

## 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

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The profiles of the nominated directors are as follows:

### 1. Miss Anusra Chittmittrapap

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



**Age** 65 years  
**Current position** Independent Director  
**Date of first appointment** 21 September 2017  
**Number of years as director in the Company** 1 Year 7 Months  
**Relationship with management** None  
**Address** 1/56 Soi Kanjanapisek 009,  
 Kanjanapisek Road,  
 Salathammasob, Taveewattana,  
 Bangkok

**Education**

- Bachelor of Communication Arts (Honors), Chulalongkorn University
- Certified Degree, King Prajadhipok's Institute (2005)

**Possession of STA shares** None

#### Director training program

- Chartered Director Class 2014, Thai Institute of Directors Association
- Role of the Compensation Committee (RCC) 2014, Thai Institute of Directors Association
- Director Certification Program (DCP) 2011, Thai Institute of Directors Association

**Current positions** Independent Director, STA

**Expertise** Strategic and organizational relationship management and operations management with responsibility toward the society, local communities and environment.

#### Experience

- 2018 - Present Advisor, Banpu Infinergy Company Limited.
- 2018 – Present Chairman and Audit Committee Member, CMO Public Company Limited.
- 2017 - Present Independent Director, Sri Trang Agro-Industry Public Company Limited.
- 2017 - Present Advisor, Berli Jucker Public Company Limited.
- 2016 – 2018 Independent Director and Audit Committee Member, CMO Public Company Limited.

- 2015 - 2016 Director, The Queen Sirikit Botanic Garden.
- 2015 Chairman, Thailandpost Distribution Company Limited.
- 2014 - 2015 Vice Chairman, Thailandpost Company Limited.
- 2011 – 2014 Managing Director, Thailandpost Company Limited.

**Director / Management in other listed companies** 2 Companies

- Independent Director and Audit Committee Member, CMO Public Company Limited.
- Advisor, Berli Jucker Public Company Limited.

**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 2018**

- Board of Directors Meeting: 9/9 times
- Shareholders Meeting: 1/1 times

**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: Miss Anusra Chittmittrapap does not have any prohibited characteristics as specified by the Public Limited Company Act and the Securities and Exchange Act.*

## 2. Mr. Chalernpop Khanjan

Proposed to be appointed as director of the Company.



**Age** 49 years

**Current position** Director / Executive Director / Risk Management Committee Member / Production Group Manager

**Date of first appointment** 29 October 2015

**Number of years as director in the Company** 3 Years 6 Months

**Relationship with management** None

**Address** 27 Kuankanoon Road, Tambol Tubtieng, Amphur Muang Trang, Trang Province

**Education** Executive Micro MBA, Thammasat University

**Possession of STA shares** None

**Director training program** DAP 132/2016 by Thai Institute of Directors Association

### **Current positions**

- Director, Sri Trang Agro-Industry Public Company Limited.
- Risk Management Committee, Sri Trang Agro-Industry Public Company Limited.
- Production Group Manager, Sri Trang Agro-Industry Public Company Limited.
- Director, Anvar Parawood Company Limited.
- Director, Nam Hua Rubber Company Limited.
- Director, Sadao P.S. Rubber Company Limited.
- Director, Rubberland Products Company Limited.
- Director, Starlight Express Transport Company Limited.

**Expertise** Production process

### **Experience**

- 2015 – Present Director, Sri Trang Agro-Industry Public Company Limited.
- 2013 – Present Risk Management Committee Member, Sri Trang Agro-Industry Public Company Limited.
- 2010 – Present Production Group Manager, Sri Trang Agro-Industry Public Company Limited.
- 2006 – Present Production Group Manager, Rubberland Products Company Limited.
- 1998 – 2005 Factory Manager, Rubberland Products Company Limited.
- 1994 – 1997 Assistant LTX Factory Manager, Sri Trang Agro-Industry Public Company Limited.

### **Other current positions**

**Director / Management in other listed companies** None

**Director / Management in other non-listed companies in the country** 5 Companies

- Director, Anvar Parawood Company Limited.
- Director, Nam Hua Rubber Company Limited.
- Director, Sadao P.S. Rubber Company Limited.
- Director, Rubberland Products Company Limited.
- Director, Starlight Express Transport Company Limited.

**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 2018**

- Board of Directors Meeting: 9/9 times
- Board of Executive Director Meeting: 4/4 times
- Risk Management Committee Meeting: 4/4 times
- Shareholders Meeting: 1/1 times

**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. Chalernpop Khanjan does not have any prohibited characteristics as specified by the Public Limited Company Act and the Securities and Exchange Act.*

### 3. Mr. Kriang Yanyongdilok

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



**Age** 81 years

**Current position** Director / Independent Director / Audit Committee / Chairman of the Nomination Committee / Remuneration Committee Member

**Date of first appointment** 25 January 2000

**Number of years as director in the Company** 19 Years 3 Months

**Relationship with management** None

**Address** 122/110 Moo 1, Mooban Satjar, Prayasatjar Road, Tambol Samet, Amphur Muang Chonburi, Chonburi Province

**Education** Bachelor of Science in Business Administration (Major in Accounting), Thammasat University

**Possession of STA shares** None

**Director training program** DAP 11/2004 by Thai Institute of Directors Association

#### **Current positions**

- Independent Director and Audit Committee, Sri Trang Agro-Industry Public Company Limited.
- Chairman of the Nomination Committee, Sri Trang Agro-Industry Public Company Limited.
- Remuneration Committee Member, Sri Trang Agro-Industry Public Company Limited.

**Expertise** Taxation

#### **Experience**

- 2010 – Present Chairman of the Nomination Committee, Sri Trang Agro-Industry Public Company Limited.
- 2010 – Present Remuneration Committee Member, Sri Trang Agro-Industry Public Company Limited.
- 2010 - Present Director, March Auto 2010 Company Limited.
- 2000 - Present Audit Committee, Sri Trang Agro-Industry Public Company Limited.
- 2004 - 2005 Audit Committee Member, Oishi Group Public Company Limited.
- 1993 – Present Director, J M P Group (1993) Company Limited.
- 1985 - 1998 Provincial Revenue, Area Revenue Office, Regional Revenue Office 3, Revenue Office.
- 1968 Ombudsman, third class, Revenue Office, Phuket.
- 1965 Class-three government official, Office of the Auditor-General of Thailand.

**Other current positions****Director / Management in other listed companies** None**Director / Management in other non-listed companies in the country** 2 Companies

- Director, March Auto 2010 Company Limited.
- Director, J M P Group (1993) Company Limited.

**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 2018**

- Board of Directors Meeting: 9/9 times
- Audit Committee Meeting: 8/8
- Nomination Committee: 2/2 times
- Remuneration Committee: 2/2 times
- Shareholders Meeting: 1/1 times

**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. Kriang Yanyongdilok does not have any prohibited characteristics as specified by the Public Limited Company Act and the Securities and Exchange Act.*

#### 4. Mr. Chaiyos Sincharoenkul

Proposed to be appointed as director of the Company.



**Age** 68 years

**Current position** Director/ Executive Director

**Date of first appointment**  
27 December 1993

**Number of years as director in the Company**  
25 Years 4 Months

**Relationship with management**  
None

**Address** 139 Soi Boonrat, Tambol Hatyai, Amphur Hatyai, Songkhla Province

**Education** Executive Micro MBA, Thammasat University

**Possession of STA shares** 8,997,521 shares, representing 0.59%

#### Director training program

- DAP 66/2007 by Thai Institute of Directors Association

#### Current positions

- Director, Rubberland Products Company Limited.
- Director, Nam Hua Rubber Company Limited.
- Director, Sadao P.S. Rubber Company Limited.
- Director, Anvar Parawood Company Limited.
- Director, Premier System Engineering Company Limited.
- Director, Startex Rubber Company Limited.
- Director, Starlight Express Transport Company Limited.
- Director, Sri Trang Holdings Company Limited.
- Chairman of Asian Rubber Business Council (ARBC)
- Director, International Rubber Consortium Ltd.(IRCo)
- Director of Natural Rubber Policy Committee
- President of the Thai Rubber Association

**Expertise** Factory technology

#### Experience

- 1993 – Present Director, Sri Trang Agro-Industry Public Company Limited.
- 2014 - 2016 Member of Subcommittee for Considering and Studying Agricultural Productivity an Agriculture and Co-operatives, National Legislative Assembly.
- 2014 – 2015 Member of Ad Hoc Subcommittee for Considering Rubber Organization under the Bill on Rubber of Thailand.
- 2008 – 2014 Director, The Federations of Thai Industries.
- 2008 – 2012 Chairman, The Federations of Thai Industries, Songkhla Province.
- 1990 – 2004 Director, Thai Tech Rubber Corporation Limited.
- 2008 – 2010 Co - Chairman, IMT - GT Joint Business Council, Thailand

- 2008 – 2010 Chairman, Working Group on Agriculture, Agro-Based Industry and Environment
- 1987 – 1993 Director, Sri Trang Agro-Industry Company Limited.

**Other current positions**

**Director / Management in other listed companies** None

**Director / Management in other non-listed companies in the country** 12 Companies

- Director, Rubberland Products Company Limited.
- Director, Nam Hua Rubber Company Limited.
- Director, Sadao P.S. Rubber Company Limited.
- Director, Anvar Parawood Company Limited.
- Director, Premier System Engineering Company Limited.
- Director, Startex Rubber Company Limited.
- Director, Starlight Express Transport Company Limited.
- Director, Sri Trang Holdings Company Limited.
- Chairman of Asian Rubber Business Council (ARBC)
- Director, International Rubber Consortium Ltd.(IRCo)
- Director of Natural Rubber Policy Committee
- President of the Thai Rubber Association

**Director / Management in other non-listed companies outside country** 2 Companies

- Director, Shi Dong Shanghai Rubber Company Limited.
- Director, Shi Dong Shanghai Medical Equipment Company Limited.

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

**Meeting attendance in 2018**

- Board of Directors Meeting: 9/9 times
- Board of Executive Director Meeting: 4/4 times
- Shareholders Meeting: 1/1 times

**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. Chaiyos Sincharoenkul 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 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.