HUPSteel Limited
The Hub For Steel

With reference to the queries made by SGX on the annual report 2014, the Board of Directors is pleased to provide the additional information requested.

Guideline 11.3 of the Code of Corporate Governance 2012 (the "Code") recommends that the Board should comment in the company's Annual Report on whether it has received assurance from the CEO and the CFO: (i) that the financial records have been properly maintained and the financial statements give a true and fair view of the company's operations and finances; and (b) regarding the effectiveness of the company's risk management and internal control system. Please disclose if the Board has received the relevant assurance from the CEO and the CFO or otherwise provide an explanation for any deviations;

Yes, the Board had received assurance from the CEO & CFO that (i) the financial records have been properly maintained and the financial statements for the financial year ended 30 June 2014 give a true and fair view of the Company's operations and finances; and (ii) regarding the effectiveness of the Company's risk management and internal control systems.

Guideline 11.3 of the Code of Corporate Governance 2012 (the "Code") recommends that the Board should comment on the adequacy and effectiveness of the internal controls, including financial, operational, compliance and information technology controls, and risk management systems (emphasis added). Please disclose the Board's comments on the adequacy and effectiveness of the Company's risk management systems or otherwise explain the reason(s) for any deviations; and

The Board is satisfied that internal controls, including financial, operational, compliance and information technology controls and risk management systems were adequate and effective in the year under review.

Listing Rule 1207(12) requires the Company to make disclosure on the Directors' and key executives' remuneration as recommended in the Code or otherwise disclose and explain any deviation from the recommendation. In particular, we refer to Guideline 9.3 of the Code, which recommends that the Company should name and disclose the remuneration of at least the top five key management personnel (who are not directors or the CEO) in bands of S$250,000. In addition, there should be a breakdown (in percentage or dollar terms) of each key management personnel's remuneration earned through base/fixed salary, variable or performance-related income/bonuses, benefits in kind, stock options granted, share-based incentives and awards, and other long-term incentives.

We note that the Company had disclosed the remuneration bands of all its key executives. In this regard, please disclose the breakdown (in percentage or dollar terms) of each key executives as recommended under Guideline 9.3 of the Code or provide reason(s) for any deviation.

The breakdown of the key 5 executives is as follow (each earning below $250k):-

Name (by alphabetical order)	Fixed (%)	Variable (%)	Total (%)
Chai Cho Lim	88	12	100
Lim Han Leong, Joseph	91	9	100
Teo Boon Tat	84	16	100
Teo Leong Seng	88	12	100
Yap Chuen Kong	86	14	100

All the above executives did not receive any stock options, share based incentives, awards, other long term incentives or benefits in kind in the year under review.

On behalf of the Board
Lim Kim Thor
CEO

116 Neythal Road, Singapore 628603 • Tel: (65) 6419 2121 • Fax: (65) 6419 2122/3
Website: www.hupsteel.com • Email: sales@hupsteel.com • Co. Reg. No : 197301452D