


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 to replace the directors who retire by rotation are as follows: (as at 1 March 2021)

1. Gen Thanasorn Pongarna

	<p>Proposed to be appointed as a director and independent director of the Company</p> <p>Age 65 years old</p> <p>Current position Independent director</p> <p>Date of first appointment 8 July 2019</p> <p>Number of Year(s) as Independent Director 2 years</p> <p>Total of Directorship Period including this Year's Proposed Term 4 years</p> <p>Relationship with management None</p>
<p>Education</p>	<ul style="list-style-type: none"> • Degree from National Defence College of Thailand Year 2013 • Chief of Staff, Command and General Staff College • Master's Degree, Political and Administrative Science, NIDA • Bachelor's Degree, Mechanical Engineering, Chulachomklao Royal Military Academy
<p>Possession of STA shares</p>	<p>None</p>
<p>Director training program</p>	<p>Director Accreditation Program (DAP) 140/2017 by Thai Institute of Directors Association</p>
<p>Current position</p>	<p>Independent director, Sri Trang Agro-Industry PLC.</p>
<p>Expertise</p>	<p>Management</p>
<p>Experience</p>	<ul style="list-style-type: none"> • 2017 – Present Independent Director and Chairman of Audit Committee, Star Universal Network Plc. • 2016 – 2017 Special Advisor to the Royal Thai Armed Forces Headquarters • 2015 – 2016 Deputy, Armed Forces Development Command, the Royal Thai Armed Forces Headquarters • 2014 – 2015 Special Professional, the Royal Thai Armed Forces Headquarters
<p>Director / Management in other listed companies</p>	<p>1 company</p>
<ul style="list-style-type: none"> • Independent Director and Chairman of Audit Committee, Star Universal Network Plc. 	
<p>Director / Management in other non-listed companies</p>	<p>- None -</p>
<p>Director / Management in other non-listed companies outside country</p>	<p>- None -</p>
<p>Director / Management in other companies which may have conflict of interest</p>	<p>- None -</p>
<p>Meeting attendance in 2020</p>	<ul style="list-style-type: none"> • 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 (e.g. auditor, legal advisor)	No
3. Having significant business relations that may affect the ability to perform independently	None

Note: Gen Thanasorn Pongarna does not have any prohibited characteristics as specified by the Public Limited Company Act and the Securities and Exchange Act.


2. Mr. Viyavood Sincharoenkul

	Proposed to be appointed as a director Age 66 years old Current positions Chairman / Managing Director Date of first appointment 27 December 1993 Number of Year(s) as Director 28 years Total of Directorship Period including this Year's Proposed Term 30 years Relationship with management - Father of Mr. Veerasith Sinchareonkul and Mr. Vitchaphol Sincharoenkul - Elder brother of Mr. Kitichai Sincharoenkul - Younger brother of Mr. Lee Paul Sumade	
	Education <ul style="list-style-type: none"> • Ph.D. in Chemistry, Queen Elizabeth's College, University of London • Bachelor's Degree in Chemistry (First Class), Queen Elizabeth's College, University of London 	
Possession of STA shares	132,987,509 Shares, representing 8.66%	
Director training programs	- None -	
Current positions	<ul style="list-style-type: none"> • Chairman, Sri Trang Agro-Industry PLC. • Managing Director, Sri Trang Agro-Industry PLC. • Director, Thai Tech Rubber Corp., Ltd. • Director, Sri Trang Gloves (Thailand) PLC. • Director, Semperflex Asia Corp, Ltd. • Director, Sri Trang Holdings Co., Ltd. • Director, Sri Trang IBC Co., Ltd. • Director, Sri Trang International Pte. Ltd. • Director, Shi Dong Investments Pte. Ltd. • Director, Shi Dong Shanghai Rubber Co., Ltd. • Director, Shi Dong Shanghai Medical Equipment Co., Ltd. • Director, Planet Earth Capital Pte., Ltd. 	
Expertise	Chemical, Marketing and Management	
Experience	<ul style="list-style-type: none"> • 2013 - 2017 Director, Sri Trang Ayeyar Rubber Industry Co., Ltd. • 2010 - 2016 Director, Tai Yang Investment Pte., Ltd. • 2004 - 2020 Director, Pattana Agro Futures Co., Ltd. • 1999 - 2017 Director, T.R.I. Global Co., Ltd. • 1989 - 2019 Director, Sri Trang Gloves (Thailand) Co., Ltd. • 1987 - 1993 Managing Director, Sri Trang Agro-Industry Co., Ltd. • 1985 - 1987 General Manager, Paktai Rubber Co., Ltd. 	
Director / Management in other listed companies		1 company
<ul style="list-style-type: none"> • Director, Sri Trang Gloves (Thailand) PLC. 		
Director / Management in other non-listed companies		4 companies
<ul style="list-style-type: none"> • Director, Thai Tech Rubber Corp., Ltd. • Director, Semperflex Asia Corp, Ltd. • Director, Sri Trang Holdings Co., Ltd. • Director, Sri Trang IBC Co., Ltd. 		

Director / Management in other non-listed companies outside country	5 companies
<ul style="list-style-type: none"> • Director, Sri Trang International Pte. Ltd. • Director, Shi Dong Investments Pte. Ltd. • Director, Shi Dong Shanghai Rubber Co., Ltd. • Director, Shi Dong Shanghai Medical Equipment Co., Ltd. • Director, Planet Earth Capital Pte., Ltd. 	
Director / Management in other companies which may have conflict of interest	- None -
Meeting attendance in 2020	<ul style="list-style-type: none"> • Board of Directors Meeting 8/9 times • Board of Executive Director Meeting 9/9 times • Shareholders Meeting 0/1 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. Viyavood Sincharoenkul does not have any prohibited characteristics as specified by the Public Limited Company Act and the Securities and Exchange Act.


3. Mr. Veerasith Sinchareonkul

	<p>Proposed to be appointed as a director</p> <p>Age 37 years old</p> <p>Current positions Director / Executive Director / Chairman of Risk Management Committee</p> <p>Date of first appointment 28 April 2010</p> <p>Number of Year(s) as Director 11 years</p> <p>Total of Directorship Period including this Year's Proposed Term 14 years</p> <p>Relationship with management</p> <ul style="list-style-type: none"> - Son of Mr. Viyavood Sinchareonkul - Nephew of Mr. Kitichai Sinchareonkul and Mr. Lee Paul Sumade - Elder brother of Mr. Vitchaphol Sinchareonkul 	
<p>Education</p>	<ul style="list-style-type: none"> • Master of Business Administration (Finance and Marketing), Sasin Graduate Institute of Business Administration, Chulalongkorn University, Thailand • Bachelor of Computer Science and Cybernetics, University of Reading, United Kingdom 	
<p>Possession of STA shares</p>	<p>22,500,000 shares, representing 1.46%</p>	
<p>Director training programs</p>	<ul style="list-style-type: none"> • DAP 85/2010 by Thai Institute of Directors Association • FSD 26/2014 by Thai Institute of Directors Association • TLCA Executive Development Program (EDP) class 10 	
<p>Current positions</p>	<ul style="list-style-type: none"> • Director, Sri Trang Agro-Industry PLC. • Chairman of Risk Management Committee, Sri Trang Agro-Industry PLC. • Chairman of Thai Rubber Glove Manufacturers Association, Thai Rubber Glove Manufacturers Association • Director, Rubberland Products Co., Ltd. • Director, Thai Tech Rubber Corp., Ltd. • Director, Sri Trang Gloves (Thailand) PLC. • Director, Semperflex Asia Corp., Ltd. • Director, Premier System Engineering Co., Ltd. • Director, Starlight Express Transport Co., Ltd. • Director, Sri Trang Rubber & Plantation Co., Ltd. • Director, Sri Trang IBC Co., Ltd. • Chairman, Sri Trang USA, Inc. • Chairman, Sri Trang Ayeyar Rubber Industry Co., Ltd. • Director, PT Sri Trang Lingga Indonesia 	
<p>Expertise</p>	<p>Finance and Risk Management</p>	
<p>Experience</p>	<ul style="list-style-type: none"> • 2016 – 2019 Director, Sri Trang Gloves (Thailand) Co., Ltd. • 2008 – 2011 Corporate Credit Analyst, KASIKORNBANK PLC. 	
<p>Director / Management in other listed companies</p>		<p>1 company</p>
<ul style="list-style-type: none"> • Director, Sri Trang Gloves (Thailand) PLC. 		
<p>Director / Management in other non-listed companies</p>		<p>7 companies</p>
<ul style="list-style-type: none"> • Director, Rubberland Products Co., Ltd. • Director, Starlight Express Transport Co., Ltd. • Director, Sri Trang Rubber & Plantation Co., Ltd. • Director, Semperflex Asia Corp., Ltd. 		

<ul style="list-style-type: none"> • Director, Premier System Engineering Co., Ltd • Director, Thai Tech Rubber Corp., Ltd. • Director, Sri Trang IBC Co., Ltd. 	
Director / Management in other non-listed companies outside country	3 companies
<ul style="list-style-type: none"> • Chairman, Sri Trang USA, Inc. • Chairman, Sri Trang Ayeyar Rubber Industry Co., Ltd. • Director, PT Sri Trang Lingga Indonesia 	
Director / Management in other companies which may have conflict of interest	- None -
Meeting attendance in 2020	<ul style="list-style-type: none"> • Board of Directors Meeting 9/9 times • Board of Executive Director Meeting 9/9 times • Board of 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. Veerasith Sinchareonkul does not have any prohibited characteristics as specified by the Public Limited Company Act and the Securities and Exchange Act.

4. Mr. Lee Paul Sumade

	<p>Proposed to be appointed as a director</p> <p>Age 67 years old</p> <p>Current positions Director / Executive Director</p> <p>Date of first appointment 28 June 2010</p> <p>Number of Year(s) as Director 7 years</p> <p>Total of Directorship Period including this Year's Proposed Term 10 years</p> <p>Relationship with management</p> <ul style="list-style-type: none"> - Brother of Mr. Viyavood Sincharoenkul and Mr. Kitichai Sincharoenkul - Uncle of Mr. Veerasith Sinchareonkul and Vitchaphol Sincharoenkul
<p>Education</p>	<ul style="list-style-type: none"> • Master of Business Administration, International Institute for Management Development, Lausanne, Switzerland • Bachelor of Commerce University of New South Wales, (Sydney) Australia
<p>Possession of STA shares</p>	<p>10,814,399 shares, representing 0.7%</p>
<p>Director training programs</p>	<ul style="list-style-type: none"> • SGX Listed Companies Development Programme: Understanding the Regulatory Environment in Singapore: What Every Director Ought to Know
<p>Current positions</p>	<ul style="list-style-type: none"> • Director, Sri Trang Agro-Industry PLC. • Chief Marketing Officer, Sri Trang Agro-Industry PLC. • Director, Thai Tech Rubber Corp., Ltd. • Chairman, Sri Trang International Pte. Ltd. • Chairman, PT Star Rubber • Chairman, PT Sri Trang Lingga Indonesia. • Director, Shi Dong Investments Pte. Ltd. • Director, Shi Dong Shanghai Rubber Co., Ltd. • Director, Shi Dong Shanghai Medical Equipment Co., Ltd. • Director, Sri Trang Ayeyar Rubber Industry Co., Ltd.
<p>Expertise</p>	<p>Marketing and Management</p>
<p>Experience</p>	<ul style="list-style-type: none"> • 1988 - 2003 Global Market Director, ELDERS Finance/ DRESNER Bank • 1983 - 1987 Programmer, Macquarie Bank • 1982 Programmer, Custom Credit Corporation • 1979 - 1981 Programmer, Computer Installation Development
<p>Director / Management in other listed companies</p>	<p>- None -</p>
<p>Director / Management in other non-listed companies</p>	<p>1 company</p>
<p>• Director, Thai Tech Rubber Corp., Ltd.</p>	
<p>Director / Management in other non-listed companies outside country</p>	<p>7 companies</p>
<ul style="list-style-type: none"> • Chairman, Sri Trang International Pte. Ltd. • Chairman, PT Star Rubber • Chairman, PT Sri Trang Lingga Indonesia. • Director, Shi Dong Investments Pte. Ltd. • Director, Shi Dong Shanghai Rubber Co., Ltd. • Director, Shi Dong Shanghai Medical Equipment Co., Ltd. • Director, Sri Trang Ayeyar Rubber Industry Co., Ltd. 	
<p>Director / Management in other companies which may have conflict of interest</p>	<p>- None -</p>

Meeting attendance in 2020	<ul style="list-style-type: none"> • Board of Directors Meeting 8/9 times • Board of Executive Director Meeting 9/9 times • Shareholders Meeting 0/1 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. Lee Paul Sumade 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.