



FRASER AND NEAVE, LIMITED

Directors' Fees

The remuneration of non-executive Directors takes into account their level and quality of contribution and their respective responsibilities, including attendance and time spent at Board meetings and Board Committee meetings. Directors are paid a basic fee and attendance fees for attending Board meetings. Non-executive Directors who perform services through Board Committees are paid additional basic and attendance fees for such services. No Director decides his own fees. Directors' fees are reviewed annually to benchmark such fees against the amounts paid by other major listed companies. The Company's Board fee structure during the year is as set out below. The Board fee structure remains unchanged from that in the preceding financial year i.e. financial year ended 30 September 2016.

	Basic Fee \$	Attendance Fee \$
Board		
- Chairman	150,000	2,000
- Member	75,000	1,000
- Lead Independent Director	20,000	-
Audit Committee and Board Exco		
- Chairman	50,000	2,000
- Member	25,000	1,000
NC, RC and Risk Management Committee		
- Chairman	30,000	2,000
- Member	15,000	1,000

Shareholders' approval will be sought at the 119th AGM of the Company on 29th January 2018, for the payment of Directors' fees proposed for the financial year ending 30 September 2018 up to \$2 million, the same amount for which approval was sought and obtained at the 118th AGM of the Company.