


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

**Agenda Item 5** 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 10 March 2025)**

**1. Mr. Thanatip Upatising**

	<p><b>Proposed to be appointed as a director / Independent director</b></p> <p>age 65 years old</p> <p>Current positions Independent Director / Member of the Corporate Governance Committee</p> <p>Date of first appointment 2 April 2021</p> <p>Number of years as Director in the Company 4 years</p> <p>Relationship with management None</p>
<p>Address</p>	<p>17<sup>th</sup> Floor, Park Ventures Ecoplex Unit 1701, 1707-1712 No. 57 Wireless Road, Lumpini, Pathumwan, Bangkok 10330</p>
<p>Education</p>	<p>- Master Of Art (History, Philosophy and Politics), Macquarie University, Australia</p> <p>- Bachelor of Arts (International Relations), Chulalongkorn University, Thailand</p>
<p>Possession of STA shares</p>	<p>None</p>
<p>Director training programs</p>	<p><u>Thai Institute of Directors Association</u></p> <p>- DCP 301/2021</p> <p><u>The Stock Exchange of Thailand</u></p> <p>- Online course: Creating corporate value through risk management</p> <p><u>Other Institute</u></p> <p>- Fiscal Policy Research Institute Foundation Collaboration with The Kellogg School of Management School of Management, The Schulich School of Business and The Maxwell school of Citizenship and Public Affairs</p> <p>- Certificate, Corporate Leadership Development under Globalization Fiscal policy Research Institute National Defense College Course Academic -Year 2008</p> <p>- Office of the Civil Service Commission (OCSC) Civil Service Executive Program Class 38</p> <p>- Corporate Governance</p>
<p>Current positions</p>	<ul style="list-style-type: none"> <li>• Independent Director, Sri Trang Agro-Industry Plc.</li> <li>• Member of the Corporate Governance Committee, Sri Trang Agro-Industry Plc.</li> <li>• Independent Director, Sri Trang Gloves (Thailand) Plc.</li> <li>• Director, Thai Aviation Industries Co., Ltd.</li> </ul>
<p>Expertise</p>	<p>Political Science, Management and Corporate Governance</p>

Experience	<u>Positions in Listed Companies</u> <ul style="list-style-type: none"> <li>● 2022 – Present Member of the Corporate Governance Committee, Sri Trang Agro-Industry Plc. Independent Director, Sri Trang Gloves (Thailand) Plc.</li> <li>● 2021 – Present Independent Director, Sri Trang Agro-Industry Plc.</li> <li>● 2021 - Nov 2024 Chairman and Independent Director, Sky Power Pcl.</li> </ul>	
	<u>Positions in Non-Listed Companies</u> <ul style="list-style-type: none"> <li>● January 2025 - present Director, Thai Aviation Industries Co., Ltd.</li> <li>● 2018 - 2020 Ambassador of the Russian Federation in Moscow, Russia, Ministry of Foreign Affairs</li> <li>● 2015 - 2018 Ambassador, Manila, Philippines, Ministry of Foreign Affairs</li> <li>● 2012 - 2015 Ambassador, Tokyo, Japan, Ministry of Foreign Affairs</li> <li>● 2010 – 2012 Ambassador, Jakarta, Indonesia, Ministry of Foreign Affairs</li> <li>● 2008 Director (By the position of Director of International Economic Affairs, Ministry of Foreign Affairs), EXIM Bank</li> <li>● 2000 - 2001 Director, Neighboring Countries Economic Development Cooperation Agency (NEDA)</li> </ul>	
Director / Management in other listed companies		1 company
<ul style="list-style-type: none"> <li>● Independent Director, Sri Trang Gloves (Thailand) Plc.</li> </ul>		
Director / Management in other non-listed companies		1 company
<ul style="list-style-type: none"> <li>● Director, Thai Aviation Industries Co., Ltd.</li> </ul>		
Director / Management in other non-listed companies outside the country		None
Director / Management in other companies which may have conflict of interest		None
Meeting attendance in 2024	<ul style="list-style-type: none"> <li>● Board of Directors Meeting 7/7 times</li> <li>● Board of Corporate Governance Committee meeting 2/2 times</li> <li>● Shareholders Meeting 1/1 time</li> </ul>	
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


**Additional qualifications for nominated independent directors (Criteria according to the announcement of the Capital Market Supervisory Board No. TorChor. 39/2016)**

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: Mr. Thanatip Upatising does not have any prohibited characteristics as specified by the Public Limited Company Act and the Securities and Exchange Act.*

## 2. Ms. Nongram Laohaareedilok

	<p><b>Proposed to be appointed as a director / Independent director</b></p> <p>Age 71 years old</p> <p>Current positions Independent Director / Member of Audit Committee / Member of Nomination Committee / Member of Remuneration Committee</p> <p>Date of first appointment 7 April 2022</p> <p>Number of years as Director in the Company 3 years</p> <p>Relationship with management None</p>
<p>Address</p>	<p>17<sup>th</sup> Floor, Park Ventures Ecoplex Unit 1701, 1707-1712 No. 57 Wireless Road, Lumpini, Pathumwan, Bangkok 10330</p>
<p>Education</p>	<p>Bachelor of Business Administration (Accounting) Ramkhamhaeng University</p>
<p>Possession of STA shares</p>	<p>5,500 shares representing 0.00036%</p>
<p>Director training programs</p>	<p><u>Thai Institute of Directors Association</u></p> <ul style="list-style-type: none"> <li>- DAP 30/2004</li> <li>- Audit Committee Forum 2023</li> </ul> <p><u>The Securities and Exchange Commission, Thailand (SEC)</u></p> <ul style="list-style-type: none"> <li>- Course, roles and duties of directors and executives of listed companies</li> <li>- The importance of the audit committee and confidence in the Thai capital market</li> <li>- Issues and case studies on accounting and auditing of IPO companies and listed companies (by SEC and Federation of Accounting Professions)</li> </ul> <p><u>Federation of Accounting Professions Under The Royal Patronage of His Majesty The King</u></p> <ul style="list-style-type: none"> <li>- Tax Accountant Certificate Project: Certificate of Tax Accountant : CTA, Class 3</li> <li>- Easy e-Tax (accounting documents)</li> <li>- Excersing professional skepticism in the audit</li> <li>- The revised Code of Ethics Manual for 2023</li> </ul> <p><u>Other Institute</u></p> <ul style="list-style-type: none"> <li>- Security management course for senior executives by The Association of National Defence College of Thailand Under The Royal Patronage of His Majesty (ANDCT)</li> <li>- Course "Senior Executives in Industrial Business Development and Investment", Class 8 by Institute of Business and Industrial Development (IBID)</li> <li>- Decorating financial statements to commit corruption in the Thai capital market and sustainability under the economic recession and measures to reduce global warming by EY Company Limited</li> <li>- KEY concerns of Audit Committees - In the age of great transformation by EY Company Limited</li> </ul>

Current positions	<ul style="list-style-type: none"> <li>• Independent Director, Sri Trang Agro-Industry Plc.</li> <li>• Member of Audit Committee, Sri Trang Agro-Industry Plc.</li> <li>• Member of Nomination Committee, Sri Trang Agro-Industry Plc.</li> <li>• Member of Remuneration Committee, Sri Trang Agro-Industry Plc.</li> <li>• Independent Director, Member of Audit Committee and Member of Risk Management Committee, Forth EMS Corporation Public Company Limited.</li> <li>• Certified Public Accountant approved, by the Office of the Securities and Exchange Commission</li> <li>• The Accounting Profession in Tax Accounting Committee, Federation of Accounting Professions under the Royal Patronage of His Majesty the King (full term in 2026)</li> <li>• Senior partner, AST Master Company Limited</li> <li>• Vice managing director, AST Master Company Limited</li> </ul>
Expertise	Accounting
Experience	<p><u>Positions in Listed Companies</u></p> <ul style="list-style-type: none"> <li>• 2022 - Present Independent Director, Member of Audit Committee, Member of Nomination Committee and Member of Remuneration Committee, Sri Trang Agro-Industry Plc.</li> <li>• 2004 - 2017 Independent Director and Member of Audit Committee, Forth Corporation Pcl.</li> </ul> <p><u>Positions in Non-Listed Companies</u></p> <ul style="list-style-type: none"> <li>• Present Certified Public Accountant approved, by the Office of the Securities and Exchange Commission.</li> <li>• 2022 – present Independent Director, Member of Audit Committee and Member of Risk Management Committee, Forth EMS Corporation Public Company Limited.</li> <li>• 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 2026)</li> <li>• 1993 – present Senior partner, AST Master Company Limited.</li> <li>• 1991 – present Vice Managing Director, AST Master Company Limited.</li> <li>• 2017 – 2018 Independent Director and Audit Committee Member, Right Tunnelling Company Limited</li> <li>• 2014 – 2017 The Accounting Profession in Tax Accounting Committee, Federation of Accounting Professions under the Royal Patronage of His Majesty the King</li> </ul>
Director / Management in other listed companies	None
Director / Management in other non-listed companies <ul style="list-style-type: none"> <li>• Independent Director, Member of Audit Committee and Member of Risk Management Committee, Forth EMS Corporation Public Company Limited.</li> <li>• Vice Managing Director, AST Master Company Limited.</li> </ul>	2 companies

Director / Management in other non-listed companies outside the country	None
Director / Management in other companies which may have conflict of interest	None
Meeting attendance in 2024	<ul style="list-style-type: none"> <li>• Board of Directors Meeting 7/7 times</li> <li>• Board of Audit Committee Meeting 8/8 times</li> <li>• Board of Nomination Committee Meeting 3/3 times</li> <li>• Board of Remuneration Committee Meeting 2/2 times</li> <li>• Shareholders Meeting 1/1 time</li> </ul>
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


**Additional qualifications for nominated independent directors (Criteria according to the announcement of the Capital Market Supervisory Board No. TorChor. 39/2016)**

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

### 3. Mr. Chaiyos Sincharoenkul

	<p><b>Proposed to be appointed as a director</b></p> <p>Age 74 years old</p> <p>Current position in Company Director, Executive Director</p> <p>Date of first appointment 27 December 1993</p> <p>Number of years as Director in the Company 31 years 4 months</p> <p>Relationship with management None</p>
<p>Address</p>	<p>17<sup>th</sup> Floor, Park Ventures Ecoplex Unit 1701, 1707-1712 No. 57 Wireless Road, Lumpini, Pathumwan, Bangkok 10330</p>
<p>Education</p>	<p>Executive Micro MBA, Thammasat University</p>
<p>Possession of STA shares</p>	<p>5,497,521 shares, representing 0.36%</p>
<p>Director training program</p>	<p><u>Thai Institute of Directors Association</u> - DAP 66/2007</p> <p><u>The Stock Exchange of Thailand</u> - Engaging Board in ESG: The Path to Effective Sustainability</p> <p><u>Other institutions</u> - AI for Leader Workshop - Corporate Governance</p>
<p>Current positions</p>	<ul style="list-style-type: none"> <li>• Director and Executive Director, Sri Trang Agro-Industry Plc.</li> <li>• Chairman and Director, Shi Dong Medical Equipment (Suzhou) Co., Ltd.</li> <li>• Chairman and Director, Shi Dong Shanghai Medical Equipment Co., Ltd.</li> <li>• Chairman and Director, Shi Dong Shanghai Rubber Co., Ltd.</li> <li>• Director, Rubberland Products Co., Ltd.</li> <li>• Director, Nam Hua Rubber Co., Ltd.</li> <li>• Director, Anvar Parawood Co., Ltd.</li> <li>• Director, Startex Rubber Co., Ltd.</li> <li>• Director, Starlight Express Transport Co., Ltd.</li> <li>• Director, Sri Trang Holdings Co., Ltd.</li> <li>• Honorary President, Thai Rubber Association</li> <li>• Advisor, Southern Industrial Council, Federation of Thai Industries</li> <li>• Arbitration Committee, Thailand Futures Exchange (TFEX)</li> <li>• Honorary Chairman of the Songkhla Provincial Industrial Council</li> </ul>
<p>Expertise</p>	<p>Factory technology</p>
<p>Experience</p>	<p><u>Positions in Listed Companies</u> <u>1993 - Present</u> Director and Executive Director, Sri Trang Agro-Industry Plc.</p> <p><u>Positions in Non-Listed Companies</u> <u>2024 - Present</u></p> <ul style="list-style-type: none"> <li>• Chairman and Director, Shi Dong Suzhou Medical Equipment Co., Ltd.</li> </ul>

	<ul style="list-style-type: none"> <li>• Honorary President, Thai Rubber Association</li> <li>• Advisor, Southern Industrial Council, Federation of Thai Industries</li> </ul> <p><u>2021 - 2024</u></p> <ul style="list-style-type: none"> <li>• Committee of the Association of Agricultural Producers and Exporters, Board of Trade of Thailand</li> <li>• Agricultural Plant Value Added Committee, Board of Trade of Thailand</li> </ul> <p><u>2020 - 2024</u></p> <ul style="list-style-type: none"> <li>• Director, 20-Year Strategy for Driving Natural Rubber Committee, Ministry of Agriculture and Cooperatives</li> </ul> <p><u>2018 - 2024</u></p> <ul style="list-style-type: none"> <li>• Regional Research Network Committee, National Research Council of Thailand</li> </ul> <p><u>2017 - present</u></p> <ul style="list-style-type: none"> <li>• Chairman and Director, Shidong Shanghai Medical Equipment</li> <li>• Arbitration Committee, Thailand Futures Exchange (TFEX)</li> </ul> <p>2016 - present</p> <ul style="list-style-type: none"> <li>• Director, Rubberland Products Co., Ltd.</li> <li>• Director, Nam Hua Rubber Co., Ltd.</li> <li>• Director, Anvar Parawood Co., Ltd.</li> <li>• Director, Startex Rubber Co., Ltd.</li> <li>• Director, Starlight Express Transport Co., Ltd.</li> <li>• Director, Sri Trang Holdings Co., Ltd.</li> <li>• Chairman and Director, Shi Dong Shanghai Rubber Co., Ltd.</li> </ul> <p><u>2012 - present</u></p> <ul style="list-style-type: none"> <li>• Honorary Chairman of the Songkhla Provincial Industrial Council</li> </ul> <p><u>2014 – 2024</u></p> <ul style="list-style-type: none"> <li>• Executive Director, International Rubber Consortium Limited (IRCOS)</li> <li>• Director, International Tripartite Rubber Council (ITRC)</li> </ul> <p><u>2012 - 2024</u></p> <ul style="list-style-type: none"> <li>• President, The Thai Rubber Association</li> <li>• Director, Natural Rubber Policy Committee, Ministry of Agricultural</li> <li>• Director, Executive Committee of Loan Supporting Project for Being A Working Capital for Natural Rubber Producers (Dry Rubber), RAOT</li> <li>• Trade Environment Committee, Thai National Shippers' Council</li> <li>• Business Development Committee, Board of Trade of Thailand</li> <li>• Trade Association Committee, The Agricultural Producer &amp; Export Group, Board of Trade of Thailand</li> </ul> <p><u>2019 - 2021</u></p> <ul style="list-style-type: none"> <li>• Executive Director, International Rubber Association (IRA)</li> </ul> <p><u>2017 - 2021</u></p> <ul style="list-style-type: none"> <li>• Sub-Committee, Committee for Standard Definition of Rubber odor in Rubber Factory, The Pollution Control Department</li> </ul> <p><u>2017 - 2020</u></p> <ul style="list-style-type: none"> <li>• Chairman, Asian Rubber Business Council (ARBC)</li> </ul> <p><u>2016 - 2021</u></p> <ul style="list-style-type: none"> <li>• Director, Sadao P.S. Rubber</li> <li>• Director, Premier System Engineering</li> </ul> <p><u>2016 - 2018</u></p> <ul style="list-style-type: none"> <li>• Director, Cluster Committee of Natural rubber and Rubber Wood, Federation of Thai Industries</li> </ul>
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	<p><u>2015 - 2021</u></p> <ul style="list-style-type: none"> <li>Working Group, Working Group for Process Reduction in Government Sector, Rubber Product, Customs Department</li> </ul> <p><u>2014 - 2016</u></p> <ul style="list-style-type: none"> <li>Member of Sub-Committee Considering and Studying Agricultural Productivity, Committee on Agriculture and Co-operatives, National Legislative Assembly</li> </ul> <p><u>2014 - 2015</u></p> <ul style="list-style-type: none"> <li>Member of Sub-Committee for Considering Rubber Organization, The Extraordinary Committee on the Bill on Rubber of Thailand, National Legislative Assembly</li> </ul> <p><u>2012 - 2021</u></p> <ul style="list-style-type: none"> <li>Director, R&amp;D Supervisory Committee, Aiming to Support Country Development (Committee No.1), Natural Rubber Group, National Research Council of Thailand</li> <li>Vice Chairman of Economic Crops (Natural Rubber Group), Board of Trade of Thailand</li> </ul> <p><u>2008 - 2014</u></p> <p>Director, The Federations of Thai Industries</p> <p><u>2008 – 2012</u></p> <p>Chairman, The Federations of Thai Industries, Songkhla Province</p> <p><u>2008 – 2010</u></p> <p>Vice Chairman, IMT-GT Joint Business Council, Thailand</p> <p>Chairman, Working Group for Agricultural, Industrial Agricultural and Environment Sector</p> <p><u>1990 – 2004</u></p> <p>Director, Thai Tech Rubber Corporation Ltd.</p> <p><u>1987 – 1993</u></p> <p>Director, Sri Trang Agro-Industry Co., Ltd.</p>
Positions in Other Listed Companies	None
<p>Positions in Non-Listed Companies</p> <ul style="list-style-type: none"> <li>Director, Rubberland Products Co., Ltd.</li> <li>Director, Nam Hua Rubber Co., Ltd.</li> <li>Director, Anvar Parawood Co., Ltd.</li> <li>Director, Startex Rubber Co., Ltd.</li> <li>Director, Starlight Express Transport Co., Ltd.</li> <li>Director, Sri Trang Holdings Co., Ltd.</li> <li>Honorary President, Thai Rubber Association</li> <li>Advisor, Southern Industrial Council, Federation of Thai Industries</li> <li>Arbitration Committee, Thailand Futures Exchange (TFEX)</li> <li>Honorary Chairman of the Songkhla Provincial Industrial Council</li> </ul>	10 Companies
<p>Director / Management in other non-listed companies outside the country</p> <ul style="list-style-type: none"> <li>Chairman and Director, Shi Dong Suzhou Medical Equipment Co., Ltd.</li> <li>Chairman and Director, Shi Dong Shanghai Medical Equipment Co., Ltd.</li> <li>Chairman and Director, Shi Dong Shanghai Rubber Co., Ltd</li> </ul>	3 Companies
Director / Management in other companies which may have conflict of interest	None
Meeting attendance in 2024	<ul style="list-style-type: none"> <li>Board of Directors Meeting 7/7 times</li> <li>Board of Executive Committee Meeting 8/8 times</li> <li>Shareholders Meeting 1/1 time</li> </ul>



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.*

#### 4. Mr. Kitichai Sincharoenkul

	<p><b>Proposed to be appointed as a director</b></p> <p>age 66 years old</p> <p>Current position in Company Director, Executive Director, Member of Nomination Committee, and Group Manager of Legal &amp; Administration</p> <p>Date of first appointment 10 April 1995</p> <p>Number of years as Director in the Company 30 years</p>
<p>Relationship with management</p>	<ul style="list-style-type: none"> <li>• Younger Brother of Mr. Viyavood Sincharoenkul and Mr. Paul Sumade Lee</li> <li>• Uncle of Mr. Veerasith Sinchareonkul and Mr. Vitchaphol Sincharoenkul</li> </ul>
<p>Address</p>	<p>17<sup>th</sup> 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"> <li>• Master of Business Administration, Indiana State University, United States of America</li> <li>• Bachelor's in Economics, Thammasat University</li> </ul>
<p>Possession of STA shares</p>	<p>18,447,084 shares, representing 1.20%</p>
<p>Director training program</p>	<p><u>Thai Institute of Directors Association</u> - DAP 67/2007</p> <p><u>Other institutions</u></p> <ul style="list-style-type: none"> <li>• SGX Listed Companies Development Programme: Understanding the Regulatory Environment in Singapore: What Every Director Ought to Know</li> <li>• Corporate Governance</li> </ul>
<p>Current positions</p>	<ul style="list-style-type: none"> <li>• Director and Executive Director, Sri Trang Agro-Industry Plc.</li> <li>• Member of Nomination Committee, Sri Trang Agro-Industry Plc.</li> <li>• Group Manager of Legal &amp; Administration, Sri Trang Agro-Industry Plc.</li> <li>• Executive Director, Sri Trang Agro-Industry Plc. - Bangkok branch</li> <li>• Vice Chairman, Executive Director, Sri Trang Gloves (Thailand) Plc.</li> <li>• Member of the Remuneration Committee and the Nomination Committee, Sri Trang Gloves (Thailand) Plc.</li> <li>• Director, Sri Trang Gloves Philippines Inc.</li> <li>• Director, Sri Trang IBC Co., Ltd.</li> <li>• Director, PT Thaitech Rubber Indonesia</li> <li>• Director, Sri Trang Ayeyar Rubber Industry Co., Ltd.</li> <li>• Director, Shi Dong Investments Pte. Ltd.</li> <li>• Director, Sri Trang International Pte Ltd.</li> <li>• Director, Semperflex Asia Corporation Limited</li> <li>• Director, Sri Trang Holdings Co., Ltd.</li> </ul>
<p>Expertise</p>	<p>Accounting, Finance and Management</p>

Experience	<p><u>Positions in Listed Companies</u></p> <ul style="list-style-type: none"> <li>• Nov 2024 - Present Member of the Nomination Committee, Sri Trang Gloves (Thailand) Plc.</li> <li>• 2021 – Present Member of the Remuneration Committee, Sri Trang Gloves (Thailand) Plc.</li> <li>• 2019 – Present Vice Chairman, Executive Director, Sri Trang Gloves (Thailand) Plc.</li> <li>• 2011 – Present Executive Director, Sri Tran Agro-Industry Plc. - Bangkok branch</li> <li>• 2010 – Present Member of the Nomination Committee, Sri Tran Agro-Industry Plc. Group Manager of Legal &amp; Administration, Sri Tran Agro-Industry Plc.</li> <li>• 1995 – Present Director, Sri Trang Agro-Industry Plc.</li> <li>• 2019 – 2024 Chairman of the Nomination Committee, Sri Trang Gloves (Thailand) Plc.</li> <li>• 1988 – 2006 Branch Manager, Sri Tran Agro-Industry Plc. - Bangkok branch</li> </ul> <p><u>Positions in Non-Listed Companies</u></p> <ul style="list-style-type: none"> <li>• 2022 – Present Director, Sri Trang Gloves Philippines Inc.</li> <li>• 2019 – Present Director, Sri Trang IBC Co., Ltd.</li> <li>• 2016 – Present Director, PT Thaitech Rubber Indonesia</li> <li>• 2014 – Present Director, Sri Trang Ayeyar Rubber Industry Co., Ltd.</li> <li>• 2010 – Present Director, Shi Dong Investments Pte. Ltd.</li> <li>• 2002 – Present Director, Sri Trang International Pte Ltd.</li> <li>• 1996 – Present Director, Semperflex Asia Corporation Limited</li> <li>• 1990 – Present Director, Sri Trang Holdings Co., Ltd.</li> <li>• 2021 Director, Sri Trang Gloves Global Pte.Ltd. Director, Sri Trang Gloves (Singapore) Pte. Ltd.</li> <li>• 2004 – 2020 Director, Pattana Agro Futures Co., Ltd.</li> <li>• 1989 – 2019 Director, Sri Trang Gloves (Thailand) Co., Ltd.</li> <li>• 1984 – 1987 Credit Department, Citibank</li> </ul>
<p>Positions in Other Listed Companies</p> <ul style="list-style-type: none"> <li>• Vice Chairman, Executive Director, Member of the Remuneration Committee and Member of the Nomination Committee, Sri Trang Gloves (Thailand) Plc.</li> </ul>	1 Company
<p>Positions in Non-Listed Companies</p> <ul style="list-style-type: none"> <li>• Director, Semperflex Asia Corporation Limited</li> <li>• Director, Sri Trang Holdings Co., Ltd.</li> <li>• Director, Sri Trang IBC Co., Ltd.</li> </ul>	3 Companies
<p>Director / Management in other non-listed companies outside the country</p> <ul style="list-style-type: none"> <li>• Director, PT Thaitech Rubber Indonesia</li> <li>• Director, Sri Trang Ayeyar Rubber Industry Co., Ltd.</li> <li>• Director, Shi Dong Investments Pte Ltd.</li> <li>• Director, Sri Trang International Pte Ltd.</li> <li>• Director, Sri Trang Gloves Philippines Inc.</li> </ul>	5 Companies

Director / Management in other companies which may have conflict of interest	None
Meeting attendance in 2024	<ul style="list-style-type: none"> <li>• Board of Directors Meeting 7/7 times</li> <li>• Board of Executive Director Meeting 8/8 times</li> <li>• Board of Nomination Committee Meeting 3/3 times</li> <li>• Shareholders Meeting 1/1 time</li> </ul>
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.*

## 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.