

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 2020	Remuneration \$	Director Fee %	Adviser Fee %	Allowances %	Total %
Mr Charoen Sirivadhanabhakdi	- ¹	-	-	-	-
Khunying Wanna Sirivadhanabhakdi	- ¹	-	-	-	-
Tengku Syed Badarudin Jamalullail	137,000 ²	100.0	-	-	100.0
Mrs Siripen Sitasuwan	175,000	100.0	-	-	100.0
Mr Timothy Chia Chee Ming	142,000	100.0	-	-	100.0
Mr Charles Mak Ming Ying	79,000	100.0	-	-	100.0
Mr Chan Heng Wing	81,000	100.0	-	-	100.0
Dr Sujittra Sombuntham	81,000	100.0	-	-	100.0
Mr Koh Poh Tiong	2,130,474 ^{3,4}	8.0	85.9	6.1	100.0
Mr Chotiphat Bijananda	79,000	100.0	-	-	100.0
Mr Thapana Sirivadhanabhakdi	159,000 ⁴	100.0	-	-	100.0
Mr Sithichai Chaikriangkrai	154,000	100.0	-	-	100.0
Mr Michael Chye Hin Fah (Alternate Director)	46,000	100.0	-	-	100.0
Mr Prapakon Thongtheppairot (Alternate Director)	46,000	100.0	-	-	100.0

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 \$1,829,000 being fees for services provided as adviser to the Board, and \$130,474 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 2020.

Key Management Personnel of the Group as at 30 September 2020	Fee %	Salary %	Bonus %	Allowances & Benefits %	Others %	Long-Term Incentives ¹ %	Total %
Between \$1,000,000 and \$1,249,999							
Lee Meng Tat	-	70.0	19.0	4.0	-	7.0	100.0
Lim Yew Hoe	-	51.0	13.0	29.0	-	7.0	100.0
Between \$750,000 and \$999,999							
Hui Choon Kit	-	69.0	16.0	6.0	-	9.0	100.0
Between \$500,000 and \$749,999							
See Kwan Kit Jennifer	-	66.0	17.0	6.0	-	11.0	100.0
Siew Peng Yim	-	72.0	15.0	9.0	-	4.0	100.0
Total:							\$4,505,195

Note:

- 1 The value of the long-term incentives was calculated based on the closing share price of F&N shares of \$1.29 on 28 August 2020.