



## PALADIN ENERGY LTD

ACN 061 681 098

12 June 2018

ASX Market Announcements  
Australian Securities Exchange  
20 Bridge Street  
SYDNEY NSW 2000

By Electronic Lodgement

Dear Sir/Madam

### CHIEF EXECUTIVE OFFICER SUCCESSION

Paladin Energy Limited (**Paladin** or the **Company**) (ASX:PDN) is pleased to announce that Mr Scott Sullivan has been appointed as Chief Executive Officer (CEO) commencing on 1 July 2018.

Mr Sullivan brings 30 years of diversified mining experience to Paladin, across multiple commodities and projects domestically and internationally. His experience spans strategic planning in mines and smelters; feasibilities; commissioning; mine expansion and restructuring; mine, port and rail infrastructure; project management; sustainability and government and has a strong emphasis on operational optimisation.

He was most recently General Manager of Newcrest's large and complex Telfer gold-copper mine in the Pilbara Western Australia. Prior roles include CEO and Managing Director roles with ASX-listed companies centered in West Africa and the US and Asset President of NSW Energy Coal at BHP Billiton, being directly responsible for the operation and rapid expansion of one of Australia's iconic and highest producing coal mines, Mt Arthur, along with the Caroon Coal project and BHPB's share in the NCIG port infrastructure in Newcastle. Mr Sullivan was also GM of the Wambo Coal OC and UG operations in the Hunter Valley with Peabody Energy and successfully commissioned the UG mine to be one of the most productive thin seam Long Wall mines in the world.

Mr Sullivan is a Fellow of the Australian Institute of Mining and Metallurgy (FAusIMM) and Graduate of the Australian Institute of Company Directors (GAICD). He holds a Bachelor of Engineering in Mining and an MBA.

Paladin's Chairman, Rick Crabb said "*The Board is delighted that Scott has agreed to join the company, as he brings a wealth of operational experience as well as important African experience that will be essential for the future restart of production at the Langer Heinrich Mine in Namibia and the Kayelekera Mine in Malawi, following the normalisation of the uranium market.*"

Alex Molyneux, the outgoing CEO, will remain with the Company through July 2018, working with Mr Sullivan in a CEO role handover process. Mr Molyneux was appointed as the CEO of Paladin in August 2015 and successfully implemented cost optimisation strategies and various strategic solutions for Paladin and its challenges over the last three years..

"*On behalf of the Board I would like to thank Alex for his leadership, drive and commitment as Paladin's CEO over the last 3 years*" said Mr Crabb "*It was a very difficult time for Paladin and Alex's tenacity and relentless focus on finding and working through solutions each time we faced a new challenge was remarkable. He agreed to continue as CEO following the Company's restructure to enable the newly constituted Board to recruit a new CEO and we are grateful for his continued commitment to Paladin and professionalism during this process. We wish him well in his future endeavours.*"

Paladin Energy Ltd

**RICK CRABB**  
Chairman

## Key Terms of Employment for Mr Sullivan as CEO

The Company and Mr Sullivan have entered into an employment agreement for the role of Chief Executive Officer. The key terms are as follows:

Commencement date	1 July 2018
Term	No fixed term. Ongoing until terminated by either party
Salary	Annual salary of A\$400,000 (inclusive of superannuation)
Short term incentive (STI)	Up to a maximum of 50% of the total remuneration package (including salary), to be paid in cash and determined having regard to market relativities, the performance of the Company and Mr Sullivan's performance
Long term incentive (LTI)	Mr Sullivan will also be issued 5,000,000 Share Appreciation Rights (SARs) under the Company's Employee Performance Share Rights Plan. The SARs will have an exercise price of 0.16 and will vest in accordance with the following vesting conditions: <ul style="list-style-type: none"><li>• 1,000,000 will vest on 1 July 2019</li><li>• 1,000,000 will vest on 1 July 2020</li><li>• 1,000,000 will vest on 1 July 2021</li><li>• 2,000,000 will vest on 1 July 2022 provided the Langer Heinrich Mine has restarted production.</li></ul>
Notice period / termination entitlements	Mr Sullivan will be employed on a full time basis in this role with either party required to provide six (6) months' notice to terminate the employment contract.  Employment may be terminated immediately in certain circumstances including serious misconduct, incapacity or in the event of a material breach of the contract that is not remedied
Restraint	A three month restraint period applies