

# **SOUTHERN STEEL BERHAD**

## **TERMS OF REFERENCE OF REMUNERATION COMMITTEE**

1. To recommend to the Board of Directors a framework of remuneration of executive directors and key senior management officers, 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 officers.
3. To consider appropriate long-term incentive schemes for executive directors and key senior management officers.
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 officers in connection with any loss or termination of their office or appointment.

*[Reviewed by Remuneration Committee in November 2018]*