

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 2021	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
Mrs Siripen Sitasuwan	175,000	100.0	-	-	100.0
Mr Timothy Chia Chee Ming	144,000	100.0	-	-	100.0
Mr Charles Mak Ming Ying	80,000	100.0	-	-	100.0
Mr Chan Heng Wing	80,000	100.0	-	-	100.0
Dr Sujittra Sombuntham	80,000	100.0	-	-	100.0
Mr Koh Poh Tiong	2,157,729 ^{3,4}	8.3	84.4	7.3	100.0
Mr Chotiphat Bijananda	80,000	100.0	-	-	100.0
Mr Thapana Sirivadhanabhakdi	164,000 ⁴	100.0	-	-	100.0
Mr Sithichai Chaikriangkrai	158,000	100.0	-	-	100.0
Mr Michael Chye Hin Fah (Alternate Director)	49,000	100.0	-	-	100.0
Mr Prapakon Thongtheppairot (Alternate Director)	48,000	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 \$1,822,000 being fees for services provided as adviser to the Board, and \$157,729 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 2021.

Key Management Personnel of the Group as at 30 September 2021	Fee %	Salary %	Bonus %	Allowances & Benefits %	Others %	Long-Term Incentives ¹ %	Total %
Between \$1,000,000 and \$1,249,999							
Mr Lee Meng Tat	-	67.0	20.0	4.0	-	9.0	100.0
Mr Lim Yew Hoe	-	51.0	14.0	26.0	-	9.0	100.0
Mr Hui Choon Kit	-	62.0	23.0	5.0	-	10.0	100.0
Between \$500,000 and \$749,999							
Ms See Kwan Kit Jennifer	-	61.0	18.0	6.0	-	15.0	100.0
Mr Siew Peng Yim	-	73.0	19.0	8.0	-	0.0	100.0
Total:							\$4,807,282

Note:

- 1 The value of the long-term incentives was calculated based on the closing share price of F&N shares of \$1.42 on 10 February 2021.