

## DIRECTORS' AND EXECUTIVES' EMOLUMENTS

Remuneration is based on industry standards and set to attract qualified and experienced directors and senior executives. Recommendations are made to the Board on salary levels, packaging options, employee benefits and conditions. Remuneration of directors and executives is not linked to the performance of the Company.

The Remuneration Committee meets annually to review directors' fees, senior executive salary packages and salary ranges for the organisation.

Details of the nature and amount of each element of the emoluments of each director of St Barbara Mines Limited and each of the five specified executive officers of the Company and the consolidated entity during the year ended 30 June 2004 are set out on the following tables:

### Non-Executive Directors of St Barbara Mines Limited

	Cash, salary & fees	Primary Cash Bonus	Non monetary benefits	Post - employment Super- annuation	Retirement benefits	Equity Options issued	Total
	\$	\$	\$	\$	\$	\$	\$
K A Dundo (i)	100,000	-	-	9,000	-	-	109,000
H G Tuten (ii)		-	-	-	-	-	-
M K Wheatley	27,135	-	-	2,446	-	-	29,581
G B Speechly (resigned 28/11/03)	20,833	-	-	1,875	-	-	22,708

(i) Mr Dundo's remuneration includes \$50,000 fees and \$4,500 superannuation recovered from NuStar Mining Corporation Limited.

(ii) Mr Tuten has declined to receive directors fees

### Executive Directors of St Barbara Mines Limited

	Cash, salary & fees	Primary Cash Bonus	Non monetary benefits	Post - employment Super- annuation	Retirement benefits	Equity Options issued	Total
	\$	\$	\$	\$	\$	\$	\$
S W Miller Executive Chairman	400,000	-	11,324	80,000	-	-	491,324