

**Employee Stock Option/ Share Scheme::Grant of share awards pursuant to F&N Performance Share Plan and F&N Restricted Share Plan****Issuer & Securities**

<b>Issuer/ Manager</b>	FRASER AND NEAVE LIMITED.
<b>Securities</b>	FRASER AND NEAVE, LIMITED - SG1T58930911 - F99
<b>Stapled Security</b>	No

**Announcement Details**

<b>Announcement Title</b>	Employee Stock Option/ Share Scheme
<b>Date &amp; Time of Broadcast</b>	26-Feb-2016 18:06:52
<b>Status</b>	New
<b>Announcement Sub Title</b>	Grant of share awards pursuant to F&N Performance Share Plan and F&N Restricted Share Plan
<b>Announcement Reference</b>	SG160226OTHR5BDS
<b>Submitted By (Co./ Ind. Name)</b>	Anthony Cheong Fook Seng
<b>Designation</b>	Company Secretary
<b>Description (Please provide a detailed description of the event in the box below)</b>	An announcement on the grant of share awards pursuant to the F&N Performance Share Plan and F&N Restricted Share Plan.
<b>Attachments</b>	<a href="#">FN Year 7PSP_RSP 26Feb 2016.pdf</a> Total size =42K

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## FRASER AND NEAVE, LIMITED

(Incorporated in the Republic of Singapore)

(Company Registration No: 189800001R)

### GRANT OF SHARE AWARDS PURSUANT TO F&N PERFORMANCE SHARE PLAN AND F&N RESTRICTED SHARE PLAN

In accordance with Rule 704(29) of the Listing Manual of the Singapore Exchange Securities Trading Limited, Fraser and Neave, Limited (the “**Company**”) wishes to announce details of the grant of contingent awards (“**Awards**”) of ordinary shares in the capital of the Company (“**Shares**”) pursuant to the F&N Performance Share Plan (“**F&N PSP**”) and F&N Restricted Share Plan (“**F&N RSP**”) as follows:

#### F&N PSP

a	Date of grant of Awards under the F&N PSP	26 February 2016
b	Number of Shares which are the subject of the Awards granted under the F&N PSP	84,383*
c	Market price of Shares on the date of grant	S\$1.97 per Share
d	Number of Shares granted to each director and controlling shareholder (and each of their associates), if any	Nil
e	Vesting date of Shares awarded	In December 2018

\*Note: The actual number of Shares to be delivered pursuant to the Awards granted under the F&N PSP will range from 0% to 200% and is contingent on the achievement of pre-determined targets set over a three-year performance period.

#### F&N RSP

a	Date of grant of Awards under the F&N RSP	26 February 2016
b	Number of Shares which are the subject of the Awards granted under the F&N RSP	1,255,976*
c	Market price of Shares on the date of grant	S\$1.97 per Share
d	Number of Shares granted to each director and controlling shareholder (and each of their associates), if any	Nil
e	Vesting date of Shares awarded	Tranche 1 (50%): In December 2017 Tranche 2 (25%): In December 2018 Tranche 3 (25%): In December 2019

\*Note: The actual number of Shares to be delivered pursuant to the Awards granted under the F&N RSP will range from 0% to 150% and is contingent on the achievement of pre-determined targets set over a two-year performance period.