

## Dividend Policy

### 1. Dividend Policy of the Company

Sri Trang Gloves (Thailand) Public Company Limited (the ‘Company’) has a dividend policy to pay dividend distributions to shareholders at least 30 percent of its net profit based on the Company’s separate financial statements after deductions of corporate income tax and allocation of all types of reserves in accordance with the Company’s Articles of Association and applicable laws. The dividend distributions to be made shall not exceed the Company’s retained earnings as appeared in the separate financial statements. Dividend payment shall be made by taking into consideration relevant factors such as the Company’s financial position, operating results, cash flow and the ability of the Company’s subsidiaries to make dividend payments including the projected capital requirements for future growth, economic conditions, possible impacts from external factors on the operations of the Company and such other considerations as our Board of Directors may consider appropriate.

After the Board of Directors’ resolution on approval for the annual dividend payment, the Board of Directors shall propose to shareholders’ meeting for its approval on such payment, except for interim dividend payment which the Board of Directors has authority to approve from time to time when deemed that the Company has appropriate profits. The interim dividend payment will then be reported at the next shareholder meeting.

### 2. Dividend Policy of Subsidiaries

Subsidiaries of the Company have a dividend policy to pay dividend distributions to shareholders at least 30 percent of net profits based on separate financial statements after deductions of corporate income tax and allocations of all types of reserves in accordance with relevant subsidiary’s Articles of Association and applicable laws. The dividend distributions to be made shall not exceed the relevant subsidiary’s retained earnings as appeared in the separate financial statements. Dividend payment shall be made by taking into consideration relevant factors such as the relevant subsidiary’s financial position, operating results, cash flow including the projected capital requirements for future growth, economic conditions, possible impacts from external factors on the operations and such other considerations as the Board of Directors of relevant subsidiaries may consider appropriate.

After the Board of Directors of relevant subsidiaries’ resolution on approval for the annual dividend payment, the Board of Directors of relevant subsidiaries shall propose to shareholders’ meeting of relevant subsidiaries for its approval on such payment, except for interim dividend payment which the Board of Directors of relevant subsidiaries has authority to approve from time to time when deemed that the relevant subsidiaries has appropriate profits.

The Board of Directors of the Company considered and approved this Dividend Policy in the Board of Directors meeting No. 4/2019, which was held on 24 July 2019. The Dividend Policy shall come into force as from 24 July 2019.

(Mr. Prakob Visitkitjakarn)  
Chairman

Sri Trang Gloves (Thailand) Public Company Limited