Approved by:
Resolution of the Board of Directors Meeting No. 8
Dated 12 November 2025 (Agenda 7)

Scope Authority Duty and Responsibility of the Nomination and Remuneration Committee
of
Sermsang Power Corporation Company Limited and its Subsidiaries

Meeting of the Nomination and Remuneration Committee has resolution to approve scope, authority, duty and responsibility of the Nomination and Remuneration as follows:

1) Propose structure, composition and qualifications of the Board of Directors and others Sub-Committee.
2) Consider criteria and process to recruit and nominate proper personnel to be Directors, Chief Executive Officer when expired or vacancy or other executive position as the Board assigns for the Board of Directors to meeting of the Board of Directors or Shareholders (as the case maybe).
3) Propose list of names of Directors for the position in sub-committee of the Company.
4) Consider for approval in succession plan of top executives of the Company (as the definition "Executives" specified by the announcement of the Securities and Exchange Commission Re: Determination of Definitions in Notices on Issuance and Offering for Sale of Securities).
5) Consider the criteria in assessment performance of Executive Directors and Executive Committee and propose to the Board of Directors.
6) Performance appraisal for Executive Directors and Executive Committee and propose for approval from the Board of Director.
7) Propose guidelines for remuneration, remuneration method and other benefits to the Board of Directors and sub-committees appointed by the Board.
8) Consider annual remuneration for Directors, Chief Executive Officer including meeting allowance, annual bonus, welfare and other fringe benefits and propose to meeting of the Board and /or Shareholders (as the case maybe).
9) Responsible and accountable for reviewing policies as appropriate and supporting effective anti-corruption to comply with changes in business, and relevant rules, regulations and laws, and approving the amendment to propose to the Board of Directors for approval

(Mr. Varut Tummavaranukub)
Chief Executive Officer
Sermsang Power Corporation PLC.

Record of Revision History – Resolution of the Board of Directors Meeting No. 3, February 27, 2025 (Agenda 9)