

## CLARIFICATION ON FGV HOLDINGS BERHAD'S DIRECTORS' REMUNERATION FOR FY2018

Names of directors	RM						BENEFITS IN 2017 BUT RECOGNISED IN 2018	2018 FGV DIRECTORS' REMUNERATION AS DISCLOSED ON PAGE 90-91 OF THE 2018 ANNUAL REPORT	Tenure in 2018
	FGV Board Fees	FGV Board Committee Fees	Rejected in 2019 AGM	Approved in 2017 AGM and 2018 AGM		ACTUAL 2018 FGV DIRECTORS' REMUNERATION			
			RESOLUTION 1 2019	RESOLUTION 7 (2017) and RESOLUTION 3 (2018)		TOTAL FEES AND BENEFITS			
			FY 2018 FGV DIRECTORS' FEES	Benefits-in- Kind	Other Benefits				
Datuk Wira Azhar Abdul Hamid	600,000.00	11,047.00	611,047.00	201,634.21	222,000.00	1,034,681.21	80,230.60	1,114,911.81	12 months
Mohd Hassan Ahmad	31,890.00	19,134.00	51,024.00	1,237.77	30,000.00	82,261.77	-	82,261.77	3.2 months
Dato' Dr. Othman Haji Omar	30,247.00	4,033.00	34,280.00	1,172.64	14,000.00	49,452.64	-	49,452.64	3 months
Dato' Yusli Mohamed Yusoff	38,466.00	18,216.00	56,682.00	1,502.31	22,000.00	80,184.31	-	80,184.31	3.8 months
Datuk Mohd Anwar Yahya	120,000.00	97,140.00	217,140.00	4,671.98	84,000.00	305,811.98	-	305,811.98	12 months
Dato' Mohamed Suffian Awang	120,000.00	68,000.00	188,000.00	4,671.98	70,000.00	262,671.98	-	262,671.98	12 months
Datuk Dr. Salmiah Ahmad	120,000.00	24,416.00	144,416.00	4,671.98	44,000.00	193,087.98	-	193,087.98	12 months
Dr. Mohamed Nazeeb P.Alithambi	120,000.00	64,723.00	184,723.00	4,671.98	98,000.00	287,394.98	-	287,394.98	12 months
Dr. Nesadurai Kalanithi	120,000.00	22,093.00	142,093.00	4,671.98	48,000.00	194,764.98	-	194,764.98	12 months
Datin Hoi Lai Ping	38,466.00	18,609.00	57,075.00	1,502.31	24,000.00	82,577.31	-	82,577.31	3.8 months
<b>Sub-total relating to current directors</b>	<b>1,339,069.00</b>	<b>347,411.00</b>	<b>1,686,480.00</b>	<b>230,409.14</b>	<b>656,000.00</b>	<b>2,572,889.14</b>	<b>80,230.60</b>	<b>2,653,119.74</b>	
Dato' Sri Abu Bakar Harun	58,849.00	9,808.00	68,657.00	1,228.40	4,000.00	73,885.40	-	73,885.40	6 months
Datuk Siti Zauyah Md Desa	88,438.00	62,949.00	151,387.00	3,448.49	62,000.00	216,835.49	-	216,835.49	8.8 months
Dato' Ab Ghani Mohd Ali	90,082.00	12,011.00	102,093.00	3,511.62	24,000.00	129,604.62	-	129,604.62	9 months
Datuk Muzzammil Mohd Nor	-	-	-	3,511.62	-	3,511.62	-	3,511.62	9 months
Tan Sri Dr. Sulaiman Mahbob	19,726.00	5,260.00	24,986.00	420.28	6,000.00	31,406.28	-	31,406.28	2 months
Dato' Yahaya Abd Jabar	106,192.00	63,880.00	170,072.00	4,136.60	58,000.00	232,208.60	-	232,208.60	10.5 months
<b>Sub-total relating to former directors</b>	<b>363,287.00</b>	<b>153,908.00</b>	<b>517,195.00</b>	<b>16,257.01</b>	<b>154,000.00</b>	<b>687,452.01</b>	<b>-</b>	<b>687,452.01</b>	
<b>Classification error - Building security expenses wrongly classified as Chairman's benefit</b>								<b>87,879.54</b>	
<b>TOTAL</b>	<b>1,702,356.00</b>	<b>501,319.00</b>	<b>2,203,675.00</b>	<b>246,666.15</b>	<b>810,000.00</b>	<b>3,260,341.15</b>	<b>80,230.60</b>	<b>3,428,451.29</b>	(Note 1)

### NOTE 1:

The abovementioned excludes the following:

- Datuk Wira Azhar Abdul Hamid's fees & benefits as Chairman of MSM Holdings Berhad
- Datuk Wira Azhar Abdul Hamid's salary as Interim Chief Executive Officer of FGV Holdings Berhad (Tenure: 24 October 2018 to 22 January 2019)
- Datuk Siti Zauyah Md Desa's fees as Ministry of Finance's (MoF) nominee Director in Felda Holdings Berhad
- Dato' Ab Ghani Mohd Ali's fees as Koperasi Permodalan Felda's (KPF) nominee Director in FGV Marketing Services Sdn. Bhd.
- Dato' Zakaria Arshad's remuneration as Group President/Chief Executive Officer being Non-independent Executive Director of FGV (1 January to 12 September 2019)

	RM
<b>Total</b>	<b>2,310,171.22</b>
<b>TOTAL AS DISCLOSED ON PAGE 90-91 OF THE 2018 ANNUAL REPORT</b>	<b>5,738,622.51</b>