



FRASER AND NEAVE, LIMITED

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 2017	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	145,000	100	–	–	100
Mr Koh Poh Tiong	2,127,694 ^{3,4}	8.5	85.5	6	100
Mrs Siripen Sitasuwan	175,000	100	–	–	100
Mr Chotiphat Bijananda	80,000	100	–	–	100
Mr Thapana Sirivadhanabhakdi	165,000 ⁴	100	–	–	100
Mr Sithichai Chaikriangkrai	160,000	100	–	–	100
Mr Michael Chye Hin Fah (Alternate Director)	30,833	100	–	–	100
Mr Prapakon Thongtheppairot (Alternate Director)	50,000 ⁴	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 \$1,819,000 being fees for services provided as adviser to the Board, and \$127,694 being car allowance paid pursuant to this appointment.

4 The Directors, who are also directors of Times Publishing Limited ("TPL"), have agreed to waive payment of directors' fees due to them from TPL for the year ended 30 September 2017.

Key Management Personnel of the Group as at 30 September 2017	Remuneration \$	Fee %	Salary %	Bonus %	Allowances & Benefits %	Others %	Long-Term Incentives ¹ %	Total %
Mr Anthony Cheong Fook Seng ²	791,060	-	56	21	13	-	10	100
Mr Bennett Neo Gim Siong	887,140	-	67	27	6	-	-	100
Mr Hui Choon Kit	942,669	-	56	30	5	-	9	100
Mr Lee Meng Tat	1,301,732	-	56	33	4	-	7	100
Mr Lim Yew Hoe	1,127,145	-	47	17	27	-	9	100
Total	5,049,746							

Notes:

1 The value of the long-term incentives was calculated based on the closing share price of F&N shares of \$2.08 on 28 December 2016.

2 Mr Anthony Cheong Fook Seng retired on 30 September 2017. His remuneration includes retirement benefits.

Save as disclosed above, 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.