

Company Announcements  
ASX Limited  
By Electronic Lodgement

10<sup>th</sup> February 2017

### **Board and Management Changes**

The Board of **Realm Resources Ltd. (ASX: RRP)** ("**Realm**" or the "**Company**") is pleased to announce several Board and management changes as set out below.

#### **Board Changes**

- Mr Richard Rossiter and Mr Theo Renard have resigned as Directors of the Company effective 5 March 2017. Mr Rossiter will continue with the Company in the position of Executive General Manager - Business Development and Mr Renard will remain as Chief Financial Officer and Company Secretary.

#### **Management Changes**

- Mr Glen Lewis has been appointed as Managing Director with the role to commence on 6 March 2017. Mr Lewis will become a member of the Board of Realm via this appointment.
- Mr Peter Briggs will step down from his current role as CEO of Middlemount South from 6 March. All personnel and functions which report to Mr Briggs will report directly to Mr Lewis from that date. Mr Briggs will remain as a consultant to Realm focused on business development.

In announcing these changes, Chairman Gordon Galt said Realm is already a significant coal producer in Australia via its 70% holding in the 3Mtpa Foxleigh mine in Queensland. The Company is considering further acquisitions in Australia and is looking to develop and purchase overseas projects as well. The announced appointments and changes reinforce the Company's strategic direction and demonstrate the Company's commitment to strong standards of governance and management.

Our new Managing Director, Mr Glen Lewis, has an excellent track record in operations and executive management over many years. He is a natural leader and will make a great contribution to Realm as we grow our Company into the future. He has great scope in Realm's existing operation at Foxleigh in Queensland, with excellent quality coal, plenty of exploration potential and infrastructure which can be further utilised or expanded. Glen will also be turning his attention to developing Realm's overseas assets and seeking other opportunities as they arise."

Mr Galt recognised the contribution made to Realm by Mr Rossiter and Mr Renard over the past five years, adding our retiring Directors will remain with the company in critical executive roles. They will concentrate on their assigned areas to grow the company's asset base and value. The Board acknowledges that they have kept the Company on track during difficult times over the past few years. We thank them for their efforts and are particularly pleased that we can continue to call on their experience and expertise. "

Additionally, Mr Galt thanked Mr Briggs for his successful period of leadership as CEO of Middlemount South following the Foxleigh acquisition.

#### **Managing Director's Remuneration**

Mr Lewis' remuneration will comprise a base salary (including superannuation) of \$400,000 per year. He will also be eligible for a short-term incentive payment to a maximum of 50% of his base salary. In

addition, Mr Lewis, will participate in the Company's long term incentive via the existing Share Plan. He will be awarded 10 million shares which will vest over the next three-year period subject to various conditions as set out in the Share Plan.

## **About Realm**

Information on Realm Resources Limited is available on the Company's website at [www.realmresources.com.au](http://www.realmresources.com.au). For further information, please contact Mr Richard Rossiter by email at [richard.rossiter@realmresources.com.au](mailto:richard.rossiter@realmresources.com.au).

## **Appendix 1 – Mr. Glen Lewis MAICD**

Glen is a qualified Coal Mine Manager and has worked in the Coal Industry since 1980. Throughout his career, he worked at all levels of Management inclusive of 10 years as an Undermanager at various operations including United Colliery and Dartbrook Coal where he was part of the Management Team for the construction of both projects. In 1997 he commenced as Mine Manager at Cumnock Coal and in 1999 was promoted to Operations Manager at Oceanic Coal (consisting of West Wallsend and Teralba underground mines and Westside open cut operation) following its acquisition by Xstrata Coal. Glen was promoted to the role of General Manager Eastern Underground Operations for Xstrata Coal NSW in 2003 and was then responsible for United Collieries, Cumnock Coal, and Oceanic Coal. Continuing with Xstrata Coal NSW, he was promoted to General Manager Operations with overall responsibility for 6 operating mines and several projects under construction. Glen commenced with NuCoal Resources in 2010 as Managing Director overseeing the listing, capital raising, exploration, and feasibility studies for several mining projects in the Hunter Valley. Throughout his career, he has been involved with the development and / or expansion of many coal mines and provides a strong technical and operational background to Realm Resources.