

Information on remuneration for directors and subcommittees members

The Nomination and Remuneration Committee has carefully and cautiously 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 subcommittees and recommended the Board of Directors to further propose to the shareholders.

The Board of Directors carefully and cautiously considered the recommendation of the Nomination and Remuneration Committee and resolved to propose the AGM to consider and approve the remuneration in the form of monthly standard fee, meeting attendance fee for directors and members of subcommittees and bonus for the year 2022 at the total amount of not exceeding Baht 10 million (Baht Ten Million) and to authorize the Board of Directors to allocate the remuneration for the year 2022 to directors and members of subcommittees as deemed appropriate. The Company also provided Directors and Officers Liability Insurance for directors and officers of the Company. Details of the remuneration are as follows:

- Monetary Remuneration

Description	Year 2021		Year 2022 (Proposed Year)
	Approved Amount	Actual Amount Paid	
Directors' remuneration	Not exceeding Baht 10 million	Baht 9.96 million	Not exceeding Baht 10 million

- Non-Monetary Remuneration

The Company provided Directors and Officers Liability Insurance for directors and officers of the Company and its subsidiaries in the total liability limit of Baht 1,200 million per year for both in year 2021 and 2022.

For the year 2021, the remuneration in the form of monthly standard fee and meeting attendance fees paid to directors and members of subcommittees was Baht 7.16 million and the bonus paid to non-executive directors was Baht 2.8 million, of which the amounts are in line with the director bonus policy, and do not exceed the remuneration budget of Baht 10 million as approved by the shareholders at the 2021 AGM on 10 May 2021. The Directors and Officers Liability Insurance has been provided for directors and officers of the Company and its subsidiaries in the total liability limit of Baht 1,200 million per year. The Company did not pay any other forms of remuneration or benefit to directors apart from the remuneration as aforementioned. Details of the "Remuneration and Bonus for the Board of Directors and Subcommittees of TTA for Year 2021" are provided under "Details of the Board of Directors, Subcommittees, Executives and Personnel" section of the Annual Report 2021 or Form 56-1 One Report (page 204) as per Enclosure 1.

The details of remuneration paid to directors and subcommittees and bonus in 2021 and proposed for the year 2022 are as follows :

- Monetary Remuneration

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

- Non-Monetary Remuneration

The Company provided Directors and Officers Liability Insurance for directors and officers of the Company and its subsidiaries in the total liability limit of Baht 1,200 million per year.

Remark: The Company did not pay any other forms of remuneration or benefit to directors apart from the remuneration as aforementioned.

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 2022 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 subcommittees 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