

SOUTHERN STEEL BERHAD

TERMS OF REFERENCE OF REMUNERATION COMMITTEE

1. To recommend to the Board of Directors a framework of remuneration of directors and key senior management, taking into account the demands, complexities and performance of the Company as well as skills and experience required.
2. To review, assess and determine the remuneration packages of directors and key senior management.
3. To consider appropriate long-term incentive schemes for executive directors and key senior management.
4. To review and approve performance-based remuneration by reference to corporate goals and objectives resolved by the Board of Directors from time to time.
5. To review and approve the compensation payable to executive directors and key senior management in connection with any loss or termination of their office or appointment.