

# MARTINA MINCOVA

H: Ashgrove QLD 4060 M: 0475 243 XXX E: [martina4@myemail.com](mailto:martina4@myemail.com) L: [/in/martinamincova-07b95s446](https://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, operational optimisation, and improved governance maturity.

### 2. Proven ability to lead complex stakeholders and investors engagement

**Situation & Task:** Executive roles required me to interact at 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.