

Information on remuneration for directors and Sub-committees members

The Nomination and Remuneration has carefully considered the directors' remuneration taking into account the appropriate level comparable to the market and the same industry, the Company's performance, and the roles and responsibilities of the director and each member of the Sub-committees and recommended the Board of Directors to further propose the shareholders to maintain the remuneration for directors and members of Sub-committees for the year 2021 at the total amount of not exceeding Baht 10 million (Baht Ten Million) which is the same amount as approved by the 2020AGM and authorize the Board of Directors to allocate the remuneration to directors and members of Sub-committees as deemed appropriate. Due to the significant loss in year 2020 of the whole TTA group, the Nomination and Remuneration Committee considered and recommended the Board of Directors not to pay the remuneration in the form of bonus to non-executive directors for the year 2020.

The Board of Directors carefully considered and resolved to propose the AGM to consider and approve the remuneration in the form of monthly standard fee, meeting allowance for directors and members of Sub-committees and bonus for the year 2021 at the total amount of not exceeding Baht 10 million (Baht Ten Million) and to authorize the Board of Directors to allocate the remuneration to directors and members of Sub-committees as deemed appropriate as recommended by the Nomination and Remuneration Committee.

Description	Year 2021 (Proposed Year)	Year 2020	
		Proposed amount	Actual amount paid
Directors' remuneration	Not exceeding Baht 10 million	Not exceeding Baht 10 million	Baht 7.7 million
Other benefits	None	None	

For year 2020, the remuneration in the form of monthly standard fee and meeting allowance paid to directors and members of subcommittees was Baht 7.7 million (Baht Seven Million and Seven Hundred Thousand). The Company did not pay the remuneration in the form of bonus to non-executive directors for the year 2020. The Company did not pay any other forms of remuneration or benefit to directors apart from the remuneration as aforementioned. So the total of remuneration paid to non-executive directors was not exceeding the remuneration budget of Baht 10 million (Baht Ten Million) as approved by the shareholders at the 2020AGM on 3 August 2020. Details of the "Remuneration and Bonus for the Board of Directors and Sub-committees of TTA for Year 2020" are provided under "Management Structure" section in the 2020 Annual Report (page 86) as per Enclosure 1.

The details of remuneration paid to directors and Sub-committees and bonus in 2020 and proposed for the year 2021 are as follows :

Committees	Type of Remuneration	Rate
Board of Directors (Non-executive directors)	Standard monthly fee	Baht 150,000 - Chairperson Baht 24,500 per Non-Executive Director
	Attendance fee per meeting	Baht 54,000 - Chairperson Baht 31,500 per Non-Executive Director
	Bonus	A bonus for all Non-Executive Directors shall be paid at a rate of not exceeding 1% of the consolidated net profit of the Company (after deducting unrealized gains/losses). The Board of Directors will fix the appropriate amount of the bonus to be payable to the directors (in compliance with the above director bonus policy).
Audit Committee	Attendance fee per meeting	Baht 33,600 - Chairperson Baht 28,000 per member
Nomination and Remuneration Committee	Attendance fee per meeting	Baht 25,200 - Chairperson Baht 21,000 per member
Risk Management Committee	Attendance fee per meeting	Baht 15,120 - Chairperson Baht 12,600 per member
Corporate Governance Committee	Attendance fee per meeting	Baht 15,120 – Chairperson Baht 12,600 per member
Executive Committee	Attendance fee per meeting	Baht 100,000 – Chairperson Baht 28,000 per member

Remark: The Company does not offer any other forms of remuneration or benefits to directors apart from the remuneration as detailed above.

Comparison of Directors' Remuneration

The latest 2020 Directors' Remuneration Report surveyed by the Thai Institute of Directors Association (“IOD”), providing listed companies statistical information of director's remuneration, is used as an index for comparison with the directors' remuneration of the Company for 2020 as follows:

Directors' remuneration of listed company with revenues exceeding Baht 10,000 million

Unit: Baht

Chairman	Median	Min	Max	TTA
Retainer Fee	52,250	14,375	320,000	150,000
Attendance Fee per meeting	30,000	6,250	92,000	54,000

Non-Executive Director	Median	Min	Max	TTA
Retainer Fee/person/month	31,667	7,250	150,000	24,500
Attendance Fee per meeting	21,000	5,000	55,000	31,500

Remuneration for Sub-committee surveyed by IOD for 2020 considering companies with revenues exceeding Baht 10,000 million

a) Attendance fee for Audit Committee as surveyed by IOD

Unit: Baht

Per person/per meeting	Median	Min	Max	TTA
Chairman	30,000	6,250	100,000	33,600
Member of Committee	20,000	4,375	100,000	28,000

b) Attendance fee for Nomination and Remuneration Committee as surveyed by IOD

Unit: Baht

Per person/per meeting	Median	Min	Max	TTA
Chairman	25,850	6,250	100,000	25,200
Member of Committee	20,000	5,000	100,000	21,000

c) Attendance fee for Corporate Governance Committee as surveyed by IOD

Unit: Baht

Per person/per meeting	Median	Min	Max	TTA
Chairman	25,750	6,250	100,000	15,120
Member of Committee	20,000	5,000	100,000	12,600