



For Immediate Release

Date: January 26, 2011

Internal Announcement

I am pleased to confirm the details of the 2010-2011 Profit Share Plan. As stated in your November 2010 profit share letter, the plan is reviewed annually to align with the current business environment and business unit objectives. The plan is based on Teck Coal's performance as measured by the average margin per tonne for total coal sales in the plan period. Based on this year's review, the following adjustments have been made to the 2010-2011 plan.

- A new component has been introduced to the plan. It is a multiplier based on production that will increase total payout percentage for every 100,000 tonnes above budgeted production to a maximum multiplier of 150%.
- In addition, we have moved the threshold to \$35 from \$25.
- The plan payout percentage maximum remains at 25% of eligible earnings. However the maximum will be achieved at a \$300 per tonne profit margin instead of a \$200 per tonne profit margin.

The Profit Share Plan is a key component of your total compensation package and has averaged over 11% payout over its first three years.

Thank you for your continued contribution to the success of Teck Coal. It's important that we stay focused on safely achieving our budgeted production levels as we meet the increasing requirements of our customers. Let's work together towards another safe and productive year.

Boyd Payne
President & CEO
Teck Coal Limited

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FEB 03 2011

Personnel