



บริษัท ทีทีซีแอล จำกัด (มหาชน) TTCL PUBLIC COMPANY LIMITED

TAX ID 0107551000185 (HEAD OFFICE)
159/41-44 SERMMIT TOWER 27th - 30th FLOOR
SUKHUMVIT 21 (ASOKE) ROAD, NORTH KLONGTOEY,
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เลขประจำตัวผู้เสียภาษี 0107551000185 (สำนักงานใหญ่)
159/41-44 อาคารเสริมมิตรทาวเวอร์ ชั้น 27-30 ถนนสุขุมวิท 21 (อโศก)
แขวงคลองเตยเหนือ เขตวัฒนา กรุงเทพมหานคร 10110
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Remuneration Policy

TTCL Public Company Limited has established a Remuneration Policy for the Board of Directors, Sub-committees, Board of Management and Management to ensure fairness, reasonableness, and alignment with their duties and responsibilities in accordance with the principles of Good Corporate Governance. Therefore, the Nomination and Remuneration Committee has been assigned to consider the remuneration policy by comparing it with companies in the same industry that has been similar size and performance. This consideration must include reliable reference, such as the results of Directors compensation survey of listed companies conducted by Thai Institute of Directors Association (IOD) to ensure transparency and accountability.

As mentioned above, the Company has established procedures guidelines for approval the remuneration of Board of Directors. Sub-committees, Board of Management and Management as follows:

1. Board of Directors and Sub-Committees

The Nomination and Remuneration Committee shall annually propose the remuneration of Board of Directors and sub-committees to Board of Directors Meeting for acceptance prior present it to the Annual General Meeting of Shareholders for approval.

2. Board of Management

The Nomination and Remuneration Committee shall propose the remuneration of Board of Management to the Board of Directors Meeting for consideration and approval.

3. Management

The Nomination and Remuneration Committee shall propose the remuneration of management to President and Chief Executive Officer for consideration and approval.

This Remuneration Policy has been considered and reviewed by the Corporate Governance Committee No.3/2567 on August 6, 2024 and presented to the Board of Directors for acknowledgement as per its resolution of the Board of Directors Meeting No.4/2567 on August 14, 2024.

Effective on August 14, 2024 onwards.

-Signed-

(Mr. Wanchai Ratinthorn)
President & CEO

-Signed-

(Mr. Suvit Manomaiyanon)
Chairman of Corporate Governance Committee

