

ACN 072 692 365

24 January 2018

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ASX Announcements Office Australian Securities Exchange 20 Bridge Street Sydney NSW 2000

ASX: HEG, HEGOC

Disclosure under Listing Rule 3.16.4

As announced 22 January 2018, Mr McFarlane was appointed Managing Director. A Summary of the material terms of Mr McFarlane's Executive Services Agreement in accordance with Listing Rule 3.16.4 are set out below:

Salary Total fixed remuneration - \$204,000 per annum, increasing to \$252,000 per annum (exclusive of superannuation) upon the earlier of:

- a) announcement to the ASX by the Company of the completion of a Preliminary Feasibility Study (as defined in the JORC Code, 2012 Edition) in respect of the Company's High Purity Alumina Project; and
- b) 1 April 2018.

Incentive Arrangements – annually, the Board will offer performance rights equivalent in value up to 4 times Base Salary which will vest subject to achieving the performance targets determined by the Board.

Term - will continue unless terminated by Mr McFarlane or the Company at any time by giving 3 months' written notice.

Termination - Notice by Company and Employee - 3 months' notice

For further information: Kevin Lynn

Company Secretary