

Remuneration of Directors and Key Management Personnel

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

Directors of the Company as at 30 September 2022	Remuneration \$	Director Fee %	Adviser Fee %	Allowances %	Total %
Mr Charoen Sirivadhanabhakdi	- ¹	-	-	-	-
Khunying Wanna Sirivadhanabhakdi	- ¹	-	-	-	-
Tengku Syed Badarudin Jamalullail	136,000 ²	100.0	-	-	100.0
Mr Ng Tat Pun	98,333 ³	100.0	-	-	100.0
Mr Chan Heng Wing	112,833 ⁴	100.0	-	-	100.0
Ms Suong Dao Nguyen	31,000 ⁵	100.0	-	-	100.0
Mr Charles Mak Ming Ying	80,000	100.0	-	-	100.0
Dr Sujittra Sombuntham	80,000	100.0	-	-	100.0
Mr Koh Poh Tiong	2,068,841 ^{6,7}	8.4	88.3	3.3	100.0
Mr Timothy Chia Chee Ming	38,500	100.0	-	-	100.0
Mrs Siripen Sitasuwan	117,917	100.0	-	-	100.0
Mr Chotiphat Bijananda	80,000	100.0	-	-	100.0
Mr Thapana Sirivadhanabhakdi	162,000 ⁷	100.0	-	-	100.0
Mr Sithichai Chaikriangkrai	156,000	100.0	-	-	100.0
Mr Michael Chye Hin Fah (Alternate Director)	47,000	100.0	-	-	100.0
Mr Prapakon Thongtheppairot (Alternate Director)	47,000	100.0	-	-	100.0

Notes:

- Mr Charoen Sirivadhanabhakdi and Khunying Wanna Sirivadhanabhakdi waived payment of Directors' fees due to them.
- Includes the payment of \$20,000 being the basic fee for serving as the Lead Independent Director.
- Mr Ng Tat Pun was appointed as a Director with effect from 1 January 2022. On this date, Mr Ng was also appointed as a Member of the Audit Committee. Mr Ng was subsequently appointed as the Chairman of the Audit Committee and a Member of the Remuneration Committee with effect from 1 June 2022.
- Mr Chan Heng Wing was appointed as the Chairman of the Remuneration Committee with effect from 1 January 2022. Mr Chan was also appointed as a Member of the Audit Committee with effect from 1 June 2022.
- Ms Suong Dao Nguyen was appointed as a Director with effect from 1 June 2022. On this date, Ms Suong was also appointed as a Member of the Nominating Committee.
- Includes payment of \$1,826,000 being fees for services provided as adviser to the Board, and \$68,841 being car allowance paid pursuant to this appointment.
- 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 2022.

CEO of the Company and Key Management Personnel of the Group as at 30 September 2022	Fee %	Salary %	Bonus %	Allowances & Benefits %	Others %	Long-Term Incentives¹ %	Total %
CEO of the Company							
Between \$1,000,000 to \$1,249,999							
Mr Hui Choon Kit ²	-	59.4%	26.5%	4.6%	-	9.5%	100.0%
Top Five Key Management Personnel							
Between \$1,000,000 to \$1,249,999							
Mr Lim Yew Hoe	-	47.7%	16.1%	28.7%	-	7.5%	100.0%
Between \$750,000 to \$999,999							
Mr Koh Tai Hong	-	45.3%	18.0%	27.0%	-	9.7%	100.0%
Between \$500,000 to \$749,999							
Ms See Kwan Kit Jennifer	-	62.0%	20.6%	6.0%	-	11.4%	100.0%
Mr Siew Peng Yim	-	68.7%	16.7%	8.2%	-	6.4%	100.0%
Mr Leong Chi How Christopher	-	62.6%	18.0%	7.1%	-	12.3%	100.0%
Aggregate of total remuneration for top five key management personnel (excluding CEO):						\$4,130,880	

Notes:

- The value of the long-term incentives was calculated based on the closing share price of F&N shares of \$1.39 on 18 April 2022.
- Mr Hui Choon Kit was appointed as CEO of the Company with effect from 1 February 2022. Prior to this appointment, he was the Chief Financial Officer and Company Secretary.