

MARTINA MINCOVA

CHIEF EXECUTIVE OFFICER
MINERALS & RESOURCE DEVELOPMENT



EXECUTIVE PROFILE

Chief Executive Officer and mining executive with over 20 years' experience leading ASX-listed and privately held resource companies across exploration, development and growth phases. Proven record of executing disciplined exploration strategies, building high-performing technical teams, and delivering value through discovery, strategic partnerships and capital markets leadership. Highly experienced in board engagement, investor relations, regulatory compliance and governance, with a strong commercial mindset and deep understanding of critical minerals supporting global electrification and clean energy transition.

H: Ashgrove QLD 4060

M: 0475 243 XXX

E: martina4@myemail.com

L: /in/martinamincova-07b95s446

QUALIFICATIONS

**Bachelor of Professional
Engineering** | Geoscience—
QUT

**Executive Leadership
Program** — Australian Institute
of Company Directors

EXECUTIVE VALUE & SIGNATURE ACHIEVEMENTS

- ♦ Led ASX-listed exploration companies through discovery, portfolio expansion and capital markets growth across tier-one mining jurisdictions.
- ♦ Executed multi-asset exploration strategies resulting in high-quality discoveries and clearly defined development pathways.
- ♦ Built and led technically rigorous exploration teams with strong financial discipline and safety performance.
- ♦ Established and maintained trusted relationships with institutional investors, brokers, analysts and government stakeholders.
- ♦ Negotiated strategic joint ventures, farm-in agreements and asset transactions to optimise portfolio value and capital efficiency.
- ♦ Ensured consistent compliance with ASX, JORC and regulatory frameworks while strengthening governance and reporting standards.

CAREER SNAPSHOT**ASX-Listed & Private Mining Companies**

- Chief Executive Officer
- Managing Director / Chief Operating Officer
- General Manager – Exploration
- Senior Geoscientist / Project Director

GOVERNANCE, CAPITAL & CORPORATE SCOPE

- ASX-listed company leadership and reporting
- Board-level strategy, governance and risk oversight
- Capital allocation and exploration budgeting
- JORC-compliant resource reporting
- Investor relations and market disclosure
- Government, regulator and community engagement

CORE EXECUTIVE CAPABILITIES

- ♦ Corporate & Exploration Strategy
- ♦ ASX Leadership & Board Engagement
- ♦ Critical Minerals & Resource Development
- ♦ Capital Allocation & Financial Discipline
- ♦ Investor Relations & Market Communications
- ♦ Joint Ventures, M&A & Strategic Partnerships
- ♦ Regulatory Compliance (ASX / JORC)
- ♦ Government & Stakeholder Engagement
- ♦ Technical & Exploration Leadership
- ♦ Risk Management & Corporate Governance

PROFESSIONAL EXPERIENCE**CHIEF EXECUTIVE OFFICER****ASX-Listed Critical Minerals Company | Perth, WA**

Appointed to lead corporate strategy, exploration growth and stakeholder engagement across a multi-asset portfolio of domestic and international critical minerals projects.

Key Impact & Leadership

- ♦ Developed and executed the company's exploration and growth strategy in alignment with board-approved objectives and capital priorities.
- ♦ Oversaw planning, budgeting and delivery of exploration programs across multiple jurisdictions, ensuring technical excellence and financial discipline.
- ♦ Partnered closely with the Board on corporate strategy, investment decisions, capital allocation and risk management.
- ♦ Led investor relations activities including market briefings, roadshows and ongoing engagement with brokers, institutional investors and analysts.
- ♦ Strengthened the company's governance framework and ensured full compliance with ASX, JORC and regulatory reporting obligations.
- ♦ Identified and negotiated strategic partnerships, joint ventures and asset transactions to enhance portfolio value and accelerate growth.
- ♦ Acted as the public face of the company, building credibility and trust with shareholders, regulators and government agencies.

AWARDS

- Growth & Market Expansion Award, 2023
- Organisational Transformation Award, 2022
- Diversity & Inclusion Award, 2020
- Engineering Success of the Year, 2020

PROFESSIONAL AFFILIATIONS

Member – Australian Institute of Company Directors (AICD)

Member – AusIMM

MANAGING DIRECTOR / CHIEF OPERATING OFFICER

Mid-Tier Mining & Exploration Company

Held executive accountability for operational performance, exploration delivery and corporate development across a diversified asset portfolio.

Key Impact & Leadership

- ♦ Directed exploration programs from early-stage targeting through to advanced resource definition.
- ♦ Implemented disciplined capital management and budgeting processes aligned to growth strategy.
- ♦ Supported capital raisings and strategic funding initiatives in collaboration with the Board.
- ♦ Led safety, environmental and regulatory compliance across all operations.
- ♦ Built strong internal capability and succession planning across technical and corporate teams.

GENERAL MANAGER – EXPLORATION

International Resource Development Company

Led exploration strategy and technical delivery across multiple commodities and jurisdictions.

Key Contributions

- ♦ Designed and executed exploration programs delivering new discoveries and project advancement.
- ♦ Managed multidisciplinary technical teams and external consultants.
- ♦ Delivered compliant JORC reporting and supported feasibility and development studies.

REFEREES

Available on request