



New CEO Appointment

Melbourne, Australia – June 1, 2018: Tigers Realm Coal announces the notice of resignation of Mr. Peter Balka, who currently serves the Company as its Interim Chief Executive Officer, and the appointment of Mr. Dmitry Gavrilin to the TIG team in the role of Chief Executive Officer with effect from 1st June 2018.

Mr. Craig Wiggill, Chairman, commented “Mr Balka recently expressed to me his desire to return to Australia after serving the Company in the Moscow office over the past 4 years. Peter has done a tremendous job for this Company, having served since its inception. He was a founding member of the technical team and, as the Chief Operating Officer and then Interim Chief Executive Officer, was responsible for much of the initial scoping and feasibility work done on the Amaam coal basins, following this with the development and operational start of production at Amaam North. Mr. Balka will continue serving the Company for a period of three months to facilitate the implementation of an orderly handover to his successor. For his significant contribution we thank him and wish him well.”

“We are pleased to welcome as incoming CEO, Mr. Dmitry Gavrilin, who comes to TIG from the ICT Group in Russia. He has over 18 years of cross-sector industrial experience in Russian industrial and financial groups, international investment funds, banks and international law firms. He has 7 years of experience in coal mining management at the Board and Managing Director level, as well as extensive finance and general management experience in terms of investment project management. Dmitry has participated in the development of a coal mining operation in the Russian Far East (East Mining Company) on both strategic and operational levels and will accordingly be able to contribute strongly to TIG as we further develop TIG’s operations in Chukotka. Dmitry earned a Law degree from Kaliningrad State University supplemented with a LL.M. (Masters) from University of Hamburg, a Ph.D. in Public International Law as well as an MPA (Master in Public Administration) received at Harvard University. He is fluent in English, German and Russian.”

For further information, please contact:

Craig Wiggill	Chairman
Peter Balka	Interim Chief Executive Officer
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Key Terms and Conditions of Employment

Commencement Date	Effective from 1 June 2018
Term	Appointment on an on-going basis subject to termination by either party (see termination and notice below)
Fixed remuneration	US\$325,000 per annum (total)
Incentive Arrangements	
Annual Bonus	Eligible to receive an annual bonus of up to 85% of salary against performance as determined by the Board
Long Term Bonus	Entitled to participate in the shareholder approved Stock Option Plan and/or other form of long term incentive plan for management, at the terms and conditions which shall be set forth by the Board of Directors and/or any other relevant body of Tigers Realm Coal Limited.
Termination and Notice	Termination by either party can be made in the first year of employment with 3 months' notice (or payment in lieu) or thereafter with 4 months' notice (or payment in lieu), other than where employment is terminated for gross misconduct or other material breach, in which case the Company may terminate with no notice period.