

Remuneration of Directors and Key Management Personnel

Information on the remuneration of Directors of the Company and top five key management personnel of the Group is set out below.

Directors of the Company as at 30 September 2016	Remuneration \$	Director Fee %	Adviser Fee %	Allowances %	Total %
Mr Charoen Sirivadhanabhakdi	- ¹	-	-	-	-
Khunying Wanna Sirivadhanabhakdi	- ¹	-	-	-	-
Tengku Syed Badarudin Jamalullail	135,000 ²	100	-	-	100
Mr Timothy Chia Chee Ming	147,000	100	-	-	100
Mr Koh Poh Tiong	2,100,593 ³	8.2	87	4.8	100
Mrs Siripen Sitasuwan	176,000	100	-	-	100
Mr Chotiphat Bijananda	81,000	100	-	-	100
Mr Thapana Sirivadhanabhakdi	199,086 ⁴	100	-	-	100
Mr Sithichai Chaikriangkrai	157,000	100	-	-	100
Mr Prapakon Thongtheppairot ⁶ (Alternate Director)	78,500 ⁵	100	-	-	100

Notes:

- 1 Mr Charoen Sirivadhanabhakdi and Khunying Wanna Sirivadhanabhakdi waived payment of Directors' fees due to them.
- 2 Includes the payment of \$20,000 being the basic fee for serving as the Lead Independent Director.
- 3 Includes payment of \$1,828,086 being fees for services provided as adviser to the Board and \$100,593 being car allowance paid pursuant to this appointment.
- 4 Includes payment of \$33,000 being director's fees from Times Publishing Limited ("TPL").
- 5 Includes payment of \$31,500 being director's fees from TPL.
- 6 In addition to being Alternate Director to Mr Sithichai Chaikriangkrai, Mr Prapakon Thongtheppairot was also CEO, Beer with effect from 19 August 2015 up until the cessation of his appointment on 30 September 2016. Mr Edmond Neo was appointed CEO, Beer with effect from 1 October 2016.

Key Management Personnel of the Group as at 30 September 2016	Remuneration \$	Fee %	Salary %	Bonus %	Allowances & Benefits %	Others %	Long-Term Incentives %	Total %
Dato' Ng Jui Sia ¹	1,022,084	-	66	15	11	-	8	100
Mr Anthony Cheong Fook Seng	1,066,510	-	59	23	10	-	8	100
Mr Hui Choon Kit	922,365	-	54	28	6	-	12	100
Mr Lee Meng Tat	1,237,332	-	57	32	4	-	7	100
Mr Lim Yew Hoe	1,299,033	-	39	20	32	-	9	100
Total:	5,547,324							

Note:

- 1 Dato' Ng Jui Sia was appointed Adviser, Strategic Projects with effect from 1 May 2015 and retired on 30 September 2016.

No termination, retirement and post-employment benefits were granted to Directors and the above mentioned key management personnel (who are not Directors or the CEO of the Company).

There are no employees within the Group who are immediate family members of a Director, and whose remuneration exceeds \$50,000 during the year.