

Remuneration of Directors, Chief Executive Officer of the Company and Key Management Personnel

Details of remuneration of the Directors, Chief Executive Officer of the Company and Key Management Personnel, together with a breakdown in percentage terms, are set below.

Directors of the Company during the financial year ended 30 September 2024	Remuneration \$	Director Fee %	Adviser Fee %	Allowances %	Total %
Mr Charoen Sirivadhanabhakdi	- ¹	-	-	-	-
Mr Ng Tat Pun	211,000 ²	100.0%	0.0%	0.0%	100.0%
Mr Chan Heng Wing	144,000	100.0%	0.0%	0.0%	100.0%
Ms Suong Dao Nguyen	95,000	100.0%	0.0%	0.0%	100.0%
Mr Charles Mak Ming Ying	80,000	100.0%	0.0%	0.0%	100.0%
Dr Sujittra Sombuntham	80,000	100.0%	0.0%	0.0%	100.0%
Mr Koh Poh Tiong	2,000,000 ^{3,4}	8.7%	91.3%	0.0%	100.0%
Mr Thapana Sirivadhanabhakdi	159,000 ⁴	100.0%	0.0%	0.0%	100.0%
Mr Sithichai Chaikriangkrai	155,000	100.0%	0.0%	0.0%	100.0%
Mr Michael Chye Hin Fah (alternate Director)	47,000	100.0%	0.0%	0.0%	100.0%
Mr Kosit Suksingha (alternate Director)	26,430 ^{4,5}	100.0%	0.0%	0.0%	100.0%
Mr Prapakon Thongtheppairot (alternate Director)	46,000	100.0%	0.0%	0.0%	100.0%

Notes:

- 1 During FY2024, Mr Charoen Sirivadhanabhakdi waived payment of Director's fees due to him.
- 2 Includes the payment of \$20,000 being the basic fee for serving as the Lead Independent Director.
- 3 Includes payment of \$1,826,000 being fees for services provided as adviser to the Board.
- 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 2024.
- 5 Mr Kosit Suksingha ("Mr Kosit") was appointed as an alternate Director to Mr Thapana Sirivadhanabhakdi with effect from 28 March 2024. On this date, Mr Kosit was also appointed as a Member of the Board Exco and a Member of the SRMC and his basic fee for serving on the Board Exco and the SRMC have been pro-rated accordingly.

Information on remuneration of the Chief Executive Officer of the Company for FY2024 is set out below:

Chief Executive Officer of the Company as at 30 September 2024	Remuneration \$	Fee %	Salary %	Bonus ¹ %	Allowances & Benefits %	Others %	Long-Term Incentives ² %	Total %
Mr Hui Choon Kit	904,814	0.0%	82.8%	0.0%	5.8%	0.0%	11.4%	100.0%

Notes:

- 1 Information is not available as at the time of publication.
- 2 The value of the long-term incentives was calculated based on the closing share price of F&N shares of \$1.05 on 29 February 2024.

Information on remuneration of the top five key management personnel of the Group for FY2024 is set out below:

Key Management Personnel of the Group as at 30 September 2024	Fee %	Salary %	Bonus¹ %	Allowances & Benefits %	Others %	Long-Term Incentives² %	Total %
Between \$1,000,000 to \$1,249,999							
Mr Lim Yew Hoe	0.0%	60.1%	0.0%	30.2%	0.0%	9.7%	100.0%
Between \$750,000 to \$999,999							
Mr Koh Tai Hong	0.0%	49.7%	0.0%	39.5%	0.0%	10.8%	100.0%
Between \$500,000 to \$749,999							
Ms See Kwan Kit Jennifer	0.0%	77.9%	0.0%	7.1%	0.0%	15.0%	100.0%
Mr Siew Peng Yim	0.0%	86.0%	0.0%	8.7%	0.0%	5.3%	100.0%
Mr Leong Chi How Christopher	0.0%	74.6%	0.0%	7.5%	0.0%	17.9%	100.0%
Aggregate of total remuneration for top five key management personnel (excluding Chief Executive Officer of the Company):						\$3,741,322	

Notes:

1 Information is not available as at the time of publication.

2 The value of the long-term incentives was calculated based on the closing share price of F&N shares of \$1.05 on 29 February 2024.