

MARTINA MINCOVA

H: Ashgrove QLD 4060 M: 0475 243 XXX E: martina4@myemail.com L: /in/martinamincova-07b95s446

SELECTION CRITERIA: CHIEF EXECUTIVE OFFICER | EXECUTIVE LEADERSHIP

1. Demonstrated strategic leadership and organisational governance

Situation & Task: As Chief Executive Officer of ASX-listed and private resource companies, I have held accountability for setting corporate strategy, ensuring strong governance, and delivering sustainable growth across complex and regulated environments.

Action: I partnered closely with Boards to develop and execute strategy aligned to shareholder objectives, regulatory obligations, and capital constraints. I strengthened governance frameworks, risk oversight, and reporting practices, ensuring compliance with ASX, JORC, and regulatory requirements while maintaining strategic agility.

Result: This approach supported disciplined decision-making, strengthened organisational resilience, and delivered sustained value through exploration success, portfolio optimisation, and improved governance maturity.

2. Proven ability to lead complex stakeholders and investor engagement

Situation & Task: Executive roles required to act as the public face of the organisation, managing relationships with Boards, institutional investors, regulators, government stakeholders, and commercial partners.

Action: I led investor relations activities including market briefings, roadshows, and ongoing engagement with brokers and analysts. I worked proactively with regulators and government agencies, and negotiated strategic partnerships, joint ventures, and asset transactions to support growth objectives.

Result: Clear, credible engagement built trust with stakeholders, supported successful capital market activities, and enhanced organisational reputation across domestic and international jurisdictions.

3. Demonstrated ability to lead high-performing teams and deliver outcomes

Situation & Task: Across executive roles, I have been responsible for building and leading multidisciplinary technical and corporate teams through periods of growth, transformation, and operational complexity.

Action: I established clear accountability, performance expectations, and safety culture, while empowering leaders and technical specialists to deliver results. I balanced commercial discipline with people leadership, ensuring teams were aligned to strategy and supported through change.

Result: This leadership approach delivered strong operational performance, improved capability and succession depth, and supported consistent delivery of strategic and commercial objectives.