

# Report of the Remuneration Committee

According to PTT Plc's regulations, a Remuneration Committee is to be appointed, with all members coming from the Board of Directors, charged with defining the compensation for the Board and the Chief Executive Officer (CEO)/President through fair and reasonable criteria or a procedure for Board compensation. The Committee consists of three members, one of whom is to be an independent director.

Meeting once during the year, the Committee performed its assigned duties with due prudence, care, and logic. At the meeting, compensation for the Board and the CEO/President was deliberated, with consideration given to achievements and success against goals, through efficient appraisal. The Board is to conduct its own appraisal in three ways: collective, self-assessment, and cross-assessment; the CEO/President had a series of performance indicators defined at the beginning of the year, to be appraised at year-end. In their deliberation, the committee took into account economic reality in comparison with the compensation packages of leading companies in comparable industries, both in and outside SET.

For transparency of examination, the Remuneration Committee has disclosed the compensation details of the Board, the committees, and the Management in this annual report.



A handwritten signature in black ink, reading "Ampon Kittiampon". The signature is fluid and cursive, with a long horizontal stroke at the end.

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Mr. Ampon Kittiampon  
Chairman, Remuneration Committee  
February 5, 2009