

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 2019	Remuneration \$	Director Fee %	Adviser Fee %	Allowances %	Total %
Mr Charoen Sirivadhanabhakdi	- ¹	-	-	-	-
Khunying Wanna Sirivadhanabhakdi	- ¹	-	-	-	-
Tengku Syed Badarudin Jamalullail	134,000 ²	100	-	-	100
Mrs Siripen Sitasuwan	174,000	100	-	-	100
Mr Timothy Chia Chee Ming	144,000	100	-	-	100
Mr Charles Mak Ming Ying	80,000	100	-	-	100
Mr Chan Heng Wing	79,000	100	-	-	100
Dr Sujitra Sombuntham	80,000	100	-	-	100
Mr Koh Poh Tiong	2,131,917 ^{3,4}	8.2	85.6	6.2	100
Mr Chotiphat Bijananda	80,000	100	-	-	100
Mr Thapana Sirivadhanabhakdi	162,000 ⁴	100	-	-	100
Mr Sithichai Chaikriangkrai	157,000	100	-	-	100
Mr Michael Chye Hin Fah (Alternate Director)	45,000	100	-	-	100
Mr Prapakon Thongtheppairot (Alternate Director)	44,000	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 \$1,824,000 being fees for services provided as adviser to the Board, and \$131,917 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 2019.

Key Management Personnel of the Group as at 30 September 2019	Fee %	Salary %	Bonus %	Allowances & Benefits %	Others %	Long-Term Incentives ¹ %	Total %
Between \$1,250,000 and \$1,499,999							
Lee Meng Tat	-	58.0	31.0	4.0	-	7.0	100.0
Lim Yew Hoe	-	46.0	18.0	28.0	-	8.0	100.0
Between \$1,000,000 and \$1,249,999							
Hui Choon Kit	-	56.0	29.0	5.0	-	10.0	100.0
Between \$750,000 and \$999,999							
Vivek Chhabra	-	68.0	20.0	7.0	-	5.0	100.0
Between \$700,000 and \$749,999							
Siew Peng Yim	-	63.0	26.0	7.0	-	4.0	100.0
Total:							\$5,195,411

Note:

- 1 The value of the long-term incentives was calculated based on the closing share price of F&N shares of \$1.68 on 21 December 2018.