

stanmorecoal



16 March 2020

APPOINTMENT OF NEW CHIEF EXECUTIVE OFFICER

The Board of Stanmore Coal Limited (ASX: SMR) is pleased to announce the appointment of Mr Craig McCabe as CEO of the Company, commencing on 1 April 2020.

Mr McCabe worked in a range of operational and leadership roles within Wesfarmers Limited between 2008 and 2019, including as CEO of Wesfarmers Resources from August 2017 to December 2019 with responsibility for the Curragh and Bengalla mining operations. He took on the additional role of Executive – Wesfarmers Industrials after the sale of the Curragh mine in August 2018, providing executive and strategic input to the sale of Wesfarmers' interest in the Bengalla joint venture, as well as growth and acquisition opportunities across Wesfarmers Industrials. He has also been a director of a number of Wesfarmers companies over a period of eight years, including the role of Chair of Wesfarmers Curragh Board.

Mr McCabe led the operational turnaround of Wesfarmers Resources, overseeing sustainable reduction in mine cash costs while increasing production, delivering \$800m in capital projects and significantly improving safety performance.

Mr McCabe holds degrees in Engineering (Mining) from the University of South Australia and Sciences (Geoscience) from QUT, as well as a Graduate Certificate of Business Administration from QUT.

Chairman, Stewart Butel said, "We are delighted to appoint a CEO with Craig's leadership and operational experience to drive our continued performance improvement and the next stage of the Company's expansion.

I would like to take the opportunity to thank Jon Romcke for his work as Interim CEO from October 2019. Stanmore has an excellent team of people and Jon has done an outstanding job leading the organisation."

Mr McCabe said "Stanmore Coal has undergone an exciting transformation since recommencing production in 2016 to demonstrate an enviable track record for operational and financial performance.

I am pleased to join the Stanmore team as we continue to focus on operating performance and finalise approvals for the development of Isaac Downs and our next phase of expansion."

The material terms of Mr McCabe employment agreement are provided in Appendix A.

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Approval

This announcement has been approved for release by the Board of Directors of Stanmore Coal Limited.

For further information, please contact:

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Chief Executive Officer
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Ian Poole
Chief Financial Officer & Company Secretary
07 3238 1000

About Stanmore Coal Limited (ASX: SMR)

Stanmore Coal operates the Isaac Plains coking coal mine in Queensland's prime Bowen Basin region. Stanmore Coal owns 100% of the Isaac Plains Complex which includes the original Isaac Plains Mine, the adjoining Isaac Plains East (operational), Isaac Downs (open cut mine project) and the Isaac Plains Underground Project. The Company is focused on the creation of shareholder value via the efficient operation of the Isaac Plains Complex and the identification of further development opportunities within the region. In addition, Stanmore Coal holds a number of high-quality development assets (both coking and thermal coal resources) located in Queensland Bowen and Surat basins.

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Appendix A
Material Terms of Employment Agreement
between Craig McCabe and Stanmore Coal Limited
for the role of Chief Executive Officer

Commencement date	1 April 2020
Term	No fixed term, Employment will be ongoing until terminated by either party in accordance with the agreement.
Fixed Remuneration	\$465,000 per annum excluding a superannuation contribution that at least satisfies the minimum SGC contribution (FY20 \$21,002.60).
Short term incentive	<p>The executive's maximum STIP opportunity as a % of total fixed remuneration ("TFR") is 52%.</p> <p>The Board has an absolute discretion on payments under the Company's STIP regardless of the achievement of selected performance targets.</p> <p>A gateway to any payment to the Executive under the STIP includes Safety and Statutory Reporting.</p> <p>The FY20 STIP performance targets for the CEO include safety, Prime Overburden, Product tonnes. Underlying FOB unit costs, Balance Project Plan and Development targets.</p>
Long Term Incentive	<p>The executive's maximum LTIP opportunity is 120% of TFR, the number of rights granted is based on the 10-day VWAP after the prior year's annual report is released in the grant year. The vesting conditions applicable to performance rights granted under the Company's LTIP is determined by the Directors in the grant year. Where an eligible participant in the SCLRP¹ commences employment after 31 March the pro-entitlements to performance rights is carried over to the next grant year.</p> <p>The vesting conditions of the FY21 Rights are yet to be determined but are expected to be determined in Q1 of FY21.</p>
Notice	The employment agreement may be terminated by either party on 6 months' notice or in the case of termination by the Company, pay in lieu of notice
Post-employment restraint	6-month restraint period applies

¹ SCLRP – Stanmore Coal Limited Rights Plan

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