

Profiles of the nominated directors of the Company to replace the directors who retire by rotation and qualification of the independent director

Agenda item 4 To consider and approve the election of directors to replace the directors who retire by rotation

The profiles of the nominated directors are as follows: (as of 23 March 2017)

1. Mr. Kitichai Sincharoenkul

Proposed to be appointed as a director of the Company



Age 58 years old

Current position Director / Executive Director /
Nomination Committee Member /
Group Manager of Legal and
Administration

Date of first appointment
1 April 1995

Number of years as director in the Company
22 years

Relationship with management

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

Address 72 Soi Tanomjit, Din Daeng sub-district,
Din Daeng district, Bangkok

Education

- Master of Business Administration of Indiana State University (United States)
- Bachelor in Economics, Thammasat University

Possession of STA shares 12,902,000 shares, representing 1.01%

Director training program

- DAP 67/2007 by Thai Institute of Directors Association
- SGX Listed Companies Development Programme: Understanding the Regulatory Environment in Singapore: What Every Director Ought to Know

Current positions

Director of Sri Trang Agro-Industry Plc.
Nomination Committee member of Sri Trang Agro-Industry Plc.
Group Manager of Legal and Administration of Sri Trang Agro-Industry Plc.
Director of Sri Trang Holdings Co., Ltd.

Director of Sri Trang Gloves (Thailand) Co., Ltd.
 Director of Semperflex Asia Corp., Ltd.
 Director of Sri Trang International Pte. Ltd.
 Director of Shi Dong Investments Pte. Ltd.
 Director of Sri Trang Indochina (Vietnam) Co., Ltd.
 Director of Sri Trang Ayeyar Rubber Industry Co., Ltd.
 Director of Pattana Agro Futures Co., Ltd.

Expertise Accounting, Finance and Management

Experience
 1988 – 2006 Branch Manager of Sri Trang Agro-Industry Plc.
 1984 – 1987 Credit Department of Citibank

Other current positions

Director / Management in other listed companies None

Director / Management in other non-listed companies in the country

4 Companies Director of Sri Trang Holdings Co., Ltd.
 Director of Sri Trang Gloves (Thailand) Co., Ltd.
 Director of Semperflex Asia Corp., Ltd.
 Director of Pattana Agro Futures Co., Ltd.

Director / Management in other non-listed companies outside country

4 Companies Director of Sri Trang International Pte. Ltd.
 Director of Shi Dong Investments Pte. Ltd.
 Director of Sri Trang Indochina (Vietnam) Co., Ltd.
 Director of Sri Trang Ayeyar Rubber Industry Co., Ltd.

Director / Management in other companies which may have conflict of interest

None

Meeting attendance in 2016 - Board of Directors Meeting: 7/7 times
 - Board of Executive Director Meeting: 7/7 time
 - Board of Nominating Committee Meeting: 2/2 time
 - Shareholders Meeting: 1/1 time

Illegal record in the past 10 years None

Maintain director qualifications under the relevant laws and not have prohibited characteristics under the Notifications of the Capital Market Supervisory Board

Yes

Note: Mr. Kitichai Sincharoenkul does not have any prohibited characteristics as specified by the Public Limited Company Act and the Securities and Exchange Act.

2. Mr. Samacha Potavorn

Proposed to be appointed as director and independent director of the Company



Age 74 years old

Current position Director / Independent Director / Audit Committee Member / Nomination Committee Member / Remuneration Committee Member

Date of first appointment 1 February 2008

Number of Years as director in the Company 9 years

Relationship with management None

Address 99 Moo 3 Tambol Tamnampud, Amphur Muang Phang-nga, Phang-nga Province

Education

- Master Degree in Governmental Administration, Thammasat University
- Thai barrister-at-law

Possession of STA shares None

Director training programs

- DAP 75/2008 by Thai Institute of Directors Association
- SGX Listed Companies Development Programme: Understanding the Regulatory Environment in Singapore: What Every Director Ought to Know

Current positions

- Independent Director and Audit Committee of Sri Trang Agro-Industry Plc.
- Nominating Committee of Sri Trang Agro-Industry Plc.
- Remuneration Committee of Sri Trang Agro-Industry Plc.
- Director of Rajamangala University of Technology Srivijaya

Expertise Laws

Experience

2006 - 2008 Assistance Secretary to Ministry of Interior

2006 - 2008 Governor, Phang-nga province

2003 - 2004 Legal counsel, Ministry of Interior

2000 - 2002 Assistance Secretary, Vice-Director of Southern Border Provinces Administration Center, Ministry of Interior

1997 - 2000 Vice-Governor, Pattalung Province, Trang Province
 1996 - 1997 Assistant Governor
 1984 – 1996 Sheriff
 1969 – 1983 Assistant District Officer

Other current positions

Director / Management in other listed companies

None

Director / Management in other non-listed companies in the country

None

Director / Management in other non-listed companies outside country

None

Director / Management in other companies which may have conflict of interest

None

Meeting attendance in 2016 - Board of Directors Meeting: 6/7 time
 - Audit Committee Meeting: 8/8 times
 - Board of Nominating Committee Meeting: 2/2 time
 - Board of Remuneration Committee Meeting: 2/2 times
 - Shareholders Meeting: 1/1 time

Illegal record in the past 10 years None

Maintain director qualifications under the relevant laws and not have prohibited characteristics under the Notifications of the Capital Market Supervisory Board

Yes

Other qualifications

Interests in the Company, parent company, subsidiaries, associate companies, or any legal entities that may have the conflicts of interest at present or in the past 2 years:

1. Director who participates in the Company's management, employee, worker, or advisor who receives a regular salary or fee	No
2. Professional service provider (i.e. auditor, legal advisor)	No
3. Having significant business relations that may affect the ability to perform independently	None

Note: Mr. Samacha Potavorn does not have any prohibited characteristics as specified by the Public Limited Company Act and the Securities and Exchange Act.

3. Mr. Patrawut Panitkul



Proposed to be appointed as a director

Age 49 years old

Current position Director / Executive Director /
Risk Management Committee
Member / Chief Financial Officer

Date of first appointment 7 May 2014

Number of Years as director in the Company
3 years

Relationship with management None

Address 800/11 Kanjanavanit Road, Hadyai, Songkhla

Education Bachelor Degree of Business Administration
Accounting, Prince of Songkhla University

Possession of STA shares None

Director training program

- DCP195/2014 by Thai Institute of Directors Association
- SFE24/2015 Successful Formulation & Execution of Strategy by Thai Institute of Directors Association

Current position

- Director of Sri Trang Agro-Industry Plc.
- Director of Sri Trang Gloves (Thailand) Co., Ltd.
- Risk Management Committee member of Sri Trang Agro-Industry Plc.
- Chief Financial Officer of Sri Trang Agro-Industry Plc.

Expertise Accounting and Finance

Experience

2001 – 2009 Accounting Manager of Sri Trang Agro-Industry Plc.

1992 – 2000 Accounting Manager of Siam Sempermed Corp., Ltd.

Other current positions

Director / Management in other listed companies None

Director / Management in other non-listed companies in the country

7 Companies

Director of Rubberland Products Co., Ltd.
Director of Nam Hua Rubber Co., Ltd.
Director of Sadao P.S. Rubber Co., Ltd.
Director of Anvar Parawood Co., Ltd.
Director of Startex Rubber Co., Ltd.
Director of Starlight Express Transport Co., Ltd.
Director of Sri Trang Gloves (Thailand) Co., Ltd.

Director / Management in other non-listed companies outside country

1 Company

Director of PT Sri Trang Lingga Indonesia

Director / Management in other companies which may have conflict of interest

None

Meeting attendance in 2016

- Board of Directors Meeting: 7/7 times
- Board of Executive Director Meeting: 7/7 time
- Board of Risk Management Committee Meeting: 2/3 times
- Shareholders Meeting: 1/1 time

Illegal record in the past 10 years

None

Maintain director qualifications under the relevant laws and not have prohibited characteristics under the Notifications of the Capital Market Supervisory Board

Yes

Note: Mr. Patrawut Panitkul does not have any prohibited characteristics as specified by the Public Limited Company Act and the Securities and Exchange Act.

4. **Mr. Li Shiqiang**

Proposed to be appointed as a director of the Company

Age 44 years old

Current position Director

Date of first appointment 7 May 2014

Number of Years as director in the Company
3 years

Relationship with None

Address	Room 502, No.10 Building No.2121 LongMing Road, Shanghai
Education	- Master Degree, Business Management, Shanghai University, China - Bachelor Degree, Business English, Qingdao University, China
Possession of STA shares	1,797,600 shares, representing 0.14%
Director training program	DAP 125/2016 by Thai Institute of Directors Association
Current positions	- Director, Sri Trang Agro-Industry Plc. - Vice Chairman of China rubber Association - Director and General Manager of Shi Dong Shanghai Rubber Co., Ltd. - Director of Sri Trang International Pte Ltd.
Expertise	Factory technology
Experience	
2004 – 2010	Consulting Representative of Sri Trang Group in China
2002 – 2003	Import and Export Manager of Qingdao Sentaida Rubber Co., Ltd.
2000 – 2002	Natural Rubber Manager of Sinochem International Corp., Qingdao office
1997 – 2000	Assistance General Manager of Qingdao Tizong Rubber Tyre Co., Ltd.

Other current positions

Director / Management in other listed companies None

Director / Management in other non-listed companies in the country None

Director / Management in other non-listed companies outside country.
2 Companies - Director and General Manager of Shi Dong
Shanghai Rubber Co., Ltd.
- Director of Sri Trang International Pte Ltd.

Director / Management in other companies which may have conflict of interest
None

Meeting attendance in 2016 - Board of Directors Meeting: 7/7 times
- Shareholders Meeting: 1/1 time

Illegal record in the past 10 years None

Maintain director qualifications under the relevant laws and not have prohibited characteristics under the Notifications of the Capital Market Supervisory Board
Yes

Note: Mr. Li Shiqiang does not have any prohibited characteristics as specified by the Public Limited Company Act and the Securities and Exchange Act

Qualification 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, 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 fellow subsidiary; (c) any person who has an interest or interests in one or more voting shares in STA and the total votes attached to that share, or those shares, is not less than ten percent of the total votes attached to all the voting shares in STA ("**10% Shareholder**"); and/or (d) STA's officers, that could interfere or be reasonably perceived to interfere with the exercise of the Director's independent business judgment with a view to the best interests of STA.
3. Not having an immediate family member (which includes spouse, child, adopted child, stepchild, sibling and parents) who 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 include auditing, banking, consulting and legal services), in the current or immediate past financial year.
4. Neither being nor having been directly associated with a ten percent shareholder of STA in the current or immediate past financial year.
5. Neither being nor 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 an 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 which is a major shareholder or controlling person of STA.
6. Not being a person related by blood or legal registration as parents, 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 parents, who is, or has been in any of the past three financial years, employed by the Company or any of its related companies and whose remuneration is determined by the remuneration committee.
8. Neither being a director nor having an immediate family member including spouse, child, adopted child, stepchild, sibling and parent, receiving any remuneration from STA or any of its related corporations for the provision of services, other than remuneration for being a director, for the current or immediate past financial year.

9. Neither having nor having had a business relationship with STA, its parent company, subsidiary company, associate company, major shareholder or controlling person, in the manner which may interfere with his independent judgement, and neither being nor 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 an independent director .
10. Neither being nor having been an auditor of STA, its parent company, subsidiary company, associate company, major shareholder or controlling person of STA, and not being a significant shareholder, controlling person, or partner of an audit firm which employs auditors of STA, its parent company, subsidiary company, associate company, major shareholder or controlling person of STA, unless the foregoing relationship ended not less than two years prior to the appointment as an independent director .
11. Neither being nor having been a provider of any professional services including those as legal advisor or financial advisor who receives service fees exceeding two million baht per year from STA, its parent company, subsidiary company, associate company, major shareholder or controlling person of STA, and not being a significant shareholder, controlling person or partner of the provider of professional services, unless the foregoing relationship ended not less than two years prior to the appointment as an independent director .
12. Not being a director appointed as representative of directors of STA, major shareholder or shareholder who is related to a major shareholder, or not being a director who is or has been directly associated with a 10% Shareholder, in the current and immediate past financial year. A director will be considered "directly associated" with a 10% Shareholder when the director is accustomed or under obligation, whether formal or informal, to act in accordance with the directions, instructions or wishes of the 10% Shareholder in relation to the corporate affairs of STA.
13. Not undertaking any business in the same nature and in competition to the business of STA or its subsidiary company or 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 other company which undertakes business in the same nature and in competition to the business of STA or its subsidiary company.
14. Not having any other characteristics which would cause the inability to express independent opinions with regard to STA's business operations.

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 and the Stock Exchange of Thailand.