


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

1. Ms. Anusra Chittmittrapap (Directors who are nominated for another term)

	<p>Type of director proposed for appointment Director and Independent Director</p> <p>Age 68 years old</p> <p>Current position in Company Vice Chairman, Independent Director, Audit Committee Member, Remuneration Committee Member and Chairman of Corporate Governance Committee</p> <p>Date of first appointment 21 September 2017</p> <p>Number of years holding directorship up to the present term 4 years 6 months</p> <p>Number of years holding directorship inclusive of the reappointment term 6 years 6 months</p> <p>Relationship with management None</p>
Address	17 th Floor, Park Ventures Ecoplex Unit 1701, 1707-1712 No. 57 Wireless Road, Lumpini, Pathumwan, Bangkok 10330
Education	<ul style="list-style-type: none"> • Bachelor of Communication Arts (Honors), Chulalongkorn University • Certified Degree, King Prajadhipok's Institute (2005)
Possession of STA shares	None
Director training program	<ul style="list-style-type: none"> • Chartered Director Class 2014 • Role of the Compensation Committee (RCC) 2014 • Director Certification Program (DCP) 2011 of Thai Institute of Directors Association
Expertise	Strategic and organizational relationship management and operations management with responsibility toward the society, local communities and environment.
Experience	<ul style="list-style-type: none"> • 2022 - present Chairman of Corporate Governance Committee, Sri Trang Agro-Industry Plc. • 2019 - present Vice Chairman, Independent Director, Audit Committee Member and Remuneration Committee Member, Sri Trang Agro-Industry Plc • 2020 - present Member of the Corporate Governance Sub-Committee, The Civil Aviation Authority of Thailand • 2018 - present Advisor, Banpu Infinergy Company Limited. • 2018 - 2021 Chairman, CMO Public Company Limited. • 2016 - 2021 Independent Director and Audit Committee Member, CMO Public Company Limited. • 2017 - present Independent Director, Sri Trang Agro-Industry Plc. • 2017 - present Advisor, Berli Jucker Public Company Limited. • 2015 - present Managing Director, Me and Music 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.

Positions in Other Listed Companies	<u>1 Company</u> Advisor, Berli Jucker Public Company Limited
Positions in Non-Listed Companies	<u>2 Companies</u> <ul style="list-style-type: none"> • Advisor, Banpu Infinergy Company Limited. • Managing Director, Me and Music Company Limited
Director / Management in other companies which may have conflict of interest	None
Meeting attendance in 2021	<ul style="list-style-type: none"> • Board of Directors Meeting 8/8 times • Audit Committee Meeting 8/8 times • Remuneration Committee Meeting 2/2 times • Shareholder 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: Ms. 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 (Directors who are nominated for another term)

	<p>Type of director proposed for appointment Director</p> <p>Age 52 years old</p> <p>Current position in Company Director, Executive Director, Risk Management Committee Member, Production Group Manager and Sustainable Development Committee Member</p> <p>Date of first appointment 29 October 2015</p> <p>Number of years holding directorship up to the present term 6 years 5 months</p> <p>Relationship with management None</p>
<p>Address</p>	<p>17th Floor, Park Ventures Ecoplex Unit 1701, 1707-1712 No. 57 Wireless Road, Lumpini, Pathumwan, Bangkok 10330</p>
<p>Education</p>	<ul style="list-style-type: none"> • Master Degree in Public Administration, Faculty of Art, Western University • Bachelor of Public Administration in Political Science, Faculty of Humanities and Social Sciences, Southern College of Technology • Executive Micro MBA, Thammasat University
<p>Possession of STA shares</p>	<p>None</p>
<p>Director training program</p>	<ul style="list-style-type: none"> • DAP 132/2016 by Thai Institute of Directors Association • Strategic Innovation Management Training Program The National Innovation Agency
<p>Expertise</p>	<p>Production process</p>
<p>Experience</p>	<ul style="list-style-type: none"> • 2022 – present Sustainable Development Committee Member • 2015 – present Director, Sri Trang Agro-Industry Public Company Limited. • 2013 – present Risk Management Committee Member, Sri Trang Agro-Industry Public Company Limited. • 2015 – present Director, Anvar Parawood Company Limited. • 2015 – present Director, Nam Hua Rubber Company Limited. • 2015 – present Director, Rubberland Products Company Limited. • 2015 - present Director, Starlight Express Transport 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.
<p>Positions in Other Listed Companies</p>	<p>None</p>
<p>Positions in Non-Listed Companies</p>	<p><u>4 Companies</u></p> <ul style="list-style-type: none"> • Director, Anvar Parawood Company Limited. • Director, Nam Hua Rubber Company Limited. • Director, Rubberland Products Company Limited. • Director, Starlight Express Transport Company Limited.

Director / Management in other companies which may have conflict of interest	None
Meeting attendance in 2021	<ul style="list-style-type: none"> • Board of Directors Meeting 8/8 times • Board Executive Meeting 9/9 times • Risk Management Committee Meeting 4/4 times • Shareholder 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. Chalernpop Khanjan does not have any prohibited characteristics as specified by the Public Limited Company Act and the Securities and Exchange Act.


3. Mr. Chaiyos Sincharoenkul (Directors who are nominated for another term)

	<p>Type of director proposed for appointment Director</p> <p>Age 71 years old</p> <p>Current position in Company Director and Executive Director</p> <p>Date of first appointment 27 December 1993</p> <p>Number of years holding directorship up to the present term 28 years 3 months</p> <p>Relationship with management None</p>
<p>Address</p>	<p>17th Floor, Park Ventures Ecoplex Unit 1701, 1707-1712 No. 57 Wireless Road, Lumpini, Pathumwan, Bangkok 10330</p>
<p>Education</p>	<ul style="list-style-type: none"> • Executive Micro MBA, Thammasat University
<p>Possession of STA shares</p>	<p>5,497,521 shares, representing 0.36%</p>
<p>Director training program</p>	<ul style="list-style-type: none"> • DAP 66/20007 by Thai Institute of Directors Association
<p>Expertise</p>	<p>Factory technology</p>
<p>Experience</p> <ul style="list-style-type: none"> • 1993 – present Director, Sri Trang Agro-Industry Public Company Limited. • 2017 – present Chairman and director, Shi Dong Shanghai Medical Equipment • 2016 – present Director, Rubberland Products Company Limited. • 2016 – present Director, Nam Hua Rubber Company Limited. • 2016 – present Director, Anvar Parawood Company Limited. • 2016 – present Director, Startex Rubber Company Limited. • 2016 – present Director, Starlight Express Transport Company Limited. • 2016 – present Director, Sri Trang Holdings Company Limited • 2016 – present Chairman and director, Shi Dong Shanghai • 2020 – present Director, 20-Year Strategy for Driving Natural Rubber Committee, Ministry of Agriculture and Cooperatives • 2018 – present Regional Research Network Committee, National Research Council of Thailand • 2017 – present Subcommittee on the determination of the standard for the control of odor intensity values from rubber factories, Pollution Control Department • 2017 – present Arbitration Committee, Thailand Futures Exchange (TFEX) • 2015 – present Working Group to Reduce the Government Process in Reporting of Strategic Products - Natural Rubber, Customs Department • 2014 – present Executive Director, International Rubber Consortium Limited (IRCOS) • 2017 – present Director, International Tripartite Rubber Council (ITRC) • 2012 – present President, The Thai Rubber Association • 2012 – present Director, Committee for Considering Natural Rubber Policy, Agricultural and Cooperative Industry • 2012 – present Executive Committee of Loan Supporting Project for Being A Working Capital for Natural Rubber Producers (Dry Rubber), RAOT • 2012 – present Director, R&D Supervisory Committee, Aiming to Support Country Development (Committee No.1), Natural Rubber Group, National Research Council of Thailand • 2012 – present Trade Environment Committee, Thai National Shippers' Council • 2012 – present Vice Chairman of Economic Crops (Natural Rubber Group), Board of Trade of Thailand • 2012 – present Business Development Committee, Board of Trade of Thailand • 2012 – present Trade Association Committee, The Agricultural Producer & Export Group Board of Trade of Thailand • 2019 – 2021 Executive Director, International Rubber Association (IRA) 	

<ul style="list-style-type: none"> • 2017 - 2020 Chairman, Asian Rubber Business Council (ARBC) • 2016 – 2021 Director, Sadao P.S. Rubber Company Limited. • 2016 - 2021 Director, Premier System Engineering Company Limited • 2016 - 2018 Director, Cluster Committee of Natural rubber and Rubber Wood, Federation of Thai Industries • 2014 - 2016 Member of Sub-Committee Considering and Studying Agricultural Productivity Committee on Agriculture and Co-operatives, National Legislative Assembly • 2014 - 2015 Member of Sub-Committee for Considering Rubber Organization, The Extraordinary Committee on the Bill on Rubber of Thailand, National Legislative Assembly • 2008 – 2014 Director, The Federations of Thai Industries • 2008 – 2012 Chairman, The Federations of Thai Industries, Songkhla Province • 2008 – 2010 Vice Chairman, IMT-GT Joint Business Council, Thailand • 2008 – 2010 Chairman, Working Group of Agricultural, Industrial Agricultural and Environmental Sector • 1990 – 2004 Director, Thai Tech Rubber Company Limited. • 1987 – 1993 Director, Sri Trang Agro-Industry Company Limited. 	
Positions in Other Listed Companies	None
Positions in Non-Listed Companies	10 Companies <ul style="list-style-type: none"> • Director, Rubberland Products Company Limited. • Director, Nam Hua Rubber Company Limited. • Director, Anvar Parawood Company Limited. • Director, Startex Rubber Company Limited. • Director, Starlight Express Transport Company Limited. • Director, Sri Trang Holdings Company Limited • Arbitration Committee, Thailand Futures Exchange (TFEX) • Executive Director, International Rubber Consortium Limited (IRCOS) • Chairman and director, Shi Dong Shanghai Medical Equipment • Chairman and director, Shi Dong Shanghai
Director / Management in other companies which may have conflict of interest	None
Meeting attendance in 2021	<ul style="list-style-type: none"> • Board of Directors Meeting 8/8 times • Board Executive Meeting 9/9 times • Shareholder 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. Chiayos Sincharoenkul does not have any prohibited characteristics as specified by the Public Limited Company Act and the Securities and Exchange Act.


4. Mr. Kitichai Sincharoenkul (Directors who are nominated for another term)

	<p>Type of director proposed for appointment Director</p> <p>Age 63 years old</p> <p>Current position in Company Director, Executive Director, Nomination Committee Member and Group Manager of Legal and Administration</p> <p>Date of first appointment 10 April 1995</p> <p>Number of years holding directorship up to the present term 26 years 11 months</p> <p>Relationship with management</p> <ul style="list-style-type: none"> • Younger Brother of Mr. Viyavood Sincharoenkul and Mr. Lee Paul Sumade • Uncle of Mr. Veerasith Sinchareonkul and Mr. Vitchaphol Sincharoenkul
<p>Address</p>	<p>17th Floor, Park Ventures Ecoplex Unit 1701, 1707-1712 No. 57 Wireless Road, Lumpini, Pathumwan, Bangkok 10330</p>
<p>Education</p>	<ul style="list-style-type: none"> • Master of Business Administration of Indiana State University (United States) • Bachelor in Economics, Thammasat University
<p>Possession of STA shares</p>	<p>17,449,084 shares, representing 1.14%</p>
<p>Director training program</p>	<ul style="list-style-type: none"> • 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
<p>Expertise</p>	<p>Accounting, Finance and Management</p>
<p>Experience</p>	<ul style="list-style-type: none"> • 1995 - present Director, Sri Trang Agro-Industry Public Company Limited. • 2019 - present Nomination Committee Member and Group Manager of Legal and Administration, Sri Trang Agro-Industry Public Company Limited. • 2019 - present Vice Chairman, Executive Director and Chairman of Nomination Committee, Sri Trang Gloves (Thailand) Public Company Limited. • 2021 - present Remuneration Committee Member, Sri Trang Gloves (Thailand) Public Company Limited. • 2011 - present Executive Director, Sri Trang Agro-Industry Public Company Limited. (Bangkok branch) • 2019 - present Director, Sri Trang IBC Company Limited. • 2014 - present Director, Sri Trang Ayeyar Rubber Industry Co., Ltd. • 2010 - present Director, Shi Dong Investments Pte. Ltd. • 2002 - present Director, Sri Trang International Pte Ltd. • 1996 - present Director, Semperflex Asia Corporation Limited. • 1990 - present Director, Sri Trang Holdings Company Limited. • 2004 - 2020 Director, Pattana Agro Futures Company Limited. • 1989 - 2019 Executive Director, Sri Trang Gloves (Thailand) Company Limited. • 1988 - 2006 Branch Manager, Sri Trang Agro-Industry Public Company Limited. (Bangkok branch) • 1984 - 1987 Credit Department, Citibank

Positions in Other Listed Companies	<u>1 Company</u> <ul style="list-style-type: none"> Vice Chairman, Executive Director, Chairman of Nomination Committee and Remuneration Committee Member, Sri Trang Gloves (Thailand) Public Company Limited 	
Positions in Non-Listed Companies	<u>6 Companies</u> <ul style="list-style-type: none"> Director, Sri Trang Holdings Company Limited. Director, Semperflex Asia Corporation Limited. Director, Sri Trang IBC Company Limited. Director, Sri Trang International Pte. Ltd. Director, Shi Dong Investments Pte. Ltd. Director, Sri Trang Ayeyar Rubber Industry Co., Ltd. 	
Director / Management in other companies which may have conflict of interest		None
Meeting attendance in 2021	<ul style="list-style-type: none"> Board of Directors Meeting 8/8 times Board Executive Meeting 9/9 times Nomination Committee Meeting 2/2 times Shareholder 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.

5. **Ms. Nongram Laohaareedilok**

	<p>Type of director proposed for appointment Director and Independent Director</p> <p>Age 68 years old</p> <p>Current position in Company None</p> <p>Date of first appointment 7 April 2022 (after pass the resolution of shareholder's meeting)</p> <p>Number of years holding directorship up to the present term -</p> <p>Number of years holding directorship inclusive of the reappointment term 3 years</p> <p>Relationship with management None</p>	
<p>Address</p>	<p>17th Floor, Park Ventures Ecoplex Unit 1701, 1707-1712 No. 57 Wireless Road, Lumpini, Pathumwan, Bangkok 10330</p>	
<p>Education</p>	<ul style="list-style-type: none"> Bachelor of Business Administration (Accounting) Ramkhamhaeng University 	
<p>Possession of STA shares</p>	<p>5,500 shares representing 0.00036%</p>	
<p>Director training program</p>	<ul style="list-style-type: none"> DAP 30/20004 by Thai Institute of Directors Association 	
<p>Expertise</p>	<p>Accounting</p>	
<p>Experience</p>	<ul style="list-style-type: none"> 1991 - present Vice managing director, AST Master Company Limited. 1993 – present Senior partner, AST Master Company Limited. 2020 – present The Accounting Profession in Tax Accounting Committee, Federation of Accounting Professions under the Royal Patronage of His Majesty the King (full term in 2023) Present Certified Public Accountant approved by the Office of the SEC 2017 - 2018 Independent Director and Audit Committee Member, Right Tunnelling Company Limited 2014 – 2017 The Accounting Profession in Tax Accounting Committee, Federation of Accounting Professions under the Royal Patronage of His Majesty the King 2004 - 2017 Independent Director and Audit Committee Member, Forth Corporation Public Company Limited 	
<p>Positions in Other Listed Companies</p>	<p>None</p>	
<p>Positions in Non-Listed Companies</p>	<p><u>1 Company</u></p> <ul style="list-style-type: none"> Vice managing director, AST Master Company Limited. 	
<p>Director / Management in other companies which may have conflict of interest</p>	<p>None</p>	
<p>Meeting attendance in 2021</p>	<p>None</p>	
<p>Illegal record in the past 10 years</p>	<p>None</p>	
<p>Maintain director qualifications under the relevant laws and not have prohibited characteristics under the Notifications of the Capital Market Supervisory Board</p>	<p>Yes</p>	

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: Ms. Nongram Laohaareedilok does not have any prohibited characteristics as specified by the Public Limited Company Act and the Securities and Exchange Act.

Qualifications 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.