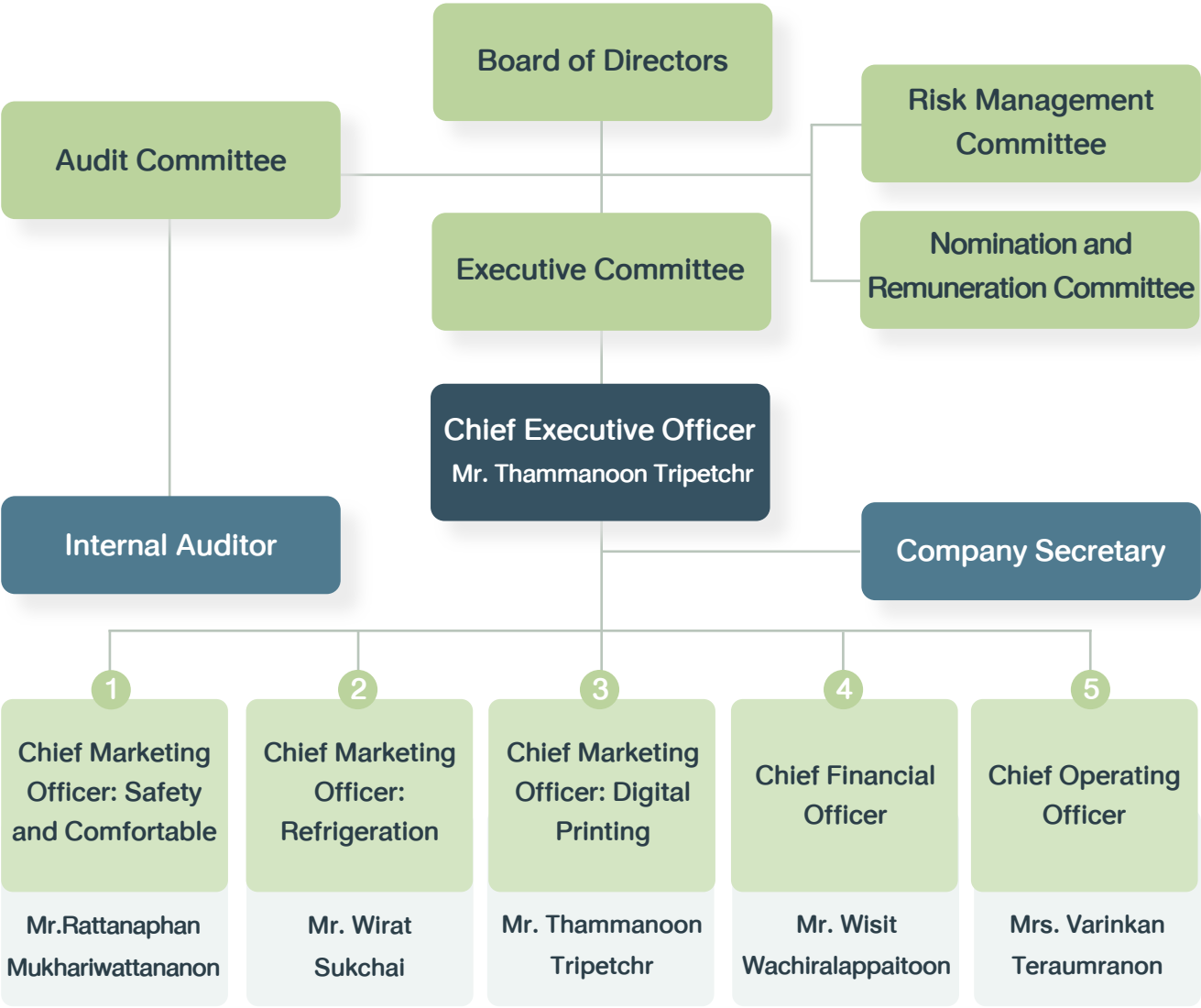


Governance Structure and Key Information of the Board, Board-Committees, Executives, Employees and Others

Governance Structure

Harn Engineering Solutions Public Company Limited’s management structure or “HANR” as of December 31, 2024, comprises of the Board of Directors and 4 Board-Committees supporting matters: the Audit Committee, Nominating and Remuneration Committee, Executive Committee, and Risk Management Committee. Composed of qualified individuals under Section 68 of the Public Companies Act B.E. 2535 (1992) (as amended) and the Securities and Exchange Act B.E. 2535 (1992) (as amended). The Chief Executive Officer is the top executive of HARN.

Organization Chart of Harn Engineering Solutions Public Company Limited



Note : Executives no. 1 - 5 is Company executives according to the Notification of the Securities and Exchange

Board of Directors

Composition of the Board

Under of HARN articles of association, the Board consists of:

- Least 5 directors.
- At least half of the directors must reside in the Kingdom.
- Must consists of Independent Directors of at least one-third of all Directors and the number must be at least 3 directors.
- The Independent Directors must as Audit Committee the number must be at least 3 directors.
- Non-Executive Director must of at least 1director in knowledge engineering in main business and at lest 1 director must in knowledge of accounting.
- Must consists of Executive not more half of all Directors

According to the certification of the Ministry of Commerce at December 31, 2024, the HARN Board consisted:

- 6 non-executive directors at 75% of the entire Board
- 4 independent directors at 50% of the entire Board, which exceeds the legal limit
- 2 female directors at 25% of the entire Boar
- 2 executive director at 25% of the entire Board. Including 1 Chief Executive Officer and 1 Chief Marketing Officer
- Non-independent directors meet the fair proportion of controlling shareholders' investment.
- Board Expertise at December 31, 2024, Each Board, reviewed expertise in according Board Skill Matrix. In summary, the Board has the diversity of gender, age, education background, experience, expertise in specialized beneficial matters.

Professional knowledge of the Board of Directors

Core Business



4 directors ratio 50%

Legal related to business



2 directors ratio 25%

Strategy, Marketing and Competition



4 directors ratio 50%

Risk Management



5 directors ratio 63%

Accounting and Finance



5 directors ratio 63%

Human Resources



4 directors ratio 50%

Technology and IT



4 directors ratio 50%

Responsibility and Sustainable Development



5 directors ratio 63%

Board of Directors

Non-Executive Directors



Independent Directors



Female Directors



Executive Director



		Knowledge, Expertise and Experience							
Board of Directors		Core Business	Strategy, Marketing and Competition	Accounting and Finance	Technology and IT	Legal related to business	Risk Management	Human Resources	Responsibility and Sustainable Development
1.	Mr. Pichet Sithi-Amnuai Independent Director Chairman of the Board		●	●	●	●	●		●
2.	Mr. Prasert Deejongkit Independent Director Member of the Audit Committee Chairman of the Nomination and Remuneration Committee			●		●		●	●
3.	Dr. Teerachai Pomsinsirak Independent Director Chairman of the Risk Management Committee/ Member of the Audit Committee	●	●		●		●	●	●
4.	Mrs. Valeeratn Chuerboonchai Independent Director Chairperson of the Audit Committee/ Member of the Nomination and Remuneration Committee			●				●	
5.	Mr. Wirat Sukchai Directors Chairman of the Executive Committee/ Member of the Risk Management Committee / Chief Marketing Officer	●	●				●		
6.	Mr. Thammanoon Tripetchr Directors/ Member of the Executive Committee/ Member of the Risk Management Committee/ Chief Executive Officer/ Chief Marketing Officer	●	●	●	●		●	●	●
7.	Dr. Jain Charnnarong Directors Member of the Executive Committee/ Member of the Nomination and Remuneration Committee				●				
8.	Mrs. Sirima Iamsakulrat Directors	●		●			●		●

The Current Board of Directors

The Board of Directors as of December 31, 2024, there are 8 members. Consisted of: 4 Directors and 4 Independent Directors. All independent Director is able to express opinions freely according to the relevant laws and must have qualifications that completely fulfill the requirements stipulated by the Notification of the Capital Market Supervisory Board No. Thor.Jor. 28/2551 regarding application for and Approval of Offer for Sale of Newly Issued Shares (and the amendments).

Name		Position	Appointed Date
1. Mr. Pichet	Sithi-Amnuai	Independent Director (Non-Executive)	April 24, 2023
		Chairman of the Board	April 24, 2023
2. Mr. Prasert	Deejongkit	Independent Director (Non-Executive)	April 23, 2021
		Member of the Audit Committee	April 23, 2021
		Chairman of the Nomination and Remuneration Committee	May 15, 2022
3. Dr. Teerachai	Pornsinirak	Independent Director (Non-Executive)	April 25, 2022
		Member of the Audit Committee	May 15, 2022
		Chairman of the Risk Management Committee	April 25, 2023
4. Mrs. Valeeratn	Chuerboonchai	Independent Director (Non-Executive)	May 15, 2022
		Chairperson of the Audit Committee	April 25, 2023
		Member of the Nomination and Remuneration Committee	May 15, 2022
5. Mr. Wirat	Sukchai	Director (Executive)	September 5, 2012 ^{/1}
		Chairman of the Executive Committee	March 1, 2018
		Member of the Risk Management Committee	May 15, 2022
		Chief Marketing Officer	March 1, 2022
6. Mr. Thammanoon	Tripetchr	Director (Executive)	November 1, 2016
		Member of the Risk Management Committee	November 11, 2016
		Member of the Executive Committee	December 1, 2016
		Chief Executive Officer	March 1, 2022
7. Dr. Jain	Charnnarong	Director (Non-Executive)	April 5, 2017
		Member of the Executive Committee	March 1, 2017
		Member of the Nomination and Remuneration Committee	May 15, 2022
8. Mrs. Sirima	Iamsakulrat	Director (Non-Executive)	September 5, 2012 ^{/1}

With Miss. Wasukan Boonmee is the Company Secretary

Note: 1/ HARN was listed on the Stock Exchange of Thailand in 2014, causing the directors to continuously hold positions

Authorized Director to Sign and Bind for HARN

According to HARN's Articles of Association, The Board Two (2) authorized directors shall sign to represent HARN, which the Shareholder's Meeting or the Board Meeting has the power to determine the list of authorized directors sign to represent HARN. Through the Board of Directors Meeting No. 1/2021 on February 25, 2021, the Board has approved directors having authority to sign on behalf of HARN, namely Mr. Wirat Sukchai, Mr. Thammanoon Tripetchr, Mrs. Sirima Iamsakulrat and Mr. Jain Charnnarong any 2 of the 4 representative directors jointly sign.