

GENERAL COUNSEL & COMPANY SECRETARY APPOINTMENT, EXPANDED OPERATIONAL TEAM DEVELOPMENTS

Lindian Resources Limited ("Lindian" or the "Company") (ASX: LIN) is pleased to announce the appointment of Ms Anastasia Gotjamanos as in-house General Counsel and Company Secretary, commencing 25 May 2026. As part of the transition, Mr Ben Donovan of Argus Corporate Partners will remain in the role until 1 July 2026 to assist with an orderly handover process. Lindian thanks Mr Donovan for his valuable contribution over the past 18 months.

In addition to Ms Gotjamanos's appointment, the Company is pleased to announce six further appointments across Health, Safety & Environment, Supply Chain, ESG & Sustainability, IT/OT, Finance and Investor Relations. Four of these appointees have already commenced with the Company, with the remaining two joining in mid to late May 2026 alongside Ms Gotjamanos.

These appointments represent a significant strengthening of Lindian's operational and corporate capability at a defining stage in the Company's history. With construction well advanced at the Kangankunde Rare Earths Project ("Kangankunde" or the "Project") in Malawi, and first production from both the Kangankunde upstream operations and the SARECO hydrometallurgical plant in Kazakhstan on track for Q4 2026, the Company has deliberately built a leadership team with the depth and experience required to execute across both upstream and downstream operations. Each appointee brings direct, sector-relevant expertise from leading ASX-listed mining companies, major global resource operators and specialist advisory firms.

Lindian Resources Executive Chairman, Robert Martin, commented: *"These appointments mark our continued transition from developer to producer. We have deliberately assembled a team with the operational depth and experience to deliver - people who have built and run mines, managed billion-dollar supply chains, navigated multi-jurisdictional legal environments and embedded world-class safety cultures at some of the largest resource companies in Australia and globally."*

"With construction well advanced at Kangankunde, first production on track for Q4 2026 and our SARECO MREC facility initiatives progressing ahead of schedule, having the right team on the ground is critical. Across legal, HSE, supply chain, ESG, technology, finance and investor relations, we have now expanded that team."

Key Appointments

Anastasia Gotjamanos - General Counsel & Company Secretary

Ms Gotjamanos is a senior commercial and strategic lawyer with deep expertise in the mining and resources sector across Australia and Africa. She joins Lindian from Westgold Resources Limited (ASX100 / TSX-listed), where she served as Chief Legal Officer (Group General Counsel) from 2023 to 2026, providing executive leadership across mining operations, major contracts, mergers and acquisitions, banking facilities, regulatory compliance and company secretarial functions.

Prior to Westgold, Ms Gotjamanos served as Group General Counsel at the Byrnes Group for over five years, managing all legal requirements across underground mining operations in Australia, Africa, North and South

America, Canada and Europe. She began her career at top-tier firms including Freehills, Baker & McKenzie and Minter Ellison, and holds a Bachelor of Laws and Bachelor of Arts from the University of Western Australia.

As General Counsel and Company Secretary, Ms Gotjamanos will provide strategic legal oversight and governance across Lindian's global operations, including commercial contracts, regulatory compliance, ASX reporting obligations and Board support.

David O'Coileain - ESG & Sustainability Manager

Mr O'Coileain is an experienced international sustainability and social performance practitioner with a career spanning the resources, energy, infrastructure and NGO sectors across Australia, Africa, Europe and the Middle East. He joins Lindian from Woodside Energy, where as Principal, Sustainability and Social Performance he led strategic social impact direction, geopolitical risk assessment and environmental and social due diligence for new international investments. Prior to Woodside, he served as Principal Sustainability at Minderoo Foundation, where he developed the organisation's first ESG Strategy and led investment screening across the property, resources and retail sectors.

Mr O'Coileain's earlier experience includes roles with Lendlease, Rottneest Island Authority, Jacobs Consultancy and the International Union for Conservation of Nature (IUCN). He holds a Master of Arts in Environmental Impact Assessment and Management (University of Manchester) and a Bachelor of Laws (University of Limerick) and is currently completing a Master of Arts in International Affairs and Diplomacy.

As ESG & Sustainability Manager, Mr O'Coileain will oversee Lindian's environmental, social and governance frameworks, social performance and community engagement programs, sustainability reporting and ESG compliance across the Company's operations in Malawi and Kazakhstan. Importantly, Mr O'Coileain will support Lindian's preparation for offtake, government agency and strategic partner due diligence, including alignment with Equator Principles, IFC Performance Standards, World Bank Group Environmental, Health and Safety Guidelines. His appointment strengthens Lindian's ability to manage environmental and social risk, alignment to United Nations Sustainable Development Goals, maintain strong community relationships and support the Company's transition from development into operations.

Ben Ludik - Supply Manager

Mr Ludik is a supply chain and procurement leader with over 25 years' experience directing enterprise procurement, logistics and commercial contracts functions across mining, energy, utilities and resources. He joins Lindian from Capital Ltd Drilling & Mining Services, where as General Manager, Group Procurement & Supply Chain he led global procurement and logistics across approximately 20 projects in 12 countries, managing a team of 140 people and delivering sustained annual procurement and logistics savings of 7–12%.

Prior to that, Mr Ludik held Director and Senior Manager roles at Accenture Consulting, Head of Procurement, Supply Chain & Property at Water Corporation (Western Australia), and VP Group & Head of Regional Sourcing, Contracts, Procurement & Supply Chain at Gold Fields, where he oversaw approximately A\$3 billion in annual spend across Australia, Africa and South America. He holds an MBA from Bond University, a Masters in Industrial Psychology and Economics, and is a Chartered Member of the Chartered Institute of Procurement & Supply (MCIPS), Certified Supply Chain Professional (CSCP) and Lean Six Sigma Black Belt.

As Supply Manager, Mr Ludik leads Lindian's integrated supply chain and procurement function, overseeing capital project procurement, logistics, contractor management and inventory across the Company's Malawi and Kazakhstan operations.



Geoffrey Taylor - HSE Manager

Mr Taylor is a Health, Safety & Environment professional with over 15 years' experience leading HSE strategy, implementation and execution across major mining operations and construction projects in Australia and Africa. He joins Lindian having most recently supported a Moroccan mining company in developing its Fatality Prevention and Behavioural Based Safety programs, and previously held senior HSE leadership roles at BHP, Rio Tinto (Brockman Syncline 1 Major Project via Worley) and Fortescue where, as Health & Safety Senior Manager for Projects Delivery, he oversaw HSE across open pits, processing facilities, power stations, hydrogen facilities and international operations across Western Australia, Queensland and Gabon.

Prior to his time in the resources sector, Mr Taylor served with the Royal Australian Army. He holds a Diploma in Occupational Health & Safety, Diploma in Management, ICAM Lead Investigator and ISO Lead Auditor qualifications, and is a Site Senior Executive (SSE). He was recognised as the 2019 Australian Transport Association Future Leader award recipient.

As HSE Manager, Mr Taylor is responsible for establishing and embedding Lindian's HSE management systems across site construction and operations at Kangankunde, including fatality prevention programs, regulatory compliance, contractor management and emergency response.

Cristiano Soares - IT/OT Manager

Mr Soares is a strategic technology leader with over 20 years' experience delivering enterprise-scale IT and OT solutions in the mining and resources sector. He is currently engaged with BHP as Infrastructure Delivery Manager on the Rail Technology Program (RTP), responsible for core network infrastructure, LTE communications and network management systems for major rail operations. Prior to BHP, he served as Service Delivery Manager and Lithium Business Partner at Mineral Resources (MinRes), leading IT/OT sustainability delivery teams across a broad portfolio of infrastructure, communications and operational technology programs at mine sites across Western Australia.

Mr Soares holds a PMP certification and an MBA in Network Engineering, with extensive hands-on capability across OT environments, private LTE/5G, SCADA and industrial network design.

As IT/OT Manager, Mr Soares will be responsible for designing and implementing Lindian's technology infrastructure across Malawi, Kazakhstan and Perth, including operational technology, communications systems, network architecture and cybersecurity frameworks required for production operations.

Jasmine Wang - Senior Accountant

Ms Wang is a qualified Chartered Accountant (CA ANZ) and US Certified Public Accountant (CPA) with over 10 years' experience delivering group financial reporting, consolidations and statutory compliance for ASX-listed entities. She joins Lindian from Lotus Resources Limited (ASX: LOT), where as Financial Accountant she managed the full month-end close process across parent and consolidated group entities, oversaw key statutory and compliance reporting including Appendix 5B, and led the ERP transition from Xero to Pronto. Prior to Lotus Resources, Ms Wang held Senior Financial Accountant roles supporting multiple ASX-listed mining companies through Mining Corporate Pty Ltd and DevEx Resources Limited (ASX: DEV), with responsibilities spanning group consolidations, audit preparation, lease accounting, share-based payments and payroll compliance.

Ms Wang holds a Master of Accounting from the University of Oregon and a Bachelor of Science in Accounting and Economics from Eastern Oregon University, and brings earlier international experience from finance roles in the United States, Hong Kong and China.



As Senior Accountant, Ms Wang supports Lindian's finance function under the General Manager, Finance, with responsibility for group financial reporting, consolidations, statutory compliance and audit preparation as the Company scales its operations across multiple jurisdictions ahead of first production.

Ashley Tjioe - Investor Relations Coordinator

Ms Tjioe is a strategic communications professional with a background spanning investor relations, financial communications and the resources sector. She joins Lindian from GT Communications in Perth, where as Strategic Communications Advisor she developed investor-aligned messaging for ASX-listed and private clients across resources, energy, critical minerals and logistics, supported financial results communications and produced executive messaging, media placements and corporate narratives. She holds a Master of Strategic Communication from the University of Western Australia and a Bachelor of Accountancy from Singapore Management University, with earlier professional experience in corporate tax and global employer services at PwC, Grant Thornton and Deloitte in Singapore.

As Investor Relations Coordinator, Ms Tjioe will support Lindian's engagement with shareholders, analysts and the broader investment community, with a focus on communicating the Company's operational milestones and strategic progress as it moves towards first production.

The above announcements are available for viewing on the Company's website - www.lindianresources.com.au.

ENDS

This announcement is authorised for release to the ASX by the Board.

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About Lindian

Overview

Lindian Resources (ASX:LIN) is an Australian based company with world class rare earths and bauxite assets in Malawi and Guinea. Through the development of these assets, Lindian aims to become a globally significant critical minerals producer.

The Kangankunde Rare Earths Project in Malawi is the cornerstone of Lindian’s asset portfolio. The Project has attracted strong interest globally given that Kangankunde is financially viable at both forecast prices and at the low current spot prices for Neodymium (“Nd”) and Praseodymium (“Pr”). Lindian will produce a premium monazite Concentrate at 55% Total Rare Earth Oxides (“TREO”) grade with no deleterious elements, with operating costs in the lowest cost quartile globally, establishing as one of the largest, most promising underdeveloped rare earths deposits in the world¹.

The Kangankunde Project has access to good supporting infrastructure, strong community and government support, and all key licences and approvals in place to commence construction. Following the announcement of a long-term strategic partnership with Iluka Resources Ltd² and an A\$91.5 million institutional placement³, the Company has since completed a further A\$100 million institutional capital raising⁴. This positions Lindian as fully funded to deliver Stage 1 development, with construction well advanced and first production targeted for Q4 2026.

In parallel, the Company is progressing a Stage 2 Definitive Feasibility Study, targeting a significant expansion in production capacity and further strengthening Kangankunde’s long-term strategic positioning within global rare earth supply chains.

In addition, Lindian also has bauxite assets in Guinea and Tanzania.

Lindian Project & Office Locations



¹ Refer ASX announcement “Outstanding Kangankunde Stage 1 Feasibility Study Results” dated 1 July 2024

² Refer ASX announcement “Strategic Partnership with Iluka for Funding and Offtake” dated 6 August 2025

³ Refer ASX announcement “\$91.5m Institutional Placement and FID Approved” dated 20 August 2025

⁴ Refer ASX Announcement “A\$100 Million Placement To Accelerate Kangankunde” dated 1 April 2026



Forward Looking Statement

This announcement may include forward-looking statements, based on Lindian's expectations and beliefs concerning future events. Forward-looking statements are necessarily subject to risks, uncertainties and other factors, many of which are outside the control of Lindian, which could cause actual results to differ materially from such statements. Lindian makes no undertaking to subsequently update or revise the forward-looking statements made in this announcement, to reflect the circumstances or events after the date of the announcement.

