



Mr Bob Vassie appointed as new Managing Director and Chief Executive Officer

St Barbara Limited is pleased to announce the appointment of Mr Bob Vassie to the position of Managing Director and Chief Executive Officer effective 1 July 2014. Mr Vassie succeeds Mr Tim Lehany who, as previously announced, will step down as Managing Director & CEO on 30 June 2014.

Mr Vassie is a mining engineer with 29 years international mining industry experience, including as Managing Director and CEO of Inova Resources Limited (formerly Ivanhoe Australia Limited) and 18 years with Rio Tinto in a range of senior management roles. He has particular experience in operations management, resource development strategy, mine planning, feasibility studies, business improvement, corporate restructuring, and strategic procurement.

The Board is delighted to appoint an executive of Mr Vassie's calibre to immediately take up the position as Managing Director & CEO and lead St Barbara through its next phase of development. His strong operational and technical background and considerable experience in global strategic roles, will enhance St Barbara's focus on the strategic options for the Pacific Operations, and the operational excellence focus and resource development potential at the Leonora Operations.

Mr Vassie said, "I am excited to be joining St Barbara at a time when the Company faces some key strategic decisions. Redirecting and rigorously implementing the Company's strategy will allow St Barbara to realise value from its considerable asset base of gold reserves and resources, infrastructure, and the experience and capability within the Company."

Mr Vassie's key terms of employment on commencement are summarised in the attachment to this announcement.



Colin Wise
Non-Executive Chairman

Terms of Appointment of Managing Director and CEO

The material terms of Mr Vassie's employment agreement are set out below.

- Permanent employee, commencing 1 July 2014
- Total fixed remuneration \$650,000 per annum (including base salary and statutory superannuation)
- Commencement incentive of the issue of \$100,000 of St Barbara fully paid ordinary shares (valued at the five day Volume Weighted Average Price prior to 1 July 2014) to be issued within 30 days of shareholder approval at the Annual General Meeting, scheduled to be held on 25 November 2014
- Participation in the Company's Short Term Incentive (STI) Plan and the Long Term Incentive (LTI) Plan (as described in the 2013 Annual Report and Notice of 2013 Annual General Meeting). The mix of fixed and at risk remuneration for Mr Vassie is: fixed remuneration 45%, STI 22%, LTI 33%. The STI is shown at 'target' performance and the LTI is a fixed grant (the proportion of the grant that subsequently vests, if any, is subject to performance measurement under the relevant LTI Plan).
- Other than for serious misconduct, the Company is required to provide Mr Vassie with six months' notice of termination
- Mr Vassie is required to provide the Company with 6 months' notice of resignation.