

STRACON GROUP HOLDING INC.

Chief Executive Officer

1. Purpose

Responsible for operational management of STRACON Group Holding Inc. (the “**Company**”), with full accountability for achieving competitive results consistent with enterprise strategies for short and long-term growth and profitability and for meeting stakeholders’ expectations.

2. Primary Responsibilities

- ▼ Develop for Board approval, long-term strategic direction, vision and positioning to ensure the creation of shareholder value for the Company and develop an annual operating plan and financial budget to support the Company’s long-term strategy.
- ▼ Manage the Company within an integrated Enterprise Risk Management framework, ensuring appropriate risk diversification, while remaining fully responsible for the quality of assets and overall Group risk profile.
- ▼ Motivate executive team members, set goals, delegate authority and responsibility for individual tasks and strategic initiatives, and provide overall management to ensure the leadership team is effective.
- ▼ Develop the Company’s organizational structure, including subsidiary relationships, to maximize productivity, regulatory/legal compliance and tax-effectiveness.
- ▼ Foster a corporate culture that promotes ethical practices and encourages individual integrity, maintain a high level of employee morale and motivation, and ensure adequate systems of people, structure, technology, policies and processes to facilitate cost-effective output.
- ▼ Run day-to-day operations of the Company, including oversight of large business transactions, capital management, financial management, new market entry, planning and executing business acquisitions and divestitures, and monitoring business performance.
- ▼ Foster a climate of customer focus; maintain customer contact and set the tone for effective business development and retention.
- ▼ Lead a robust performance management system for encouraging and rewarding right behaviours and ensure succession plans are in place to provide the continuity of leadership required by the Company for the future.

- ▼ Serve as the chief spokesperson for the Company, communicating effectively with the financial and investment community, customers, shareholders and other key public stakeholders.
- ▼ Ensure operations are conducted in full compliance with laws, regulations, the Company's Code of Ethics and Business Conduct (or any similar code), the Company's Anti-Corruption Policy, the Company's Human Rights Policy and Delegations of Authority, disclosure controls and procedures and internal control over financial reporting.
- ▼ Ensure that the system of internal controls is continually assessed for operating effectiveness.
- ▼ Work closely with the Board to ensure that the Board is kept appropriately informed of the overall business operations and major issues facing the Company, that the focus of Board Meetings is on the right issues, and information is available in a timely and effective manner. Additionally, the CEO is to ensure that the best advice and counsel are drawn from Board members during meetings and as required throughout the year.

3. Reporting

The CEO reports directly to the Board.



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