

SOUTHERN STEEL BERHAD

TERMS OF REFERENCE OF REMUNERATION COMMITTEE

- To recommend to the Board a framework of remuneration of executive directors and key senior management officers.
- To review, assess and determine the remuneration packages of executive directors and key senior management officers.
- To consider appropriate long term incentive schemes for executive directors and key senior management officers.
- To review and approve performance based remuneration by reference to corporate goals and objectives resolved by the Board from time to time.
- To review and approve the compensation payable to executive directors and key senior management officers in connection with any loss or termination of their office or appointment.