

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.

Succession Plan

The Board must ensure that HARN has an appropriate nomination process for key management positions at all levels. The Top Executives will be selected through a nomination process that will consider both internal and external, however HARN has taken steps to develop its executives to lay down a succession plan for personnel when the time comes for assuming higher positions that become vacant, namely: the Chief Executive Officer, Chief Marketing Officer, Chief Financial Officer and Chief Operating Officer.

The Board appoint the Nomination and Remuneration Committee to act a succession policy of top executive and to nominate persons with appropriate knowledge, capability, experience, visionary, leadership, ability to communicate to be clearly and point, communicate and create participation in the same direction to fill the positions of HARN Executives. They must be legitimately qualified with no prohibited characteristics. In addition, recruitment, employee training and development plan must be prepared in advance before top executives retire or resign. At least 2 years.

HARN has been grooming top executive to become qualified candidates to replace the top executive due to retire in the next 3 - 5 years. There are processes in order to set up a Succession Plan to develop a for potential leaders to assume higher positions that become vacant, namely: Chief Executive Officer, Chief Marketing Officer, Chief Financial Officer and Chief Operating Officer. Report progress to the Board at least once a year.

In 2022, HARN has selection group members of potential executives, including a of 5 group's top executives, 5 group's directors department, included manager groups level in advance when the position becomes vacant. This year, 2 group's members of top executives, Mr. Thammanoon Tripetch was appointed to Chief Executive Officer and Mr. Rattanaphan Mookhariwattananont was appointed to Chief Marketing Officer.