

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 - RM120,000.00	(Chairman) (Non-Executive Directors)
Audit Committee	- RM64,000.00 - RM32,000.00	(Chairman) (Non-Executive Directors)
Nomination and Remuneration Committee	- RM35,000.00 - RM20,000.00	(Chairman) (Non-Executive Directors)
Board Governance & Risk Management Committee	- RM32,000.00 - RM16,000.00	(Chairman) (Non-Executive Directors)
Investment Committee	- RM32,000.00 - RM16,000.00	(Chairman) (Non-Executive Directors)

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

MEETING ALLOWANCE		
NON-EXECUTIVE CHAIRMAN	NON-EXECUTIVE DEPUTY CHAIRMAN	NON-EXECUTIVE DIRECTORS

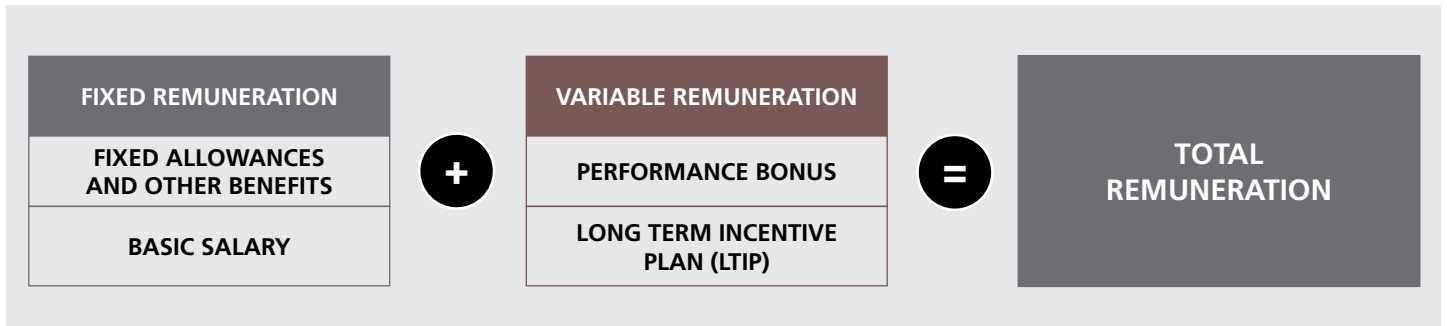
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| <ul style="list-style-type: none"> Local: RM2,000.00 Overseas (Flight time <= 8 hours): RM3,000.00 | <ul style="list-style-type: none"> Overseas (Flight time > 8 hours): RM5,000.00 Teleconferencing: RM2,000.00 |
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OTHER BENEFITS		
NON-EXECUTIVE CHAIRMAN	NON-EXECUTIVE DEPUTY CHAIRMAN	NON-EXECUTIVE DIRECTORS

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| <ul style="list-style-type: none"> 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 | <ul style="list-style-type: none"> 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 | <ul style="list-style-type: none"> Medical coverage of RM100,000.00 per annum Group Personal Accident insurance coverage of RM200,000.00 per annum |
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SUMMARY OF 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 Board of Directors is responsible for assessing the performance of the Group Chief Executive Officer (GCEO), Company Secretary and Chief Internal Auditor. The performance of other Senior Management is assessed by the GCEO. In general, the Senior Management's Performance Bonus is determined based on Group, Sector, Division and individual performances. The relative weighting (%) of the business and individual performances has been determined based upon an employee's position within the Company (line-of-sight), to directly impact and be held accountable for, his or her achievements and the Company's overall performance.