

## 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.

The Non-Executive Directors' fee structure is set out in the table below:

BOARD/BOARD COMMITTEES	FEES PER ANNUM
Board	- RM300,000.00 (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)
Board Governance & Risk Management Committee	- RM32,000.00 (Chairman) - RM16,000.00 (Non-Executive Directors)
Investment Committee	- RM32,000.00 (Chairman) - RM16,000.00 (Non-Executive Directors)
Board Tender Committee	- RM32,000.00 (Chairman) - RM16,000.00 (Non-Executive Directors)
Special Board Committee 1	- RM36,000.00 (Chairman) - RM24,000.00 (Non-Executive Directors)

The Non-Executive Directors' revised remuneration structure (excluding Directors' fees) is set out below:

#### MEETING ALLOWANCE

##### Non-Executive Chairman and Non-Executive Directors

- Local: RM2,000.00
- Overseas (Flight time <= 8 hours): RM2,000.00
- Overseas (Flight time > 8 hours): RM5,000.00
- Teleconferencing: RM1,000.00

#### OTHER BENEFITS

##### Non-Executive Chairman

- Company car allowance (RM15,000.00 per month including petrol, toll charges and car maintenance)
- Driver (actual)
- Club membership (RM10,000.00 per annum)
- Mobile phone bills (actual)
- Personal entertainment (RM24,000.00 per annum)
- One (1) personal bodyguard at Chairman's disposal within Malaysia (actual)
- Medical coverage of RM100,000.00 per annum
- Group Personal Accident insurance coverage of RM200,000.00 per annum

##### Non-Executive Deputy Chairman

- Allowance (RM3,000.00 per month)
- Medical coverage of RM100,000.00 per annum
- Group Personal Accident insurance coverage of RM200,000.00 per annum

##### Non-Executive Directors

- Medical coverage of RM100,000.00 per annum
- Group Personal Accident insurance coverage of RM200,000.00 per annum

## SENIOR MANAGEMENT'S REMUNERATION POLICY

The Nomination and Remuneration Committee reviews the remuneration framework for Senior Management annually. The Nomination and Remuneration Committee takes into consideration FGV's performance to ensure the sustainability of the remuneration package 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 2019.

