

Roles, Duties of the Chief Executive Officer

The Chief Executive Officer is authorized and responsible for managing the Board-assigned and HARN's overall business, which must be strictly and prudently managed with integrity under the Board-approved plans or budget in the best interests of HARN and its shareholders: as follow;

1. Leader in define short and long-term business strategies, policies and plans.
2. Oversee the overall operating results to strategic and policy.
3. Support the Board and Board-Committees to corporate governance act as targeted.
4. Oversee employee development projects in line with growth of HARN, as well as maintain corporate image.
5. Monitor, inspect, control and reporting performance outcomes on plan to the Board every quarterly.
6. Ensuring implementation of the Board-approved policies, plans, and budget.
7. Hiring, appointing, removing, transferring, promote, suspend from work, dismissing, punishing, set the salary or others compensation, increase salary or wages and bonuses on rules.
8. Issue, amend, add, improve or revoke orders, rules, memorandum and work regulations procedure to ensure compliance with the policy and maintain work discipline within the HARN.
9. Perform other tasks as assigned by the Board.
10. Assign the power of attorney or delegate specific tasks to other persons, provided that the action complies with the document on the power of attorney or rules, regulations, or directives of the Board or HARN, or both.

Roles, Duties of the Managing Director

Managing Director shall have the power, duties in managing as well as concerned matters and business as assigned by the Board of Directors as follows:

1. Oversee the management of overall operations and approval of concerning operating day-to-day of HARN, consistency with the objectives, regulations, rules, orders, resolutions of the Board meeting and shareholder meeting under applicable laws and the scope of power and responsibilities as directives of the Board.
2. Prepare policies, strategies, targets, business plan and annual budget plan, as well as management structure, for the Executive Committee and the Board approval
3. Operating and/or managing busines in line with the approved policies, strategies, targets, business plan and budget, the Board's approval.
4. Monitor, inspect, control and reporting performance outcomes on plan to the Board every quarterly.
5. Oversee personnel of all work units carry out efficient and effective operation.
6. Authorized to approve investment or business expense, payments under contract/ agreement / procurement / contract and operating day-to-day within the approved budget
7. Perform other tasks as assigned by the Executive Committee.
8. The Board has authorized to corrections, adding, terms, renew, extending, shortening, cacle, period termination of the contract, as well as the signing of documents related to the contract. The power of attorney or delegate specific tasks to other persons, provided that the action complies with the document on the power of attorney or rules, regulations, or directives of the Board or HARN, or both.

However, the authority and duties of the Chief Executive officer and Managing Director stated above are invalid for any confl ict of interest with HARN in any form resulting from the Chief Executive Officer and Managing Director exercise of the authority. In 2021, no such cases have arisen.