


**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 2024)**

**1. Mr. Veerasith Sinchareonkul**


	<p><b>Proposed to be appointed as a director</b></p> <p>age 40 years old</p> <p>Current positions Director / Managing Director / Chairman of Risk Management Committee / Chairman of the Sustainable Development Committee / Member of the Corporate Governance Committee</p> <p>Date of first appointment 28 April 2010</p> <p>Number of years as Director in the Company 14 years</p>
Relationship with management	<ul style="list-style-type: none"> <li>- Son of Mr. Viyavood Sincharoenkul</li> <li>- Nephew of Mr. Kitichai Sincharoenkul and Mr. Lee Paul Sumade</li> <li>- Elder brother of Mr. Vitchaphol Sincharoenkul</li> </ul>
Address	17 <sup>th</sup> Floor, Park Ventures Ecoplex Unit 1701, 1707-1712 No. 57 Wireless Road, Lumpini, Pathumwan, Bangkok 10330
Education	<ul style="list-style-type: none"> <li>- Master of Business Administration (Finance and Marketing), Sasin Graduate Institute of Business Administration Chulalongkorn University, Thailand</li> <li>- Bachelor of Computer Science and Cybernetics, University of Reading, United Kingdom</li> </ul>
Possession of STA shares	22,500,000 shares, representing 1.46%
Director training programs	<ul style="list-style-type: none"> <li>• Thai Institute of Directors Association               <ul style="list-style-type: none"> <li>- DAP 85/2010</li> <li>- FSD 26/2014</li> </ul> </li> <li>• Thai Listed Companies Association               <ul style="list-style-type: none"> <li>- TCLA Executive Development Program (EDP) Class 10</li> </ul> </li> </ul>
Current positions	<ul style="list-style-type: none"> <li>• Managing Director, Sri Trang Agro-Industry PLC.</li> <li>• Executive Director, Sri Trang Agro-Industry PLC.</li> <li>• Chairman of Risk Management Committee, Sri Trang Agro-Industry PLC.</li> <li>• Chairman of Sustainable Development Committee, Sri Trang Agro-Industry PLC.</li> <li>• Member of Corporate Governance Committee, Sri Trang Agro-Industry PLC.</li> <li>• Director, Sri Trang Gloves (Thailand) PLC.</li> <li>• Chairman of Risk Management Committee, Sri Trang Gloves (Thailand) PLC.</li> <li>• Chairman of Thai Rubber Glove Manufacturers Association, Thai Rubber Glove Manufacturers</li> <li>• Director, Semperflex Asia Corp., Ltd.</li> <li>• Director, Rubberland Products Co., Ltd.</li> <li>• Director, Starlight Express Transport Co., Ltd.</li> </ul>

	<ul style="list-style-type: none"> <li>• Director, Sri Trang Rubber &amp; Plantation Co., Ltd.</li> <li>• Director, Premier System Engineering Co., Ltd.</li> <li>• Director, Sadao P.S. Rubber Co., Ltd.</li> <li>• Director, Sri Trang IBC Co., Ltd.</li> <li>• Chairman, Sri Trang Ayeyar Rubber Industry Co., Ltd.</li> <li>• Director, Thai Tech Rubber Corp., Ltd.</li> <li>• Chairman, Sri Trang USA, Inc.</li> <li>• Director, PT Sri Trang Lingga Indonesia</li> <li>• Director, PT Thailech Rubber Indonesia</li> <li>• Director, Sri Trang Gloves Philippines Inc.</li> <li>• Chairman, Sri Trang Africa SA.</li> <li>• Director, Sri Trang Gloves (Singapore) Pte. Ltd.</li> <li>• Director, Sri Trang Gloves Global Pte. Ltd.</li> </ul>
Expertise	Finance, Risk Management and Sustainability Development
Experience	<ul style="list-style-type: none"> <li>• 2020 – 2021 Member of Remuneration Committee, Sri Trang Gloves (Thailand) PLC.</li> <li>• 2018 – 2022 Director, The Federation of Thai Industries</li> <li>• 2016 – 2019 Director, Sri Trang Gloves (Thailand) Co., Ltd.</li> <li>• 2008 – 2011 Corporate Credit Analyst, Kasikornbank Plc.</li> </ul>
Director / Management in other listed companies	1 company
<ul style="list-style-type: none"> <li>• Director, Sri Trang Gloves (Thailand) PLC.</li> </ul>	
Director / Management in other non-listed companies	8 companies
<ul style="list-style-type: none"> <li>• Director, Semperflex Asia Corp., Ltd.</li> <li>• Director, Rubberland Products Co., Ltd.</li> <li>• Director, Starlight Express Transport Co., Ltd.</li> <li>• Director, Sri Trang Rubber &amp; Plantation Co., Ltd.</li> <li>• Director, Premier System Engineering Co., Ltd.</li> <li>• Director, Sadao P.S. Rubber Co., Ltd.</li> <li>• Director, Sri Trang IBC Co., Ltd.</li> <li>• Director, Thai Tech Rubber Corp., Ltd.</li> </ul>	
Director / Management in other non-listed companies outside country	8 companies
<ul style="list-style-type: none"> <li>• Chairman, Sri Trang Ayeyar Rubber Industry Co., Ltd.</li> <li>• Chairman, Sri Trang USA, Inc.</li> <li>• Director, PT Sri Trang Lingga Indonesia</li> <li>• Director, PT Thailech Rubber Indonesia</li> <li>• Director, Sri Trang Gloves Philippines Inc.</li> <li>• Chairman, Sri Trang Africa SA.</li> <li>• Director, Sri Trang Gloves (Singapore) Pte. Ltd.</li> <li>• Director, Sri Trang Gloves Global Pte. Ltd.</li> </ul>	
Director / Management in other companies which may have conflict of interest	None
Meeting attendance in 2023	<ul style="list-style-type: none"> <li>• Board of Directors Meeting 7/7 times</li> <li>• Board of Executive Director Meeting 6/6 times</li> <li>• Board of Risk Management Committee Meeting 5/5 times</li> <li>• Board of Corporate Governance Committee meeting 2/2 times</li> <li>• Board of Sustainable Development Committee meeting 4/5 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. Veerasith Sinchareonkul does not have any prohibited characteristics as specified by the Public Limited Company Act and the Securities and Exchange Act.*


## 2. Mr. Lee Paul Sumade

	<p><b>Proposed to be appointed as a director</b></p> <p>Age 70 years old</p> <p>Current positions Director / Executive Director</p> <p>Date of first appointment 28 June 2010</p> <p>Number of years as Director in the Company 13 years 10 months</p> <p>Relationship with management</p> <ul style="list-style-type: none"> <li>- Brother of Mr. Viyavood Sincharoenkul and Mr. Kitichai Sincharoenkul</li> <li>- Uncle of Mr. Veerasith Sinchareonkul and Vitchaphol Sincharoenkul</li> </ul>
Address	17 <sup>th</sup> Floor, Park Ventures Ecoplex Unit 1701, 1707-1712 No. 57 Wireless Road, Lumpini, Pathumwan, Bangkok 10330
Education	<ul style="list-style-type: none"> <li>• Master of Business Administration, International Institute for Management Development, Lausanne, Switzerland</li> <li>• Bachelor of Commerce University of New South Wales, (Sydney) Australia</li> </ul>
Possession of STA shares	38,132,089 shares representing 2.48
Director training programs	<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> </ul>
Current positions	<ul style="list-style-type: none"> <li>• Director, Sri Trang Agro-Industry PLC.</li> <li>• Executive Director, Sri Trang Agro-Industry PLC.</li> <li>• Director, Thai Tech Rubber Corp., Ltd</li> <li>• Director, Shi Dong Shanghai Medical Equipment Co., Ltd.</li> <li>• Chairman and Director, PT Sri Trang Lingga Indonesia</li> <li>• Chairman and Director, PT Star Rubber</li> <li>• Director, Shi Dong Investments Pte. Ltd.</li> <li>• Director, Shi Dong Shanghai Rubber Co., Ltd.</li> <li>• Chairman and Director, Sri Trang International Pte., Ltd.</li> <li>• Director, Sri Trang Ayeyar Rubber Industry Co., Ltd.</li> </ul>
Expertise	Marketing and Management
Experience	<ul style="list-style-type: none"> <li>• 1988 - 2003 Global Market Director, ELDERS Finance/ DRESNER Bank</li> <li>• 1983 - 1987 Programmer, Macquarie Bank</li> <li>• 1982 Programmer, Custom Credit Corporation</li> <li>• 1979 - 1981 Programmer, Computer Installation Development</li> </ul>
Director / Management in other listed companies	None
Director / Management in other non-listed companies <ul style="list-style-type: none"> <li>• Director, Thai Tech Rubber Corp., Ltd</li> </ul>	1 company
Director / Management in other non-listed companies outside country <ul style="list-style-type: none"> <li>• Director, Shi Dong Shanghai Medical Equipment Co., Ltd.</li> <li>• Chairman, PT Sri Trang Lingga Indonesia.</li> <li>• Chairman, PT Star Rubber</li> <li>• Director, Shi Dong Investments Pte. Ltd.</li> </ul>	7 companies

<ul style="list-style-type: none"> <li>• Director, Shi Dong Shanghai Rubber Co., Ltd.</li> <li>• Chairman, Sri Trang International Pte. Ltd.</li> <li>• Director, Sri Trang Ayeyar Rubber Industry Co., Ltd.</li> </ul>		
Director / Management in other companies which may have conflict of interest		None
Meeting attendance in 2023	<ul style="list-style-type: none"> <li>• Board of Directors Meeting 7/7 times</li> <li>• Board of Executive Director Meeting 6/6 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. Lee Paul Sumade does not have any prohibited characteristics as specified by the Public Limited Company Act and the Securities and Exchange Act.*

### 3. Ms. Anusra Chittmittrapap

	<p><b>Proposed to be appointed as a director / Independent Director</b></p> <p>Age 70 years old</p> <p>Current position in Company Vice Chairman, Independent Director, Chairman of Audit Committee, Chairman of Remuneration Committee and Chairman of Corporate Governance Committee</p> <p>Date of first appointment 21 September 2017</p> <p>Number of years as Director in the Company 6 years 6 months</p>
Relationship with management	None
Address	17 <sup>th</sup> Floor, Park Ventures Ecoplex Unit 1701, 1707-1712 No. 57 Wireless Road, Lumpini, Pathumwan, Bangkok 10330
Education	<ul style="list-style-type: none"> <li>• Bachelor of Communication Arts (Honors), Chulalongkorn University</li> <li>• Certified Degree, King Prajadhipok's Institute (2005)</li> </ul>
Possession of STA shares	None
Director training program	<p><u>Thai Institute of Directors Association</u></p> <ul style="list-style-type: none"> <li>- Chartered Director Class year 2014</li> <li>- Role of the Compensation Committee (RCC) year 2014</li> <li>- Director Certification Program (DCP) year 2011</li> <li>- Audit Committee Forum 2023</li> </ul> <p><u>The Securities and Exchange Commission, Thailand</u></p> <ul style="list-style-type: none"> <li>- Courses, 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> </ul> <p><u>Other institutions</u></p> <ul style="list-style-type: none"> <li>- High-Level Justice Administration Executive Course, Class 18, Year 2014 by the Judicial Civil Service Development Institute, Court of Justice</li> <li>- Curriculum of Association of Capital Market Academy (ACMA) Class 11</li> <li>- Advanced Curriculum of Office of Insurance Commission (OIC), class 3</li> </ul>
Current positions	<ul style="list-style-type: none"> <li>• Vice Chairman, Sri Trang Agro-Industry PLC.</li> <li>• Chairman of Corporate Governance Committee, Sri Trang Agro-Industry PLC.</li> <li>• Chairman of Audit Committee, Sri Trang Agro-Industry PLC.</li> <li>• Chairman of Remuneration Committee, Sri Trang Agro-Industry PLC.</li> <li>• Independent director, Sri Trang Agro-Industry PLC.</li> <li>• Advisor, Berli Jucker Public Company Limited</li> <li>• Advisor, Banpu Infinergy Company Limited.</li> <li>• Managing Director, Me and Music Company Limited.</li> </ul>
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"> <li>• 2019 - 2022 Member of Audit Committee, Sri Trang Agro-Industry PLC. Member of Remuneration Committee, Sri Trang Agro-Industry PLC.</li> <li>• 2018 - 2021 Chairman, CMO Public Company Limited.</li> <li>• 2016 - 2021 Independent Director and Audit Committee Member, CMO Public Company Limited.</li> <li>• 2020 - 2022 Member of the Corporate Governance Sub-Committee, Civil Aviation Authority of Thailand (CAAT)</li> <li>• 2015 - 2016 Director, The Queen Sirikit Botanic Garden.</li> <li>• 2014 - 2015 Chairman, Thailandpost Distribution Co., Ltd.</li> <li>• 2014 - 2015 Vice Chairman, Thailandpost Co., Ltd.</li> <li>• 2011 - 2014 Managing Director, Thailandpost Co., Ltd.</li> </ul>
Positions in Other Listed Companies	None
Positions in Non-Listed Companies	1 Company
<ul style="list-style-type: none"> <li>• Managing Director, Me and Music Company Limited.</li> </ul>	
Director / Management in other non-listed companies outside country	None
Director / Management in other companies which may have conflict of interest	None
Meeting attendance in 2023	<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 Remuneration Committee Meeting 2/2 times</li> <li>• Board of Corporate Governance 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. Anusra Chittmittrapap does not have any prohibited characteristics as specified by the Public Limited Company Act and the Securities and Exchange Act.*

#### 4. Mr. Chalernpop Khanjan

	<p><b>Proposed to be appointed as a director</b></p> <p>age 54 years old</p> <p>Current position in Company Director, Executive Director, Member of Risk Management Committee, Member of Sustainable Development Committee and Production Group Manager</p> <p>Date of first appointment 29 October 2015</p> <p>Number of years as Director in the Company 8 years 5 months</p> <p>Relationship with management None</p>
Address	17 <sup>th</sup> Floor, Park Ventures Ecoplex Unit 1701, 1707-1712 No. 57 Wireless Road, Lumpini, Pathumwan, Bangkok 10330
Education	<ul style="list-style-type: none"> <li>• Master Degree in Public Administration, Faculty of Art, Western University</li> <li>• Bachelor of Public Administration in Political Science, Faculty of Humanities and Social Sciences, Southern College of Technology</li> <li>• Executive Micro MBA, Thammasat University</li> </ul>
Possession of STA shares	None
Director training program	<ul style="list-style-type: none"> <li>• DAP 132/2016 by Thai Institute of Directors Association</li> <li>• Strategic Innovation Management Training Program The National Innovation Agency</li> </ul>
Current positions	<ul style="list-style-type: none"> <li>• Director, Sri Trang Agro-Industry PLC.</li> <li>• Executive Director, Sri Trang Agro-Industry PLC.</li> <li>• Member of Risk Management Committee, Sri Trang Agro-Industry PLC.</li> <li>• Member of Sustainable Development Committee, Sri Trang Agro-Industry PLC.</li> <li>• Production Group Manager, Sri Trang Agro-Industry PLC.</li> <li>• Director, Anvar Parawood Company Limited.</li> <li>• Director, Nam Hua Rubber Company Limited.</li> <li>• Director, Rubberland Products Company Limited.</li> <li>• Director, Starlight Express Transport Company Limited</li> </ul>
Expertise	Production process and Sustainability Development
Experience	<ul style="list-style-type: none"> <li>• 2015 – 2020 Director, Sadao P.S. Rubber Co., Ltd.</li> <li>• 1998 – 2005 Factory Manger, Rubberland Products Company Limited.</li> <li>• 1994 - 1997 Assistant LTX Factory Manager, Sri Trang Agro-Industry Public Company Limited.</li> </ul>
Positions in Other Listed Companies	None
Positions in Non-Listed Companies <ul style="list-style-type: none"> <li>• Director, Anvar Parawood Company Limited.</li> <li>• Director, Nam Hua Rubber Company Limited.</li> <li>• Director, Rubberland Products Company Limited.</li> <li>• Director, Starlight Express Transport Company Limited</li> </ul>	4 Companies

Director / Management in other non-listed companies outside country		None
Director / Management in other companies which may have conflict of interest		None
Meeting attendance in 2023	<ul style="list-style-type: none"> <li>• Board of Directors Meeting 7/7 times</li> <li>• Board of Executive Director Meeting 6/6 times</li> <li>• Board of Risk Management Committee Meeting 5/5 times</li> <li>• Board of Sustainable Development Committee Meeting 5/5 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. Chalernpop Khanjan 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.