

14 May 2025

## Tivan announces Leadership Team

The Board of Tivan Limited (ASX: TVN) ("Tivan" or the "Company") is pleased to announce the formation of a Leadership Team at the Company comprised of six senior managers. Reflecting achievements over the past two years, the Leadership Team has been structured to further Tivan's operational capabilities and to support the recently announced Joint Venture with Sumitomo Corporation for the Speewah Fluorite Project.

Members of the Leadership Team will continue to report to Tivan's Executive Chairman, Mr Grant Wilson. Mr Wilson will delegate various functional authorities to members of the team, enabling greater operational leverage in his role to advance Tivan's firmwide mission. The Leadership Team will meet on a monthly basis, to coordinate the build out of operational capabilities and to further strategic priorities at the corporate level.

In establishing the Leadership Team, several promotions have been awarded, reflecting outstanding individual contributions, and to advance professional development. The Board is strongly committed to promoting from within, and to providing leadership opportunities based on achievement and merit. The Board views this as the optimal approach in amplifying Tivan's firmwide culture and in sustaining the Company's long-term development and success.

Members of the Leadership Team, with their respective changes in title, are as follows:

- Mr Jason Giltay, Chief Commercial Officer (formerly Chief Financial Officer)
- Ms Tammie Dixon, Chief Financial Officer (formerly General Manager - Finance)
- Mr Michael Christ, Project Director (formerly Project Manager)
- Mr Brendon Nicol, Technical Director (formerly Process Manager)
- Dr Ellin Lede, Chief Development Officer (formerly Head of Northern Australia)
- Mr Stephen Walsh, Chief Geologist

Mr Giltay has moved into the newly created role of Chief Commercial Officer as the Company's focus shifts towards commercial and operational development planning. Jason has played a key role in Tivan's transition over the past two years and will continue to work closely with Mr Wilson on developing and executing Tivan's corporate and strategic priorities. Ms Tammie Dixon, an experienced senior finance and accounting leader, who joined the Company in January, will take on the role of Chief Financial Officer.

The Board is also pleased to announce the following promotions:

- Mr Michael Fuss, Principal Geologist (formerly Senior Geologist)
- Mr Alex Botterill, Process Manager (formerly Process Engineer)
- Ms Maddalyn McBeath, Commercial Manager (formerly Commercial Manager, Northern Australia)

Tivan's updated organisational chart is provided overleaf. Bios for the Leadership Team are provided in Appendix A.

## Comment from Tivan Executive Chairman

Mr Grant Wilson commented:

*“Tivan is building a company of strategic importance across northern Australia. To achieve this mission we have assembled a world-class team over the past two years. In doing so, we have provided a unique opportunity for a select group of young Australians to come together, to excel and to rapidly advance their careers.*

*The Board is delighted today to recognise the outstanding contributions that have been made, and to prepare the Company as we move toward the project delivery phase. We extend our congratulations and look forward to the journey ahead together”.*



**Figure 1: Tivan Organisational Chart**

## Appendix A - Tivan Leadership Team Bios

### **Mr Jason Giltay, Chief Commercial Officer**

Jason has more than 20 years' experience in the areas of corporate finance, commercial management, business strategy and investor relations, with a strong understanding of equity capital markets and ASX company life. He has specialised in managing, developing and financing emerging companies in the Australian mining industry, via in-house senior management roles and also as a corporate advisor. Jason's mining industry experience spans from greenfields exploration and development planning, through to project delivery and operations, and includes a number of companies that are or were listed on the ASX including Swick Mining Services, IGO, Sandfire Resources and Atlantic Ltd.

Jason holds a Bachelor of Commerce and a Postgraduate Diploma in Human Resource Management, both from the University of Western Australia.

### **Ms Tammie Dixon, Chief Financial Officer**

Tammie Dixon is a Certified Practising Accountant with over 20 years of experience in financial management, primarily within the resources sector. She has held senior roles at several ASX-listed companies, including Capricorn Metals Ltd, Regis Resources Ltd, and Catalyst Metals Ltd. With a strong background in corporate finance, strategy, financial reporting, and operational management, Tammie has a proven track record of delivering financial outcomes and supporting business growth in dynamic industry environments. As Chief Financial Officer at Capricorn Metals Ltd, Tammie played a key role in the development and construction of the Karlawinda Gold Project, contributing to its successful delivery and continued growth.

Tammie holds a Bachelor of Business (Accounting) from Edith Cowan University, Western Australia.

### **Mr Michael Christ, Project Director**

Michael is a degree-qualified and chartered professional engineer with extensive experience across Northern Australia. For over a decade, he played an integral role at Clough, one of Australia's leading engineering, construction, and commissioning contractors. During his tenure, Michael contributed to a wide range of world-class projects across industries including resources, oil & gas, and water & power generation. In addition to his work with Tivan as a client, Michael has been pivotal in the successful delivery of complex, large-scale projects, consistently demonstrating a proven track record in multidisciplinary environments.

Michael holds a Bachelor of Civil Engineering from the University of Western Australia and is a member of Engineers Australia.

### **Mr Brendon Nicol, Technical Director**

Brendon is an experienced process engineer who has worked on projects involving a broad range of minerals and commodities, including vanadium, titanium, high purity alumina, nickel, cobalt, copper, iron ore and gold. Brendon was previously a consultant at METS Engineering Group where he contributed to various scopes of work, before joining Tivan in December 2019. His prior experience includes process development and metallurgical testwork management for various research and development projects.

He holds a Bachelor of Engineering (Chemical and Process Engineering) and Bachelor of Science (Chemistry) from the University of Western Australia.

**Dr Ellin Lede, Chief Development Officer**

Born and raised in the Northern Territory, Dr Ellin Lede brings extensive (15+ years) northern Australian and international experience (United Kingdom; Europe; Southeast Asia; and Australia). Prior experience includes leading Fortescue Future Industries' Office of Northern Australia; serving as Policy Director and Adviser (including for Major Projects and Investment) to the Northern Territory Chief Minister; and serving as a Strategic/Scientific/Project Adviser to the public and private sector (United Kingdom; Europe; and Vietnam).

Ellin holds a PhD from the Tyndall Centre for Climate Change Research in the United Kingdom and a Master of Science from Wageningen University in the Netherlands.

**Mr Stephen Walsh, Chief Geologist**

Stephen is an experienced geologist with extensive exploration and mining experience across a range of critical minerals, including fluorite, lithium, manganese, zinc, and gold. He has worked extensively in the Northern Territory and Western Australia, playing a key role in critical mineral production with top-tier companies such as Glencore, Mineral Resources, and OM Manganese.

Stephen holds a Bachelor of Science (Geology) from the University of Newcastle and is a member of the Australasian Institute of Mining and Metallurgy (AusIMM).

This announcement has been approved by the Board of the Company.

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