

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 2026)

1. Mr. Patrawut Panitkul

	<p>Proposed to be appointed as a director</p> <p>age 58 years old</p> <p>Current positions Director / Executive Director / Member of the Risk Management Committee / Chief Financial Officer (CFO)</p> <p>Date of first appointment 29 April 2014</p> <p>Number of years as Director in the Company 11 years 11 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>	<p>Bachelor of Business Administration in Accounting Prince of Songkhla University</p>
<p>Possession of STA shares</p>	<p>None</p>
<p>Director training programs</p>	<p><u>Thai Institute of Directors Association</u></p> <ul style="list-style-type: none"> • Director Certification Program Class 195/2014 (DCP195/2014) • Successful Formulation & Execution of Strategy class SFE 24/2015 <p><u>Thai Listed Companies Association (TLCA)</u></p> <ul style="list-style-type: none"> • TLCA CFO Professional Development Program (TLCA CFO CPD) 2019 Subject “Automation & RPA (Robot Process Automation) for Accounting. • TLCA CFO CPD No. 2/2023 Subject Risk Management for CFOs • TLCA CFO CPD No. 6/2023 Subject What is the future of the CFO role? <p><u>Thailand federation of accounting professions (TFAC)</u></p> <ul style="list-style-type: none"> • course “Information System Design for Decision” • course “Corporate Finance” class 2/65 <p><u>Dharmniti Seminar and Training Co., Ltd.</u></p> <ul style="list-style-type: none"> • Course “Tax Management Techniques for Accounting Managers and Tax Privileges” • Course “Transfer Pricing: Accounting Impact and Requirements for Accountants” • Foreign Exchange Risk Analysis and Management • Lean Accounting <p><u>Other</u></p> <ul style="list-style-type: none"> • DIGITAL TRANSFORMATION (DX): The Path to Organizational Excellence • Maximizing Shareholder Value 2025

	<ul style="list-style-type: none"> • Empowering Senior Leaders to Drive AI Transformation and Social Impact • Building Scalable AI Solutions with Robust Data Governance and Leadership for Change • Strategic AI Leadership, Visionary Roadmap, and Leading Change for Sri Trang's Future • Strategic Transformation 2025: Finance, Technology & Sustainability for Future Business • Lead with Insight: Power BI for Forward-Thinking Leaders • Strategic Management and Reporting for Organizational Goals • Corporate Governance
Current positions	<ul style="list-style-type: none"> • Director, Sri Trang Agro-Industry Plc. • Executive Director, Sri Trang Agro-Industry Plc. • Member of the Risk Management Committee, Sri Trang Agro-Industry Plc. • Chief Financial Officer (CFO), Sri Trang Agro-Industry Plc. • Director, Rubberland Products Co., Ltd. • Director, Nam Hua Rubber Co., Ltd. • Director, Anvar Parawood Co., Ltd. • Director, Startex Rubber Co., Ltd • Director, Starlight Express Transport Co., Ltd • Director, Sri Trang IBC Co., Ltd. • Director, PT Sri Trang Lingga Indonesia • Director, SRI TRANG AFRICA SA.
Expertise	<p>Business Administration and Management Accounting, Finance, and Economics Social and Environmental Responsibility Good Corporate Governance Risk and Opportunity Management Agricultural Business</p>
Experience	<p><u>Positions in Listed Companies</u></p> <ul style="list-style-type: none"> • 2001 – 2009 Accounting Manager of Sri Trang Agro-Industry Public Company Limited. <p><u>Positions in Non-Listed Companies</u></p> <ul style="list-style-type: none"> • 2017 Director, Sri Trang Gloves (Thailand) Co., Ltd. • 2015 – 2021 Director of Sadao P.S. Rubber Co., Ltd. • 1992 – 2000 Accounting Manager of Siam Sempermed Corp., Ltd.
Director / Management in other listed companies	None
Director / Management in other non-listed companies <ul style="list-style-type: none"> • Director, Rubberland Products Co., Ltd. • Director, Nam Hua Rubber Co., Ltd. • Director, Anvar Parawood Co., Ltd. • Director, Startex Rubber Co., Ltd • Director, Starlight Express Transport Co., Ltd • Director, Sri Trang IBC Co., Ltd. 	6 companies
Director / Management in other non-listed companies outside the country <ul style="list-style-type: none"> • Director, PT Sri Trang Lingga Indonesia • Director, SRI TRANG AFRICA SA. 	2 companies
Director / Management in other companies which may have conflict of interest or in business competition with the Company.	None

Meeting attendance in 2025	<ul style="list-style-type: none"> • Board of Directors Meeting 7/7 times • Board of Executive Director Meeting 5/5 times • Board of Risk Management Committee Meeting 2/2 times • Shareholders 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
Criteria for the Selection of Directors	The Board of Directors, having considered the recommendation of the Nomination Committee, is of the view that Mr. Patrawut Panitkul possesses all the qualifications required by law, as well as the knowledge, skills, and experience that will effectively support the company's business operations. In addition, he demonstrates strong integrity and ethical standards. Therefore, it is proposed that the shareholders consider electing him as a director of the Company.

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 a director /</p> <p>Age 40 years old</p> <p>Current positions Director/ Executive Director / Member of Sustainable Development Committee</p> <p>Date of first appointment 28 February 2020</p> <p>Number of years as Director in the Company 6 years 1 month</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
<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>	<p>Bachelor of Business Administration (International Business Management), Assumption University</p>
<p>Possession of STA shares</p>	<p>36,000,000 shares representing 2.34%</p>
<p>Director training programs</p>	<p><u>Thai Institute of Directors Association</u></p> <ul style="list-style-type: none"> • DAP 172/2020 • Hot Issue for Directors: Enhancing Governance, Standards, and Financial Insights 4/2024 (Online) • Online Director’s Briefing 4/2025: Risks Mitigation: What Directors Need to Know Before Risks Become a Turning Point for the Organization <p><u>Other Courses</u></p> <ul style="list-style-type: none"> • GPF-Bloomberg Sustainable Investing Forum • A Decarbonization Roadmap: The pathway for greenhouse gas reduction for future-oriented business strategies according to standards GHG • The 7 Habits of Highly Effective People • Empowering Senior Leaders to Drive AI Transformation and Social Impact • Building Scalable AI Solutions with Robust Data Governance and Leadership for Change • Strategic AI Leadership, Visionary Roadmap, and Leading Change for Sri Trang’s Future • Strategic Transformation 2025: Finance, Technology & Sustainability for future Business • Lead with Insight: Power BI for Forward-Thinking Leaders • Strategic management and performance reporting to achieve organizational objectives • Corporate governance
<p>Current positions</p>	<ul style="list-style-type: none"> • Director, Sri Trang Agro-Industry Plc. • Executive Director, Sri Trang Agro-Industry Plc. • Member of Sustainable Development Committee • Director, Nam Hua Rubber Co., Ltd. • Director, Sri Trang AFRICA SA • Director, Sri Trang USA Inc. • Director, Thai Rubber Joint Venture Limited • Deputy Secretary-General of the Thai Rubber Association

Expertise	Business and Management Accounting, Finance, and Economics Business and Marketing Climate Change Management Agricultural Business
Experience	<u>Positions in Listed Companies</u> <ul style="list-style-type: none"> • 2019 – 2020 Marketing Manager, Sri Trang Agro-Industry Plc. • 2017 – 2018 Assistant Manager - Business Development and Investor Relations, Sri Trang Agro-Industry Plc. • 2016 Marketing Development Division Head, Sri Trang Agro-Industry Plc. <u>Positions in Non-Listed Companies</u> <ul style="list-style-type: none"> • 2021 Director, Sri Trang Gloves Global Pte. Ltd.
Director / Management in other listed companies	None
Director / Management in other non-listed companies <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 the country <ul style="list-style-type: none"> • Director, Sri Trang AFRICA SA • Director, Sri Trang USA Inc. 	2 companies
Director / Management in other companies which may have conflict of interest or in business competition with the Company.	None
Meeting attendance in 2025	<ul style="list-style-type: none"> • Board of Directors Meeting 7/7 times • Board of Executive Director Meeting 5/5 times • Board of the Sustainability Development Committee Meeting 4/4 times • Shareholders 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
Criteria for the Selection of Directors	The Board of Directors, having considered the recommendation of the Nomination Committee, is of the view that Mr. Vitthaphol Sincharoenkul possesses all the qualifications required by law, as well as the knowledge, skills, and experience that will effectively support the company's business operations. In addition, he demonstrates strong integrity and ethical standards. Therefore, it is proposed that the shareholders consider electing him as a director of the Company.

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 a Director / Independent Director</p> <p>Age 70 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 Director in the Company 6 years 9 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, Chulachomkiao Royal Military Academy
<p>Possession of STA shares</p>	<p>None</p>
<p>Director training program</p>	<p><u>Thai Institute of Directors Association</u></p> <ul style="list-style-type: none"> • DAP 140/2017 • Online Director's Briefing 4/2025: Risks Mitigation: What Directors Need to Know Before Risks Become a Turning Point for the Organization • Hot Issue for Directors: The Evolving Role of Audit Committee in Fostering Trust and Transparency 4/2025 <p><u>Other Course</u></p> <ul style="list-style-type: none"> • Enhance sustainability disclosure in accordance with the International Sustainability Standards Board (ISSB Standards), in collaboration with the Securities and Exchange Commission (SEC) and the Asian Development Bank (ADB) • Corporate governance
<p>Current positions</p>	<ul style="list-style-type: none"> • Member of Audit Committee, Sri Trang Agro-Industry Plc. • Chairman of Nomination Committee, Sri Trang Agro-Industry Plc. • Member of Remuneration Committee, Sri Trang Agro-Industry Plc. • Independent Director, Sri Trang Agro-Industry Plc. • Risk Management and Investment Committee, Well Management Corporation Public Company Limited
<p>Expertise</p>	<p>Communication and Public Relations Corporate Social Responsibility and Environmental Stewardship Good Corporate Governance Risk and Opportunity Management Climate Change Management Agricultural Business</p>
<p>Experience</p>	<p><u>Positions in Listed Companies</u></p> <ul style="list-style-type: none"> • 2020 – 2024 Chairman of the Nomination and Remuneration Committee, the Corporate Governance Committee and the Risk Management Committee, Star Sitthi Solution Public Company Limited.

	Positions in Non-Listed Companies <ul style="list-style-type: none"> • 2016 – 2017 Special Advisor, 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
Positions in Other Listed Companies <ul style="list-style-type: none"> • Director, Well Management Corporation Public Company Limited 	1 Company
Positions in Non-Listed Companies	None
Director / Management in other non-listed companies outside the country	None
Director / Management in other companies which may have conflict of interest or in business competition with the Company.	None
Meeting attendance in 2025	<ul style="list-style-type: none"> • Board of Directors Meeting 7/7 times • Board of Audit Committee 8/8 times • Board of Nomination Committee 2/2 times • Board of Remuneration Committee 2/2 times • Shareholders 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
Criteria for the Selection of Directors	The Board of Directors, having considered the recommendation of the Nomination Committee, is of the view that Gen. Thanasorn Pongarna possesses all the qualifications required by law, as well as the knowledge, skills, and experience that will effectively support the company's business operations. In addition, he demonstrates strong integrity and ethical standards. Therefore, it is proposed that the shareholders consider electing him as a director of the Company.

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: 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 a director</p> <p>age 71 years old</p> <p>Current position in Company Chairman, Chairman of Executive Committee</p> <p>Date of first appointment 27 December 1993</p> <p>Number of years as Director in the Company 32 years 3 months</p> <p>Relationship with management</p> <ul style="list-style-type: none"> • Elder Brother of Mr. Kitichai Sincharoenkul • Younger Brother of Mr. Paul Sumade Lee • Father of Mr. Veerasith Sinchareonkul and Mr. Vitthaphol 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"> • 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>14,360,449 shares, representing 9.14% (included spouse)</p>
<p>Director training program</p>	<p>None</p> <p><u>Other institutions</u></p> <ul style="list-style-type: none"> • Empowering Senior Leaders to Drive AI Transformation and Social Impact • Building Scalable AI Solutions with Robust Data Governance and Leadership for Change • Strategic AI Leadership, Visionary Roadmap, and Leading Change for Sri Trang's Future • Strategic Transformation 2025: Finance, Technology & Sustainability for future Business • Strategic management and performance reporting to achieve organizational objectives • Corporate Governance
<p>Current positions</p>	<ul style="list-style-type: none"> • Chairman and Chairman of Executive Committee, Sri Trang Agro-Industry Plc. • Honorary Chairman of Executive Committee and Director, Sri Trang Gloves (Thailand) PLC. • Director, Sri Trang Gloves (Singapore) Pte. Ltd. • Director, Sri Trang Gloves Global Pte. Ltd. • Director, Sri Trang IBC • Director, Shidong Shanghai Medical Equipment • Director, Planet Earth Capital Pte., Ltd. • Director, Shi Dong Shanghai • Chairman and Director, Shi Dong Investments • Executive Director, Sri Trang International • Director, Semperflex Asia • Director, Sri Trang Holdings • Director, Thai Tech Rubber
<p>Expertise</p>	<p>Business Administration and Management Accounting, Finance, and Economics Occupational Health and Safety Corporate Social Responsibility and Environmental Good Corporate Governance</p>

	Risk and Opportunity Management Business and Marketing Research, Development, and Innovation Agricultural Business
Experience	<p><u>Positions in Listed Companies</u></p> <ul style="list-style-type: none"> • 2019 – 2025 Chairman of the Executive Committee, Sri Trang Gloves (Thailand) PLC. • 1993 – 2021 Managing Director, Sri Trang Agro-Industry Public Company Limited. <p><u>Positions in Non-Listed Companies</u></p> <ul style="list-style-type: none"> • 2015 – 2018 Director, Sri Trang Ayeyar • 2010 – 2012 Director, Tai Yang Invesment Pte. Ltd. • 2002 – 2020 Director, Pattana Agro Futures • 1999 – 2017 Director, T.R.I Global Co., Ltd. • 1989 – 2019 Director, Sri Trang Gloves (Thailand) Co.,Ltd • 1987 – 1993 Managing Director, Sri Trang Agro-Industry Co., Ltd. • 1985 – 1987 General Manager, Yang Thai Paktai Co., Ltd.
Positions in Other Listed Companies	1 Company
<ul style="list-style-type: none"> • Honorary Chairman of Executive Committee and Director, Sri Trang Gloves (Thailand) PLC. 	
Positions in Non-Listed Companies	4 Companies
<ul style="list-style-type: none"> • Director, Sri Trang IBC Co., Ltd. • Director, Semperflex Asia • Director, Sri Trang Holdings • Director, Thai Tech Rubber 	
Director / Management in other non-listed companies outside the country	7 Companies
<ul style="list-style-type: none"> • Director, Sri Trang Gloves (Singapore) Pte. Ltd. • Director, Sri Trang Gloves Global Pte. Ltd. • Director, Shidong Shanghai Medical Equipment • Director, Planet Earth Capital Pte., Ltd. • Director, Shi Dong Shanghai • Director, Shi Dong Investments • Director, Sri Trang International 	
Director / Management in other companies which may have conflict of interest	None
Meeting attendance in 2025	<ul style="list-style-type: none"> • Board of Directors Meeting 7/7 times • Board of Executive Director Meeting 5/5 times • Shareholders 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
Criteria for the Selection of Directors	The Board of Directors, having considered the recommendation of the Nomination Committee, is of the view that Mr. Viyavood Sincharoenkul possesses all the qualifications required by law, as well as the knowledge, skills, and experience that will effectively support the company's business operations. In addition, he demonstrates strong integrity and ethical standards. Therefore, it is proposed that the shareholders consider electing him as a director of the Company.

Note: Mr. Viyavood 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.