Chairman and Managing Director of STA - Mr. Kitichai Sincharoenkul, Director of STA; and - Mr. Paul Sumade Lee, Director of STA Grandfather of - Mr. Veerasith Sincharoenkul, Director of STA	Honorary adviser	5.14	5.14	Mr. Somwang Sincharoenkul has engaged as Honorary Adviser for the Company and advised the Company on goal & vision, business plans, investment plans, operational policy, raw material supply strategies, procurement, and engagement strategy with communities, local authorities and government agencies. The remuneration was Baht 428,000 per month or Baht 5,136,000 per year for 2 years period starting from May 2018 to May 2020.	There was no comparable basis available in the market for such invaluable advice Mr. Somwang Sincharoenkul provided for the Company. Nevertheless, the remuneration was considered appropriate considering the extensive experience, expertise and time Mr. Somwang Sincharoenkul has contributed to the Company as the Honorary Adviser.
3. The Board of Director of STA and subsidiaries consists of: - Dr.Viyavood - Mr.Kitichai - Mr.Chaiyos Sincharoenkul	Directors of STA and the subsidiaries	Personal guarantees have been provided on the loans that have been extended to subsidiaries by financial institutions.	267.00	-	Directors of STA and its subsidiaries provided personal guarantees for the loans extended to STA and its subsidiaries by financial institutions as part of loans' requirements.	Such support complied with the requirements set out in the sponsor support agreement and was made for the benefit of STA and its subsidiaries. The directors acting as guarantors did not charge any fee for providing the personal guarantee.

Related Parties	Relationship	Type of Transaction	Value of Transaction (Million Baht)		Necessity/ Reasonableness of the Transaction	Opinion(s) of the Audit Committee
			Consolidated Jan-Dec 2018	Consolidated Jan-Dec 2019		
4. Thaikong PCL.	CEO of STA, Dr. Viyavood Sincharoenkul, Major shareholder of Thaikong PCL.	4.1 STA - Sales of latex	170.42	126.01	STA sells of latex to Thaikong PCL.by determining the selling price according to the market price.	Latex price that STA Selling to Thaikong PCL is the selling price based on the market price that is comparable to the price of latex announced by the Rubber Authority of Thailand (RAOT) and Malaysian Rubber Board (MRB).
		- Purchases of glove	170.74	86.78	Because the company has a Purchase Gloves Contract from Thaikong PCL. which is a manufacturer of rubber gloves that can produce quality products and Meets the needs of customers of the company. Including reducing the risk of product procurement and The purchase price is comparable to the market price from other glove manufacturers.	The purchase of gloves has a sales contract. The purchase price is compared to the market price. It also increases the economy of scale of the sales department. Which the company already has sales department. In addition, the Company received appropriate profit from the above transactions.
		- Accounts receivable	16.39	-	Trade accounts receivable from the sales of latex.	It is an outstanding balance based on payment criteria as commercial conditions which is a normal accounts receivable.
		- Accounts payable	9.94	-	Trade accounts Payable from the Purchases of Glove.	It is an outstanding balance based on payment criteria as commercial conditions which is a normal accounts receivable.
		4.2 Premier System Enginerring “PSE” - Sales of materials	2.32	0.35	PSE has a keen knowledge and skill in supplying machinery related to glove production which the rate charged by PSE is comparable to the market rate.	It is a reasonable transaction as PSE is professional service providers and comparable rate.

Related Parties	Relationship	Type of Transaction	Value of Transaction (Million Baht)		Necessity/ Reasonableness of the Transaction	Opinion(s) of the Audit Committee
			Consolidated Jan-Dec 2018	Consolidated Jan-Dec 2019		
		- Sales of machinery	178.00	225.16	PSE has a keen knowledge and skill in design, installation and maintain machinery and equipment for glove production so service of Thaikong PCL. To support Thaikong PCL., PSE did not increase workers in use of resources but utilize which the rate charged by PSE is comparable to the market rate.	It is a transaction increased revenue to STA group and no burden to increase human resource as well as the rate charged by PSE is comparable to the market rate.
		- Service income	5.88	3.58	PSE provides service for machinery cleaning to Thaikong PCL. as PSE has professional and expertise in equipment and machinery for the production of gloves which the rate charged by PSE is comparable to the market rate.	It is a transaction increased revenue to STA group and no burden to increase human resource as well as the rate charged by PSE is comparable to the market rate.
		- Accounts receivable	8.52	-	Trade accounts receivable from such services mentioned above.	It is an outstanding balance based on payment criteria as commercial conditions which is a normal accounts receivable.
		- Advance payment for goods	79.85	-	As payment as specified in the contract	It is a transaction under the normal commercial condition.
5. Sri Trang Gloves (Thailand) PLC.	CEO of STA, Dr. Viyavood Sincharoenkul, Major shareholder of Sri Trang Gloves (Thailand) PLC..	5.1 STA • Sales of latex	1,309.89	1,783.55	STA sells of latex to Sri Trang Gloves (Thailand) PLC. with a reference price based on the market price.	Latex prices sold to Sri Trang Gloves (Thailand) PLC. is referred to the market price compared to the rubber of Thailand. (RAOT) and Malaysian Rubber Board (MRB).
		• Purchases of glove	1,258.94	1,175.05	As STA has a contract to purchase gloves from Sri Trang Gloves (Thailand) PLC., a rubber glove manufacturer that can produce quality products to meet the needs of STA's customers, help reduce the risk of sourcing products; moreover, the purchasing prices are comparable to the market price buying from others.	This transaction is made under trading contract and the selling price is comparable to the market price. Moreover, this help STA's marketing department to achieve economies of scale by utilizing its resources and STA also gains the appropriate profit from such

Related Parties	Relationship	Type of Transaction	Value of Transaction (Million Baht)		Necessity/ Reasonableness of the Transaction	Opinion(s) of the Audit Committee
			Consolidated Jan-Dec 2018	Consolidated Jan-Dec 2019		
						transaction.
		• Revenue from office services	7.54	11.27	STA provides office services to Sri Trang Gloves (Thailand) PLC. including room server services, office space, legal services, insurance services, and financial services. For office space in Bangkok and Hay Yai, the rental rates are separately calculated per month which are agreed since May 2017 and shall be reviewed every three year.	The mentioned rates are reasonable and comparable to the market price.
		• Revenue from information services and maintenance of SAP systems	18.45	16.65	STA provides IT system and SAP maintenance to Sri Trang Gloves (Thailand) PLC., including computer rental, hardware service fee, software service fee etc. This is due to STA holds full equipment and human resource to support such services. The service fee charged by STA is referred to service type which is comparable to other service providers. For example, the rental rates per month for computer, notebook, hardware service are comparable to other providers at the same specification.	The mentioned rates are reasonable and comparable to the market price of similar or comparable services.
		• Revenue from sales of factory materials	6.16	10.76	STA, Kanchanadit Branch, sells ammonia to Sri Trang Gloves (Thailand) PLC., Surat Thani Branch, in cost plus margin price as STA, Kanchanadit Branch, orders ammonia for the production of latex in large quantities to achieve economy of scale, increase the bargaining power, and reduce cost of ammonia as one of the chemicals used to manufacture of rubber gloves and inventory management of the group.	This transaction is help reduce cost of ammonia and inventory management of the group as those two factories are located closely in a similar area and the chemical price is charged at a reasonable price.
		• Income from weighing services	0.36	0.84	STA, Kanchanadit Branch, provides weighing services to Sri Trang Gloves (Thailand) PLC., Surat Thani Branch, as Sri Trang Gloves (Thailand) PLC., Surat Thani Branch has no	As weighing services are the lump-sum rate which have no market rate to compare. However, the rate that STA

Related Parties	Relationship	Type of Transaction	Value of Transaction (Million Baht)		Necessity/ Reasonableness of the Transaction	Opinion(s) of the Audit Committee
			Consolidated Jan-Dec 2018	Consolidated Jan-Dec 2019		
					weighing equipment to weigh trucks transported in and out of the factory i.g. raw material, latex, wood, firewood, and finished goods. This service is charged as a monthly lump-sum at a reasonable rate.	receives is a comprehensive rate and reflects relevant costs with appropriate profit margin.
		• Other service income Any (rubber tank rental fee, Private Link service fee)	11.30	18.01	STA, Kanchanadit Branch, provides the rental fee for 100 tons of latex storage tank to Sri Trang Gloves (Thailand) PLC., Surat Thani Branch, is used to store synthetic latex in the production of synthetic rubber gloves. The valve is charged per tank per month, where the rate of the tank is covered, and the applicable services include the loading of latex and pick up including cleaning of the tank, as a rate comparable to the market price of the tank in the vicinity or the same size and the Private Link service use via CAT Telecom Public Company Limited.	The service fee is comparable to the market price.
		• Rental fee	3.66	3.99	STA has entered into a contract with Sri Trang Gloves (Thailand) PLC. in providing warehouse building rental, 2,772 sq.m. at 209/2 Moo 2 Amphur Muang, Samutprakarn, Thailand for the use as a storage area of rubber gloves in distribution to domestic buyers with a lease period 1 year from February 1, 2019 to January 31, 2020 at the rental rate of Baht 120 per sq.m., with the total rental fee of Baht 332,640. The ratio is equal to the limited partnership "Denchai Paknam" which is the prior lessee of STA before Sri Trang Gloves (Thailand) PLC. has purchased land and construction from a limited partnership "Denchai Paknam" as of 31 January 2018.	The rental fee is comparable to the market rate and is equal to the rate charge by external party before Sri Trang Gloves (Thailand) PLC. buying this warehouse.
		• Accounts Receivable	-	175.77	Trade accounts receivable from such rental mentioned above.	It is an outstanding balance based on payment criteria as commercial conditions which is a normal accounts receivable.

Related Parties	Relationship	Type of Transaction	Value of Transaction (Million Baht)		Necessity/ Reasonableness of the Transaction	Opinion(s) of the Audit Committee
			Consolidated Jan-Dec 2018	Consolidated Jan-Dec 2019		
		• Accounts Payable	-	106.35	As payment as specified in the contract	It is a transaction under the normal commercial condition.
		5.2 Rubberland Product “RBL” • Sales of latex	567.74	420.97	RBL, a subsidiary of STA, sells quality latex to meet the needs and able to deliver both the amount and quality of latex as qualified to Sri Trang Gloves (Thailand) PLC. Moreover, those factories are located closely which benefits from logistic costs. The latex price is the agreed price between the buyer and the seller on a monthly basis which is comparable to the market price of latex that the rubber glove manufacturers buy at that time.	The price of latex that RBL sells to Sri Trang Gloves (Thailand) PLC. is referred to MRB (Malaysian rubber board) and comparable to other rubber glove manufacturers buying latex as raw materials for latex glove production. In addition, the selling prices reflect delivery conditions and the advantage of factory locations between seller and buyer as well as the latex properties required by Sri Trang Gloves (Thailand) PLC. appropriately.
		• Rental income	4.64	4.64	RBL provides a residential building for Sri Trang Gloves (Thailand) PLC. used for staff accommodation as RBL and for Sri Trang Gloves (Thailand) PLC.’s factories are in the adjacent area. RBL shall charge the rental rate per month for all 645 rooms from Sri Trang Gloves (Thailand) PLC. and RBL shall also charge rental fee directly from Sri Trang Gloves (Thailand) PLC.’s staff which, in sum, the rate charged from those two parties shall be comparable to the rental rate in the nearby area.	The rental rate is comparable to the monthly market prices in nearby areas.
		• Service income from using of space for placing products / or others	1.08	1.08	RBL provides rental area to Sri Trang Gloves (Thailand) PLC. for storage of woodchip as the energy for glove production with total rental area 5.42 rai, Deed No. 250477. The rental fee is charged annually comparable to the nearby area in Tambon Banpru, Amphur Hatyai, Songkhla.	The rental rate is comparable to the market prices in nearby areas.

Related Parties	Relationship	Type of Transaction	Value of Transaction (Million Baht)		Necessity/ Reasonableness of the Transaction	Opinion(s) of the Audit Committee
			Consolidated Jan-Dec 2018	Consolidated Jan-Dec 2019		
		• Weighing services	0.86	0.86	RBL provides weighing services to Sri Trang Gloves (Thailand) PLC. as Sri Trang Gloves (Thailand) PLC. has no weighing equipment to weigh trucks transported in and out of the factory i.g. raw material, latex, wood, firewood, and finished goods. This service is charged as a monthly lump-sum at a reasonable rate.	As weighing services are the lump-sum rate which have no market rate to compare. However, the rate that RBL receives is a comprehensive rate and reflects relevant costs with appropriate profit margin.
		• Electricity expense	1.78	0.02	RBL charges electricity expenses in the portion of Sri Trang Gloves (Thailand) PLC.'s staff accommodation. The electricity rate is comparable to the regional electricity collected directly from Sri Trang Gloves (Thailand) PLC. in May, 2018. Moreover, RBL requested to transfer the transformers to Sri Trang Gloves (Thailand) PLC., which was completed in April 2019.	The electricity expense is charged at a reasonable rate.
		• Tank rental income	18.87	22.22	RBL provides rental of rubber tank size 100 tons and 250 tons to Sri Trang Gloves (Thailand) PLC., for the storage of synthetic rubber as for nitrile glove production. This service including loading, receiving and distributing latex and tank cleaning is charged monthly by comparing to the market price of such tank sizes.	The service fee is comparable to the market price.
		• Expenses for buying factory material	0.29	0.23	RBL purchases gasoline and diesel from Sri Trang Gloves (Thailand) PLC. to save the group's procurement costs and to manage STA's raw materials effectively. RBL buys gasoline and diesel at the actual cost of Sri Trang Gloves (Thailand) PLC., the price of the charged fuel is the maximum purchase price +2%.	It is a reasonable transaction as it helps save costs for all STA group.
		• Accounts Receivable	14.49	42.96	Trade accounts receivable as mentioned above.	It is an outstanding balance based on payment criteria as commercial conditions which is a normal accounts receivable.

Related Parties	Relationship	Type of Transaction	Value of Transaction (Million Baht)		Necessity/ Reasonableness of the Transaction	Opinion(s) of the Audit Committee
			Consolidated Jan-Dec 2018	Consolidated Jan-Dec 2019		
		5.3 Nam Hua Rubber “NHR” • Sales of latex	15.01	107.90	NHR, a subsidiary of STA, sells quality latex to meet the needs and able to deliver both the amount and quality of latex as qualified to Sri Trang Gloves (Thailand) PLC. Moreover, those factories are located closely which benefits from logistic costs. The latex price is the agreed price between the buyer and the seller on a monthly basis which is comparable to the market price of latex that the rubber glove manufacturers buy at that time.	The price of latex that NHR sells to Sri Trang Gloves (Thailand) PLC. is referred to MRB (Malaysian rubber board) and comparable to other rubber glove manufacturers buying latex as raw materials for latex glove production. In addition, the selling prices reflect delivery conditions and the advantage of factory locations between seller and buyer as well as the latex properties required by Sri Trang Gloves (Thailand) PLC. appropriately.
		• Other incomes	-	0.35	NHR’s daily workers work for Sri Trang Gloves (Thailand) PLC. as Sri Trang Gloves (Thailand) PLC. was unable to source promptly workers to serve the capacity expansion demand. The rate is charged at the same rate that RBL paid to daily workers.	The transaction reflects the actual labor cost.
		• Accounts Receivable	-	0.01	Trade accounts receivable as mentioned above.	It is an outstanding balance based on payment criteria as commercial conditions which is a normal accounts receivable.
		5.4 Premier System Engineering “PSE” • Sales of Material	-	154.15	PSE has a keen knowledge in procuring equipment related to glove production for STA Group which the rate charged by PSE is comparable to the market rate.	It is a reasonable transaction as PSE is professional service providers and the rate is comparable.
		• Other sales income (production and installation of machinery)	842.57	1,731.85	PSE has a keen knowledge and skill in design, installation and maintain machinery and equipment for glove production so service of Sri Trang Gloves (Thailand) PLC. To support Sri Trang Gloves (Thailand) PLC., PSE did not increase workers in use of resources but utilize	It is a transaction increased revenue to STA group and no burden to increase human resource as well as the rate charged by PSE is comparable to the market rate.

Related Parties	Relationship	Type of Transaction	Value of Transaction (Million Baht)		Necessity/ Reasonableness of the Transaction	Opinion(s) of the Audit Committee
			Consolidated Jan-Dec 2018	Consolidated Jan-Dec 2019		
					which the rate charged by PSE is comparable to the market rate.	
		• Service income and others	278.52	21.78	PSE provides maintenance service to Sri Trang Gloves (Thailand) PLC. PSE has a keen knowledge and skill in design, installation and maintain machinery and equipment for glove production to Sri Trang Gloves (Thailand) PLC. for many years. Additionally, machine maintenance is the way to access to production technology which is the confidential issue that Sri Trang Gloves (Thailand) PLC. does not allow external parties to penetrate into. Moreover, this service provided by PSE makes Sri Trang Gloves (Thailand) PLC. save cost from hiring skilled workers to support and the rate charged by PSE is comparable to the market rate.	It is a reasonable transaction as PSE is professional service providers and the rate is comparable.
		• Cleaning service income	57.97	81.07	PSE provides service for machinery cleaning to Sri Trang Gloves (Thailand) PLC. as PSE has professional and expertise in equipment and machinery for the production of gloves which the rate charged by PSE is comparable to the market rate.	It is a transaction increased revenue to STA group and no burden to increase human resource as well as the rate charged by PSE is comparable to the market rate.
		• Revenue calibration service equipment	4.93	4.67	PSE provides calibration equipment to Sri Trang Gloves (Thailand) PLC. as PSE certified ISO IEC17025 in the calibration standards and PSE also has equipment, human resource to support such a service including case of emergency. The rate charged by PSE is comparable to the market rate.	The transaction is a group of companies without adding any human resources. Rates are comparable to those of the same type of business in the market.
		• Expenses on purchase of factory materials	4.41	4.53	PSE purchases chemical and cleaning equipment from Sri Trang Gloves (Thailand) PLC. for cleaning equipment of Sri Trang Gloves (Thailand) PLC. as Sri Trang Gloves (Thailand) PLC. orders chemical and equipment regularly in large quantities to achieve economy of scale, increase the bargaining power, and inventory management of the group. Sri Trang Gloves	It is a reasonable transaction as it helps reduce cost for all group.

Related Parties	Relationship	Type of Transaction	Value of Transaction (Million Baht)		Necessity/ Reasonableness of the Transaction	Opinion(s) of the Audit Committee
			Consolidated Jan-Dec 2018	Consolidated Jan-Dec 2019		
					(Thailand) PLC., therefore, sells chemical and equipment to PSE at the average cost.	
		• Accounts receivable	145.39	118.54	Trade accounts receivable from such service mentioned above.	It is an outstanding balance based on payment criteria as commercial conditions which is a normal accounts receivable.
		5.5 Anvar Parawood “ANV” • Revenue from sale of woodchip	710.32	836.71	ANV, a subsidiary of STA, sells woodchip to Sri Trang Gloves (Thailand) PLC. as ANV has an expertise in supplying and selling rubber wood for over 30 years; moreover, ANV also has qualified persons to serve this service and is able to serve the high demand of Sri Trang Gloves (Thailand) PLC. as an energy to produce gloves. The rate charged by ANV is cost-plus method.	The price of the woodchip is a market price including operation cost. Sri Trang Gloves (Thailand) PLC. requires a high quantity of woodchip; therefore, comparing to market price may be difficult to determine due to quantity and logistic costs from various sources. However, the price that can be comparable to the other woodchip's suppliers.
		• Sales Pallet Revenue	-	0.37	ANV sells a pallet to Sri Trang Gloves (Thailand) PLC. as ANV's business is selling of rubber wood and pallets, as well as human resources are available for such services. The rate charged by ANV is cost-plus method.	The price of pallets is comparable to market price from other pallets suppliers.
		• Accounts Receivable	117.70	10.93	Trade accounts receivable from such sale mentioned above.	It is an outstanding balance based on payment criteria as commercial conditions which is a normal accounts receivable.
		5.6 Starlight Express Transport “STL” • Revenue from Transportation Service	52.70	61.87	STL provides transportation to Sri Trang Gloves (Thailand) PLC. as STL operates shipping and exporting, import and export documents business, which has equipment and human resources are available for such services and experience in such business. The rate charged by ANV is based on market prices and oil price in each period.	STL has an expertise in handling, transport and processing of documents related to transport. The rates are quoted at a reasonable rate that reflects its operational cost, and is comparable to the provider's market price in the same manner.

Related Parties	Relationship	Type of Transaction	Value of Transaction (Million Baht)		Necessity/ Reasonableness of the Transaction	Opinion(s) of the Audit Committee
			Consolidated Jan-Dec 2018	Consolidated Jan-Dec 2019		
		• Income from import formalities-export	5.71	7.08	STL provides import and export documents to Sri Trang Gloves (Thailand) PLC. as STL provides import and export documents and experiences in such a business for over 20 years; moreover, STL also has qualified persons to serve this service. The rate for document preparation is charged per copy comparable to the market prices for the same type of service.	STL has an expertise in handling, transport and processing of documents related to transport. The rates are quoted at a reasonable rate that reflects its operational cost, and is comparable to the provider's market price in the same manner.
		• Other service income	19.65	21.92	STL provides transportation service and manage logistic operation to Sri Trang Gloves (Thailand) PLC. as STL is a specialist and qualified persons to serve this service by charging the trailer services in excess of free time per day which is comparable to market prices and the rate is reasonable.	STL has an expertise in handling, transport and processing of documents related to transport. The rates are quoted at a reasonable rate that reflects its operational cost, and is comparable to the provider's market price in the same manner..
		• Accounts Receivable	8.31	9.83	Trade accounts receivable from such service mentioned above.	It is an outstanding balance based on payment criteria as commercial conditions which is a normal accounts receivable.
		5.7 Sri Trang International "STI" • Purchases of gloves	1,916.14	236.03	STI buys gloves from Sri Trang Gloves (Thailand) PLC. and sell to international customers by pricing gloves at the cost plus margin which the price movement is considered monthly based on latex, operation cost, fx rate, the global rubber glove situation. The selling price is considered based on the profitability that STI should receive as a glove distributor.	It is a reasonable transaction as the price is comparing to the market prices provided by other glove manufacturers.
		• Accounts Receivable	70.63	-	Trade accounts receivable from such sale mentioned above.	It is an outstanding balance based on payment criteria as commercial conditions which is a normal accounts receivable.
		5.8 Sri Trang Indochina "STV" • Purchases of	-	8.27	STV buys gloves from Sri Trang Gloves (Thailand) PLC. and sell to international customers by pricing gloves at the cost plus margin which the price movement is considered monthly based on latex, operation cost, fx rate,	It is a reasonable transaction as the price is comparing to the market prices provided by other glove manufacturers.

Related Parties	Relationship	Type of Transaction	Value of Transaction (Million Baht)		Necessity/ Reasonableness of the Transaction	Opinion(s) of the Audit Committee
			Consolidated Jan-Dec 2018	Consolidated Jan-Dec 2019		
		Glove			the global rubber glove situation. The selling price is considered based on the profitability that STV should receive as a glove distributor.	
		• Accounts Payable	-	0.12	Trade accounts receivable from such sale mentioned above.	It is an outstanding balance based on payment criteria as commercial conditions which is a normal accounts receivable.
		5.9 Sri Trang USA “STU” • Purchases of Glove	129.39	237.86	STU buys gloves from Sri Trang Gloves (Thailand) PLC. and sell to international customers by pricing gloves at the cost plus margin which the price movement is considered monthly based on latex, operation cost, fx rate, the global rubber glove situation. The selling price is considered based on the profitability that STU should receive as a glove distributor.	It is a reasonable transaction as the price is comparing to the market prices provided by other glove manufacturers.
		• Accounts Payable	49.52	-	Trade accounts receivable from such sale mentioned above.	It is an outstanding balance based on payment criteria as commercial conditions which is a normal accounts receivable.
		5.10 Shi Dong Shanghai Medical Equipment “SDME” • Purchases of Glove	6.55	410.96	SDME buys gloves from Sri Trang Gloves (Thailand) PLC. and sell to international customers by pricing gloves at the cost plus margin which the price movement is considered monthly based on latex, operation cost, fx rate, the global rubber glove situation. The selling price is considered based on the profitability that SDME should receive as a glove distributor.	It is a reasonable transaction as the price is comparing to the market prices provided by other glove manufacturers.
		5.11 Sri Trang IBC “IBC” • IT Service	-	7.24	IBC provide services on IT systems as the IBC has equipment and human resources that are ready for such services, and the service charge is based on the type of information lashing in connection with the market price.	The service fee is comparable to the market price.
		• Accounts Receivable	-	1.86	Trade accounts receivable from such service mentioned above.	It is an outstanding balance based on payment criteria as commercial conditions which is a normal accounts receivable.

Related Parties	Relationship	Type of Transaction	Value of Transaction (Million Baht)		Necessity/ Reasonableness of the Transaction	Opinion(s) of the Audit Committee
			Consolidated Jan-Dec 2018	Consolidated Jan-Dec 2019		
6. Qingdao Anyin International Trade Co., Ltd.	Director of STA, Mr. Li Shiqiang, his wife is the owner of Qingdao Anyin International Trade Co., Ltd.	6.1 STA • Revenue from sale of rubber bars	-	24.22	STA sells block rubber to Qingdao Anyin International Trade Co., Ltd. which the selling prices are closed to the prices selling to other customers and comparable to the market price.	The price of this transaction is closed to the prices selling to other customers and comparable to the market price.
		• Accounts Receivable	-	7.92	Trade accounts receivable from such sale mentioned above.	It is an outstanding balance based on payment criteria as commercial conditions which is a normal accounts receivable.

Apart from what were disclosed in "Related Party Transactions", there were no other material contracts entered into by the Company or any of its subsidiaries involving the interests of any director or controlling shareholder which are either still subsisting at the end of the financial year or entered into since the end of the previous financial year.

12.2 Audit Committee's Opinion on Related Party Transactions

The Audit Committee of STA evaluated and expressed its opinion on the above related party transactions that such transactions were carried out reasonably and were necessary to the business operation of STA.

12.3 Measures or Procedures for Approving the Related Party Transactions

In the event that STA or its subsidiaries carries out its business with a party who may have a conflict of interest, whether at present or in the future, or have an interest with STA, the Audit Committee will express its opinion regarding the necessity and the reasonableness of the price of such transaction. The Audit Committee will ensure that the terms and conditions of these transactions are consistent with market practice and the prices charged for these transactions compared with third party or market prices. If the Audit Committee is unable to evaluate related party transactions due to lack of expertise in certain areas, STA will arrange an independent expert or the auditor of STA to give an opinion on such transactions. The Board of Directors or Audit Committee or the STA shareholders, as the case may be, will use this opinion from the independent expert as a supplement to form their own conclusion. Those directors who may have an interest in the transaction are prohibited from voting on such transactions. In addition, related party transactions will be disclosed in the notes to the STA's audited or reviewed financial statements.

At present, STA has a pricing policy for its subsidiaries, associates, joint venture entities and related companies as follows:

	Pricing Policy
Sales of products and raw materials	At arm's length as if it was transacted with a third party
Revenues from services – logistic services	At arm's length as if it was transacted with a third party
Revenues from services – management services	At fixed rate pursuant to the contract which is comparable to the market price
Interest income from trade credit	At arm's length as if it was transacted with a third party
Rental income	At a contract price which had been agreed upon and is comparable to the market price
Product purchase	At arm's length as if it was transacted with a third party
Rental and Service Expenses	At arm's length as if it was transacted with a third party
Guarantee	No fee charged
Fixed assets acquisition	At arm's length as if it was transacted with a third party

Furthermore, the Board of Directors Meeting resolved to approve in principle business transactions with general trading conditions or supporting normal business transactions with general trading conditions between STA or its subsidiaries and the Directors, Executive Officers or any related parties.

STA and its subsidiaries may purchase raw materials, sell products, provide transportation services or enter into any other transactions between the Directors, Executive Officers or related parties, whether at present or in the future. In this regard, STA authorizes the management to approve such transactions if the purchase price, selling price, transportation fees or other related transactions is not different from the price offered to other customers (market price) and the conditions and commercial terms are the same as those an ordinary person would agree with any party under similar circumstances. The transportation fee shall be the same as the rate of transportation used by the general public. In respect of the transportation fee, the fee will be according to the normal market rate. In addition, STA shall prepare a report on the summary of the transactions every quarter to present to the Board of Directors Meeting or upon the request of the Board of Directors.

12.4 Policy on Future Related Party Transactions

In the event that STA engages in related party transactions in the future, STA will ensure that such transactions are carried out in compliance with the SEC Act, regulations, notifications, orders or rules of the SET. In addition, STA must also comply with the Thai GAAP on disclosure rules related to related party transactions and other requirements as specified by the Institute of Certified Accountants of Thailand and the Company's policy or other relevant laws.

In addition, when STA enters into related party transactions, STA will seek the Audit Committee's opinion on the reasonableness of such transactions. In the event that the Audit Committee is unable to evaluate related party transactions due to lack of expertise in certain areas, the Committee may for arrange an independent expert, such as auditor or independent appraiser, to give opinion on the transactions. The opinion of the Audit Committee or the independent expert will be used by STA's Board of Directors or shareholders, as the case may be, for making a decision to ensure that these related party transactions are carried out without any conflict of interest and for the best interest of all shareholders.