


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 7 March 2023)

1. Mr. Patrawut Panitkul

	<p>Proposed to be appointed as director of the Company</p> <p>Age 55 years old</p> <p>Current position in Company Director / Executive Director / Member of Risk Management Committee / Chief Financial Officer (CFO)</p> <p>Date of first appointment 7 May 2014</p> <p>Number of years as Independent Director in the Company 8 years 10 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"> ● Bachelor Degree of Business Administration Accounting, Prince of Songkhla University
<p>Possession of STA shares</p>	<p>None</p>
<p>Director training program</p>	<ul style="list-style-type: none"> ● DCP195/2014 by Thai Institute of Directors Association ● SFE24/2015 Successful Formulation & Execution of Strategy of Thai Institute of Directors Association
<p>Current positions</p>	<ul style="list-style-type: none"> ● Director of Sri Trang Agro-Industry Public Company Limited. ● Executive Director of Sri Trang Agro-Industry Public Company Limited. ● Member of Risk Management Committee of Sri Trang Agro-Industry Public Company Limited. ● Chief Financial Officer of Sri Trang Agro-Industry Public Company Limited. ● 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 ● Director of SRI TRANG AFRICA SA.
<p>Expertise</p>	<p>Accounting and Finance</p>

Experience	<ul style="list-style-type: none"> ● 2017 Director, Sri Trang Gloves (Thailand) Co., Ltd. ● 2001 – 2009 Accounting Manager of Sri Trang Agro-Industry Public Company Limited. ● 1992 – 2000 Accounting Manager of Siam Sempermed Corp., Ltd.
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	2 Companies
<ul style="list-style-type: none"> ● Director of PT Sri Trang Lingga Indonesia ● Director of SRI TRANG AFRICA SA. 	
Director / Management in other companies which may have conflict of interest	None
Meeting attendance in 2022	<ul style="list-style-type: none"> ● Board of Directors Meeting 8/8 times ● Board of Executive Director Meeting 5/5 times ● Board of Risk Management Committee Meeting 4/4 times ● Shareholder Meeting 2/2 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.


2. Mr. Vitchaphol Sincharoenkul

	<p>Proposed to be appointed as director of the Company</p> <p>Age 37 years old</p> <p>Current position in Company Director/ Executive Director / Member of Sustainable Development Committee</p> <p>Date of first appointment 2 March 2020</p> <p>Number of years as Independent Director in the Company 3 years</p> <p>Relationship with management</p> <ul style="list-style-type: none"> - Son of Mr. Viyavood Sincharoenkul - Younger brother of Mr. Veerasith Sinchareonkul - Nephew of Mr. Kitichai Sincharoenkul and Mr. Lee Paul Sumade
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 Business Administration (International Business Management), Assumption University
Possession of STA shares	23,500,000 shares, representing 1.53%
Director training program	<ul style="list-style-type: none"> ● DAP 172/2020 by Thai Institute of Directors Association of Thai Institute of Directors Association
Current positions	<ul style="list-style-type: none"> ● Director, Sri Trang Agro-Industry Public Company Limited. ● Executive Director, Sri Trang Agro-Industry Public Company Limited ● Member of Sustainable Development Committee, Sri Trang Agro-Industry Public Company Limited. ● Director, Nam Hua Rubber Co., Ltd. ● Director, Sri Trang USA Inc. ● Director, SRI TRANG AFRICA SA. ● Director, Thai Rubber Joint Venture Limited ● Deputy Secretary-General of the Thai Rubber Association
Expertise	Marketing, Natural Rubber
Experience	<ul style="list-style-type: none"> ● 2021 Director, Sri Trang Gloves Global Pte. Ltd. ● 2019 – 2020 Marketing Manager, Sri Trang Agro-Industry Public Company Limited. ● 2017 – 2018 Assistant Manager - Business Development and Investor Relations, Sri Trang Agro-Industry Public Company Limited. ● 2016 Marketing Development Division Head, Sri Trang Agro-Industry Public Company Limited.
Director / Management in other listed companies	None
Director / Management in other non-listed companies in the country <ul style="list-style-type: none"> ● Director, Nam Hua Rubber Co., Ltd. ● Director, Thai Rubber Joint Venture Limited 	2 Companies
Director / Management in other non-listed companies outside country <ul style="list-style-type: none"> ● Director, Sri Trang USA Inc. ● Director, SRI TRANG AFRICA SA. 	2 Companies
Director / Management in other companies which may have conflict of interest	None

Meeting attendance in 2022	<ul style="list-style-type: none"> • Board of Directors Meeting 8/8 times • Board Executive Meeting 5/5 times • Sustainable Development Committee Meeting 3/3 times • Shareholder Meeting 2/2 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. Vitthaphol Sincharoenkul does not have any prohibited characteristics as specified by the Public Limited Company Act and the Securities and Exchange Act.

3. Gen. Thanasorn Pongarna

	<p>Proposed to be appointed as director and independent director of the Company</p> <p>Age 67 years old</p> <p>Current position in Company Independent director / Member of Audit Committee / Chairman of Nomination Committee / Member of Remuneration Committee</p> <p>Date of first appointment 8 July 2019</p> <p>Number of years as Independent Director in the Company 3 years 8 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"> ● 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>	<ul style="list-style-type: none"> ● DAP 140/2017 by Thai Institute of Directors Association 	
<p>Current positions</p>	<ul style="list-style-type: none"> ● Independent Director, Sri Trang Agro-Industry Public Company Limited. ● Member of Audit Committee, Sri Trang Agro-Industry Public Company Limited ● Chairman of Nomination Committee, Sri Trang Agro-Industry Public Company Limited. ● Member of Remuneration Committee, Sri Trang Agro-Industry Public Company Limited. ● Director, Star Sitthi Solution Public Company Limited. ● Chairman of Nomination and Remuneration Committee, Corporate Governance and Risk Management Committee, Star Sitthi Solution Public Company Limited. 	
<p>Expertise</p>	<p>administration and management</p>	
<p>Experience</p>	<ul style="list-style-type: none"> ● 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> <ul style="list-style-type: none"> ● Director, Star Sitthi Solution Public Company Limited. 	<p>1 Company</p>	
<p>Director / Management in other non-listed companies in the country</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 2022</p>	<ul style="list-style-type: none"> ● Board of Directors Meeting 8/8 times ● Audit Committee Meeting 6/6 times* ● Nomination Committee Meeting 1/1 time* 	

	<ul style="list-style-type: none"> • Remuneration Committee Meeting 1/1 time* • Shareholder Meeting 2/2 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

**Appointed by the Board of Directors Meeting No. 3/2022 on April 26, 2022*


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.

4. Mr. Viyavood Sincharoenkul

	<p>Proposed to be appointed as director of the Company</p> <p>Age 68 years old</p> <p>Current position in Company Chairman and Chairman of Executive Committee</p> <p>Date of first appointment 27 December 1993</p> <p>Number of years as Independent Director in the Company 29 years 3 months</p> <p>Relationship with management</p> <ul style="list-style-type: none"> - Father of Mr. Veerasith Sinchareonkul and Mr. Vitchaphol Sincharoenkul - Elder brother of Mr. Kitichai Sincharoenkul - Younger brother of Mr. Lee Paul Sumade
<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"> ● 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
<p>Possession of STA shares</p>	<p>140,360,449 shares, representing 9.14%</p>
<p>Director training program</p>	<p>None</p>
<p>Current positions</p>	<ul style="list-style-type: none"> ● Chairman and Chairman of Executive Committee, Sri Trang Agro-Industry Public Company Limited. ● Chairman of Executive Committee, Sri Trang Gloves (Thailand) Public Company Limited. ● Director, Sri Trang Gloves (Singapore) Pte. Ltd. ● Director, Sri Trang Gloves Global Pte. Ltd. ● Director, Sri Trang IBC Co., Ltd. ● Director, Shi Dong Shanghai Medical Equipment Co., Ltd. ● Director, Planet Earth Capital Pte., Ltd. ● Director, Shi Dong Shanghai Rubber Co., Ltd. ● Director, Shi Dong Investments Pte. Ltd. ● Director, Sri Trang International Pte. Ltd. ● Director, Semperflex Asia Corp, Ltd. ● Director, Sri Trang Holdings Co., Ltd. ● Director, Thai Tech Rubber Corp., Ltd.
<p>Expertise</p>	<p>Chemical, Marketing and Management</p>
<p>Experience</p>	<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. ● 1993 – 2021 Managing Director, Sri Trang Agro-Industry Public Company Limited. ● 1989 - 2019 Director, Sri Trang Gloves (Thailand) Co., Ltd. ● 1987 - 1993 Managing Director, Sri Trang Agro-Industry Co., Ltd.

	<ul style="list-style-type: none"> ● 1985 - 1987 General Manager, Paktai Rubber Co., Ltd. 	
Director / Management in other listed companies <ul style="list-style-type: none"> ● Chairman of Executive Committee, Sri Trang Gloves (Thailand) Public Company Limited. 		1 Company
Director / Management in other non-listed companies in the country <ul style="list-style-type: none"> ● Director, Sri Trang IBC Co., Ltd. ● Director, Semperflex Asia Corp, Ltd. ● Director, Sri Trang Holdings Co., Ltd. ● Director, Thai Tech Rubber Corp., Ltd. 		4 Companies
Director / Management in other non-listed companies outside country <ul style="list-style-type: none"> ● Director, Sri Trang Gloves (Singapore) Pte. Ltd. ● Director, Sri Trang Gloves Global Pte. Ltd. ● Director, Shi Dong Shanghai Medical Equipment Co., Ltd. ● Director, Planet Earth Capital Pte., Ltd. ● Director, Shi Dong Shanghai Rubber Co., Ltd. ● Director, Shi Dong Investments Pte. Ltd. ● Director, Sri Trang International Pte. Ltd. 		7 Companies
Director / Management in other companies which may have conflict of interest		None
Meeting attendance in 2022	<ul style="list-style-type: none"> ● Board of Directors Meeting ● Board Executive Meeting ● Shareholder Meeting 	8/8 times 5/5 times 2/2 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. Viyacood 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