

Report of the Executive Committee



The Board of Directors appointed the Executive Committee, consists of director and top executive of 6 member, namely Mr. Wirat Sukchai (Chief Maketing Officer) as the Chairman of the Committee, Mr. Jain Charnnarong (director), Mr. Thammanoon Tripetchr (Chief Executive Officer), Mr. Rattanaphan Mukhariwattananon (Chief Maketing Officer), Mr. Wisit Wachiralappaitoon (Chief Financial Officer) and Mrs. Varinkan Teraumranon (Chief Operating Officer), as members of the Committee, which knowledgeable, competent, and experienced to support the Board in formulating policies and guidelines, and various strategic plans, as well as monitoring the results of performance to be in objectives, in line with the CG and sustainability code of the international standard, with secretary to this committee is Mrs. Varinkan Teraumranon.

The Executive Committee emphasizes adherence to the principles of good corporate governance, code of conduct, anti-corruption, and sustainable development, aims to create a balance between the environment, society, and governance (ESG) in line with international standards on an ongoing basis. These factors are crucial in ensuring efficient operations and promoting sustainable business practices, so that HARN gains trust from all stakeholders and is recognized internationally.

In 2024, marked another year in which HARN was faced with a series of complex, unpredictable, and unavoidable business events and circumstances, including geopolitical conflicts such as the ongoing Russia-Ukraine conflict and the war between Israel and Hamas, as well as concerns over an impending economic recession, all of which led to high volatility in product prices and spreads. To address this, HARN implemented a number of measures to manage and minimize the impact of these risks on the achievement of its objectives in different dimensions so as to overcome crises, maintain its competitiveness, and achieve sustainable growth.

In 2024, 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 to the Board of Directors regularly, with attendance detailed below:

1. Mr. Wirat Sukchai	Chairman attended 12/12 times
2. Dr. Jain Charnnarong	Member attended 12/12 times
3. Mr. Thammanoon Tripetchr	Member attended 12/12 times
4. Mr. Rattanaphan Mukhariwattananon	Member attended 12/12 times
5. Mr. Wisit Wachiralappaitoon	Member attended 12/12 times
6. Mrs. Varinkan Teraumranon	Member attended 12/12 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.

Specified and reviewed vision, mission and business operation plans of HARN’s across various business lines and subsidiaries on a monthly, by specifying that the meeting shall be arranged and such plans communicate be conveyed to the management and the employees at all levels for their acknowledgement and compliance, so that the targets should be achieved as per specified, considering the internal and external factors, including acceptable opportunities and risks and report every quarter the progress to the Board for acknowledgment.

## 2. Reviewed and monitored performance

Reviewed and track the performance of HARN's across various business lines and subsidiaries on a monthly, as well as the progress of various projects, budgets approved by the Board, in order to accordance plan and target, including provided useful recommendations and suggestions in conducting business to maximize efficiency and effectiveness, and report every quarter the performance to the Board for acknowledgment.

## 3. Considered and approved the annual budget and investment

Scrutinize and granting approved the annual budget and investment of HARN, including the develop information technology systems, computer equipment renovation, fire protection system renovation, innovation project and other important matters in business to promote sustainable business operations on environment, society, and governance, which are then proposed to the Board's approval.

## 4. Consider granting approved the 2023 annual dividend

Scrutinize and granting approved, annual dividend payment at the rate Baht 0.15 per share, as the dividend payment of net profit from the operating results of the year 2023 as reference to specific financial statements, which are then proposed to the Board's and the shareholders' approval.

## 5. Specified and reviewed organizational structure, administration, and policy of human resource management

Reviewed 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 salary increase rate, bonus, and other benefits for the year 2024 for employee and department manager, except Chief Executive Officer.

## 6. Supervised compliance with good corporate governance

Supervised and monitoring HARN's and subsidiaries governance to ensure compliance with international standards and criteria set forth by regulatory agencies such annual general meeting of shareholders, disclosures to ensure their timeliness and the completeness and accuracy of the material information disclosed in accordance with the criteria stipulated by regulators, and monitoring the handling of complaints to ensure with the complaints/whistleblower policy.

## 7. Supervised the develop of corporate innovations

Driving giving comments and suggestions innovation to ensure a complete innovation management with efficient and systematic innovation and technology management for increased innovation effectiveness that meets HARN's strategic objectives and core goals, as well as resource optimization, to achieve tangible results and leveraging business in line with the purpose contributing to sustainable growth.

## 8. Consider the sustainable development

Giving importance to addressing climate change and has approved the annual sustainability development plan, covering success evaluation, development, as well as the strengthening of the culture and communication of sustainability efforts. As well as has also provided feedback, suggestions, and monitored the implementation of the plan. Key activities in 2024 include reviewing the sustainable development policy, setting environmental policies across all ESG dimensions, and setting targets to reduce carbon dioxide in both direct and indirect operations, attaining Carbon Neutrality by 2040, and achieving net zero greenhouse gas emissions by 2050, Fostered the corporate sustainability culture for directors, executives and employees through communication and activities

## 9. Reviewed charter and assessment of the Executive Committee

Reviewed the Executive Committee charter to ensure that the guidelines for their performing duties are comprehensiveness, suitability, sufficiently and alignment with the current situations. Reviewing and the performance assessment both group assessment and self-assessment, for 2024 to ensure their alignment with the Executive Committee charter and the good practices of the SET. The assessment results both group and individuals are at a good level, which has been reported to the Board. The Executive Committee intends to taking the evaluation results as a guideline for further improvement.

However, HARN and the Board, including Executives, no fine or civil actions by regulatory corporate such as the SEC, SET or NACC etc., regarding corruption, good corporate governance, code of conduct, compliance with relevant laws.

The Executive Committee still has a commitment to perform duties with full capacities and prudence for the most benefit of all groups of stakeholders, places great importance with the corporate governance on ensuring HARN's strict compliance the corporate governance policy, anti-corruption, code of conduct and organizational development sustainable. Considering the balance in ESG, as well as support the vision, mission, and strategy of HARN's business for the international sustainability direction. Following the commitment in various fields, HARN has been evaluated in the 5-star "excellent" business for the 6<sup>th</sup> consecutive year with the full score of 100 for the shareholders' meeting for the 7<sup>th</sup> consecutive year, Including obtaining "A-level" sustainability assessment as the first year. The achievements show HARN's good corporate governance standards along with sustainable development and responsibilities for the social, which result from the commitment and cooperation of the Board's, executive and employees, which has enabled HARN experience continuously growth and its sustainability and its sustainability has been recognized by all stakeholders, creating long-term sustainable value for shareholders.