

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:

1. Mr. Kitichai Sincharoenkul

Proposed to be appointed as director of the Company.



Age 61 years

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

Date of first appointment
10 April 1995

Number of years as director in the Company
25 Years

Relationship with management

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

Address 72 Soi Thanomjit, 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 13,142,340 Shares, representing 0.86%

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) Plc.
- Director of Semperflex Asia Corp., Ltd.
- Director of Sri Trang International Pte. Ltd.
- Director of Shi Dong Investments Pte. Ltd.
- Director of Sri Trang Ayeyar Rubber Industry Co., Ltd.
- Director of Pattana Agro Futures Co., Ltd.
- Director Sri Trang IBC 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 5 Companies

- Director of Sri Trang Holdings Co., Ltd.
- Director of Sri Trang Gloves (Thailand) Plc.
- Director of Semperflex Asia Corp., Ltd.
- Director of Pattana Agro Futures Co., Ltd.
- Director Sri Trang IBC Co., Ltd.

Director / Management in other non-listed companies outside country 3 Companies

- Director of Sri Trang International Pte. Ltd.
- Director of Shi Dong Investments Pte. 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 2019

- Board of Directors Meeting: 7/7 times
- Board of Executive Director Meeting: 8/8 time
- Board of Nominating Committee Meeting: 2/2 time
- Shareholders Meeting: 2/2 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. 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 77 years

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
12 Years 3 Months

Relationship with management None

Address 99 Moo 3 Tambol Tham Nam Phut, Amphur Mueang Phang-nga,
Phang-nga Province

Education

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

Possession of STA shares None

Director training program

- 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.

Expertise Laws

Experience

- 2011 - 2019 Director of Rajamangala University of Technology Srivijaya
- 2006 - 2008 Assistance Secretary to Ministry of Interior
- 2003 - 2004 Governor, Phang-nga province
- 2002 - 2003 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, Ministry of Interior
- 1984 - 1996 Sheriff, Ministry of Interior
- 1969 - 1983 Assistant District Officer, Ministry of Interior

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 2019

- Board of Directors Meeting: 7/7 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: 2/2 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. 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 director of the Company.



Age 52 years

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

Date of first appointment 7 May 2014

Number of years as director in the Company 5 Years 11 Months

Relationship with management None

Address 880/11 Kanjanavanit Road, Tambol Hadyai, Amphur Hadyai, Songkhla Province

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 positions

- Director of Sri Trang Agro-Industry Plc.
- Risk Management Committee member of Sri Trang Agro-Industry Plc.
- Chief Financial Officer of Sri Trang Agro-Industry Plc.
- 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 IBC Co., Ltd.
- Director of PT Sri Trang Lingga Indonesia

Expertise Accounting and Finance

Experience

- 2017 Director, Sri Trang Gloves (Thailand) Co., Ltd.
- 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
<ul style="list-style-type: none">• 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 IBC Co., Ltd.	
Director / Management in other non-listed companies outside country	1 Company
<ul style="list-style-type: none">• Director of PT Sri Trang Lingga Indonesia	
Director / Management in other companies which may have conflict of interest	None
Meeting attendance in 2019	<ul style="list-style-type: none">• Board of Directors Meeting: 7/7 times• Board of Executive Director Meeting: 8/8 time• Board of Risk Management Committee Meeting: 4/4 times• Shareholders Meeting: 2/2 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. Patrawut Panitkul does not have any prohibited characteristics as specified by the Public Limited Company Act and the Securities and Exchange Act.

4. Mr. Vitchaphol Sincharoenkul

Proposed to be appointed as director of the Company.



Age 34 years
Current position Director/ Executive Director
Date of first appointment 28 February 2020
Number of years as director in the Company 2 months
Relationship with management
- Son of Mr. Viyavood Sincharoenkul
- Younger brother of Mr. Veerasith Sinchareonkul
- Nephew of Mr. Kitichai Sincharoenkul and Mr. Lee Paul Sumade

Address 50 Soi Ramkamhang 46, Huamark, Bangkok, Bangkok

Education Bachelor of Business Administration (International Business Management), Assumption University

Possession of STA shares 25,555,000 shares, representing 1.66%

Director training program

- GPF-Bloomberg Sustainable Investing Forum

Current positions

- Marketing Manager, Sri Trang Agro-Industry Plc.
- Director, Nam Hua Rubber Co., Ltd.
- Director, Sri Trang USA Inc.
- Director, Thai Rubber Joint Venture Limited

Expertise Marketing, Natural Rubber

Experience

- 2017 - 2018 Assistant Manager - Business Development and Investor Relations, Sri Trang Agro-Industry Plc.
- 2016 Marketing Development Division Head, Sri Trang Agro-Industry Plc.

Other current positions

Director / Management in other listed companies None

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

- Director, Nam Hua Rubber Company Limited.
- Director, Thai Rubber Joint Venture Limited

Director / Management in other non-listed companies outside country 1 Company

- Director, Sri Trang USA Inc.

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

Meeting attendance in 2019

None

As Mr. Vitchaphol was appointed to be director since 28 February 2020.

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. Vitchaphol 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.