

SUMMARY OF REMUNERATION POLICY

SUMMARY OF NON-EXECUTIVE DIRECTORS' REMUNERATION POLICY

The Non-Executive Directors' remuneration package reflects the experience, expertise and level of responsibilities undertaken by the Non-Executive Directors. The Non-Executive Directors' remuneration include fees, benefits-in-kind and other benefits including meeting allowances.

Details of the Non-Executive Directors' annual fees for the Board and the Board Committees are listed below:

Board/Board Committees	Annual Fees
Board	- RM600,000.00 (Chairman) - RM120,000.00 (Non-Executive Directors)
Audit Committee	- RM64,000.00 (Chairman) - RM32,000.00 (Non-Executive Directors)
Nomination and Remuneration Committee	- RM35,000.00 (Chairman) - RM20,000.00 (Non-Executive Directors)
Special Board Committee	- RM36,000.00 (Chairman) - RM24,000.00 (Non-Executive Directors)
Other Board Committees	- RM32,000.00 (Chairman) - RM16,000.00 (Non-Executive Directors)

Details of the Non-Executive Directors' benefits in accordance with the remuneration structure (excluding Directors' annual fees) are set out below :

MEETING ALLOWANCE	OTHER BENEFITS
<ul style="list-style-type: none"> Local RM2,000.00 Overseas (Flight time <= 8 hours) RM2,000.00 Overseas (Flight time > 8 hours) RM5,000.00 Teleconferencing RM1,000.00 	<ul style="list-style-type: none"> Company car allowance, driver, club membership telecommunication device meeting allowances for Non-Executive Chairman Medical coverage, insurance coverage, travel expenses, benefits-in-kind and other claimable benefits

In addition to the remuneration received from FGV, Non-Executive Directors also receive annual fees, benefits-in-kind and other benefits including meeting allowances, from their directorships in FGV subsidiary companies.

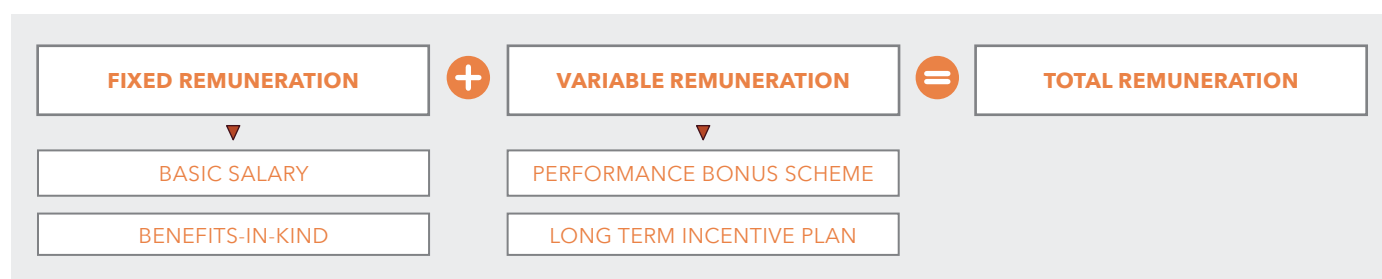
SUMMARY OF EXECUTIVE DIRECTOR'S REMUNERATION POLICY

The Executive Director receives a remuneration package which is reviewed and recommended by the Nomination and Remuneration Committee and approved by the Board. The remuneration package takes into account the individual performance and the inflation price index, which are benchmarked against information from independent sources for similar positions in other comparable companies.

The Group operates a Performance Remuneration Plan (PRP) which consists of performance bonus and Long Term Incentive Plan for all employees, including the Executive Director. Performance bonuses and Long Term Incentive Plan payable to the Executive Director is reviewed by the Nomination and Remuneration Committee and approved by the Board.

The Executive Director is not entitled to annual fees nor any meeting allowances for the Board and Board Committee meetings. Employee Directors are also not entitled to any annual fees in FGV Group.

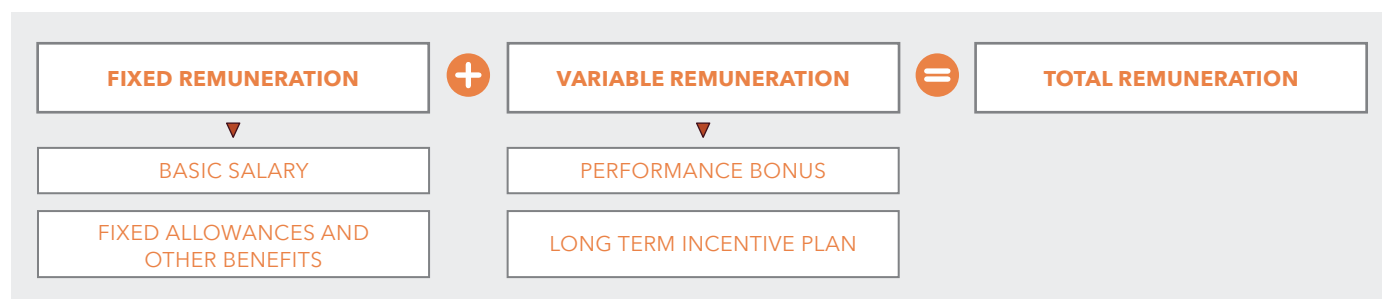
The summary of composition of the Executive Director's remuneration package is as follows:



SENIOR MANAGEMENT'S REMUNERATION POLICY

The Nomination and Remuneration Committee reviews annually the remuneration framework for Senior Management. The Nomination and Remuneration Committee takes into consideration the Company's performance to ensure the sustainability of the remuneration in the long run. FGV's remuneration structure which consists of fixed and variable remunerations are benchmarked against the industry to ensure alignment and pay competitiveness.

The following remuneration structure has been in effect since 2016. The Nomination and Remuneration Committee decided not to make material changes to the framework for 2017.



In line with ongoing cost optimization exercise, selected benefits were reduced on temporary basis since late 2017. In general, Senior Management's Performance Bonus is determined based on Group, Sector / Cluster / Division and individual performances. Individual weightage for these three factors vary between employee groups depending on employee's accountability and line of sight.

Board of Directors is responsible in assessing the individual performance of GP/CEO, Company Secretary and Chief Internal Auditor. The performance of other Senior Management is assessed by the GP/CEO.

The first Long Term Incentive Plan (LTIP) was granted in 2016 with 30% vested in March, 2017. The remaining 70% shares shall be vested in March, 2018 and 2019. The second LTIP was granted and vested in 2017. Moving forward, LTIP shall be granted and vested in the same manner as Performance Bonus aforementioned.