

Report of the Executive Committee



Mr. Wirat Sukchai

Chairman of the Executive Committee

Harn Engineering Solutions Public Company Limited operate the business according of good corporate governance and a code of conduct adhere to represent an integral part of the core mission to which has always been strictly committed to ensure HARN's sustainable success. The Board of Directors appointed the Executive Committee, which consists of directors and top executive consisting of 6 knowledgeable, competent, and experienced directors to perform their duties in planning of policies and strategies of business operations and monitoring the results of performance to be in accordance with the specified objectives, policies, and plans as follows:

In 2022, the Board of Directors to appoint Mr. Rattanaphan Mukhariwattananon as the Executive Committee on April 1, 2022 onwards are summarized as follows:

January 1, to March 31, 2022

1. Mr. Wirat		Sukchai Chairman and Chief Maketing Officer: Refrigeration System
2. Mr. Thammanoon	Tripetchr	Member and Chief Executive Officer, Chief Maketing Officer: Digital Printing System
3. Mr. Jain	Charnnarong	Member
4. Mr. Wisit	Wachiralappaitoon	Member and Chief Financial Officer
5. Mrs. Varinkan	Teraumranon	Member and Chief Operating Officer

April 1, to December 31, 2022

1. Mr. Wirat		Sukchai Chairman and Chief Maketing Officer: Refrigeration System
2. Mr. Thammanoon	Tripetchr	Member and Chief Executive Officer, Chief Maketing Officer: Digital Printing System
3. Mr. Jain	Charnnarong	Member
4. Mr. Rattanaphan	Mukhariwattananon	Member and Chief Maketing Officer: Fire Protection, Air Conditioning and Sanitary System
5. Mr. Wisit	Wachiralappaitoon	Member and Chief Financial Officer
6. Mrs. Varinkan	Teraumranon	Member and Chief Operating Officer

Serving as secretary to this committee is Mrs. Varinkan Teraumranon.

In 2022 HARN still had to face with business challenges continued from previous years although situation of COVID-19 epidemic began to subside, and the economy began to have some signs of recovery. However, there were still factors affecting the slowdown and uncertain economic conditions of Thailand with changes both inside and outside the country as a result of conflicts between superpowers on the global economy, this is a challenge of HRN to adapt to the change. The Executive Board managed HARN's businesses under such situation to the best of their ability with careful. Also gave any guidance and suggestions about business administration as well as followed up and evaluate of HARN and subsidiaries' performance, closely, in order to strengthen the organization's business continuity and sustainable.

In 2022, the Executive Committee, held a total of 12 meetings, with perfect attendance by all members, completely executed all duties stated in the charter the Executive Committee, and as assigned by the Board of Directors completely by report the performance with guidelines for solving problems and suggestions to the Board of Directors regularly, with attendance detailed below:

January 1, to March 31, 2022 : 3 meetings

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| 1. Mr. Wirat | Sukchai | : 3 time |
| 2. Mr. Thammanoon | Tripetchr | : 3 time |
| 3. Dr. Jain | Charnnarong | : 3 time |
| 4. Mr. Wisit | Wachiralappaitoon | : 3 time |
| 5. Mrs. Varinkan | Teraumranon | : 3 time |

April 1, to December 31, 2022 : 9 meetings

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|--------------------|-------------------|-----------|
| 1. Mr. Wirat | Sukchai | : 9 times |
| 2. Mr. Thammanoon | Tripetchr | : 9 times |
| 3. Dr. Jain | Charnnarong | : 9 times |
| 4. Mr. Rattanaphan | Mukhariwattananon | : 9 times |
| 5. Mr. Wisit | Wachiralappaitoon | : 9 times |
| 6. Mrs. Varinkan | Teraumranon | : 9 times |

The performance highlights of the Executives Committee as follows:

1. Specified and reviewed of HARN and its subsidiaries' mission, vision, strategy, and business plan.

Consider, review the vision, mission and target in the past year, to determine the strategy and operation plan of HARN and Subsidiary, in accordance with the vision and mission, considering internal, external factors that have an impact, opportunities and risks, by requiring a meeting to monitor and follow up on the strategic implementation strategy and communicate plans to all executives and employees on a monthly basis including, monitor to be implementation a strategy, be consistent and achieve goals and report every quarter the strategic plan to the Board's.

2. Reviewed and monitored performance

Review has been considered and track the performance on a monthly of every business line of HARN, as well as the progress of various projects, in order to accordance plan policy, target and budgets, as approved by the Board and report every quarter the performance to the Board for acknowledgment.

3. Considered and approved the annual budget and investment.

Considered, scrutinize and approved the annual budget and investment of HARN, including the develop information technology systems Digital Transformation, Solar Rooftop project, parking lot, office building and other important matters in business to promote sustainable business operations on environment, society, and governance (ESG) to the Board's approval.

4. Consider approving the 2022 annual dividend.

Consider, scrutinize and approve in 2021, annual dividend payment at the rate Baht 0.10 per share of net profit from the operating results of the year 2021 as reference to specific financial statements for the Board's and the shareholders' approval

5. Determine and review organizational structure, administration, and policy of human resource management

Consider reviewing the organizational structure, administration, and policy of human resource management by reviewing the criteria for recruitment, training, performance evaluation development, relocation, termination, and setup of annual salary increase rate, bonus for the year 2022, and other benefits for employee and department manager, except Chief Executive Officer.

6. Consider the sustainable development

Consider the study and approval of target objectives towards carbon neutral in 2030, while focusing on the climate change problem in line with HARN's innovations of the four necessities for living and other and environmental factors. Also, it is to create the equality of all partners without any discrimination through cooperation among all related partners to improve the operations towards a concept of sustainable organizational development in accordance with "HARN ESG Venture" guidelines.

7. Review the Executive Committee charter

Consider and review the Charter of the Executive Committee to ensure that the guidelines for their performing duties are suitable for current situations. Also, the overall performance evaluation of the Executive Committee has been done for groups and individuals for the year 2022 in three areas: 1) structure and qualifications 2) meeting, and 3) roles and responsibilities according to the good governance guidelines of the Stock Exchange of Thailand. The evaluation results for groups and individuals were at the level of good, which was reported to the Board of Directors for acknowledgement. The Executive Committee is committed to taking the evaluation results as a guideline for further improvement.

The Executive Committee still has a commitment to perform duties with full capacities and prudence for the most benefit of all groups of stakeholders. Also, it is to lead HARN towards effective operating performance according to good corporate governance policies and principles, anti-corruption, business ethics, and organizational development towards sustainable growth as appropriate to support the vision, mission, and strategy of HARN's business for the international sustainability direction. This can reflect the operations with responsibility to the environment, society, and governance or ESG with a balance. Following the commitment in various fields, HARN has been evaluated in the 5-star "excellent" business for the 4th consecutive year with the full score of 100 for the shareholders' meeting for the 5th consecutive year. This reflects HARN's good corporate governance under standards, along with its responsibilities for the environmental, social, and sustainable management which result from the effective cooperation of the Executive Committee and employees. Therefore, HARN will confidently experience continual growth with utmost benefits to all stakeholders and value added to shareholders through the long-term sustainability.