

ASX Announcement

MLG to Implement Board and Executive Leadership Changes to Support Future Growth

Integrated mining services and resource asset management company, **MLG Oz Limited (ASX: MLG)** (“MLG” or the “Company”) advises the implementation of several leadership changes to support the Company’s next phase of growth, provide distinct separation between strategic oversight and executive management, while maintaining governance structures.

The key change will see MLG founder, Murray Leahy, transition from Managing Director to Executive Chair. In this role, Murray will focus exclusively on high-level business development, related transformation and change initiatives, and other strategic priorities as determined by the Board.

As a result of Murray’s move to Executive Chair, current Non-Executive Chair, Anna Neuling will assume the role of Lead Independent Director, with a focus on Board governance and to provide an independent voice and point of contact.

Mark Hatfield, who has been Acting Chief Executive Officer (CEO) since October 2025, will become CEO on a full-time basis, and will be responsible for the management of the organisation and its operations and leading the executive management team.

Prior to assuming the role of Acting CEO, Mark had been Chief Operating Officer (COO) of MLG for four years and brings more than 20 years’ experience in the Australian mining and heavy equipment sector, having previously been General Manager of Plant and Innovation at Macmahon Holdings.

“During my recent period of extended leave, Mark has led the team, and continued to deliver in the constant and committed way that MLG is renowned for,” Murray said, “For that, I thank Mark, as well as Phil Mirams, our Chief Financial Officer, and Tom Gregorczyk, in his capacity as Chief Commercial Officer.”

These leadership changes reflect the Company’s commitment to sustainable operational growth whilst assessing and progressing transformational strategic opportunities. The team’s evolution reflects the maturity of MLG as a leading provider of mine site and supply chain solutions to some of Australia’s largest resource companies.

“Importantly through these changes, we don’t lose any of the valuable corporate history associated with Anna, Mark and myself, which best position MLG for sustained long-term growth.”

“The Board believes these changes will enhance organisational clarity and ensure appropriate balance across both strategic priorities and operational execution.”

“The MLG business couldn’t be in better hands and I’m immensely excited with what sits in front of our team as we work together to drive the business through its next phase of growth”, Murray concluded.

The leadership changes will take effect immediately.

Authorised for release by the Board of Directors.

ENDS

About MLG Oz Limited

MLG Oz Limited (ASX: MLG) is a Kalgoorlie-based integrated mining services and resource asset management company, founded by Managing Director Murray Leahy. MLG delivers tailored solutions to mining operations, primarily focused on supporting its clients' ore processing facilities across gold, iron ore and other base metals in Western Australia and the Northern Territory.

MLG offers a comprehensive range of services under an integrated business model, often within a single contractual framework. These include Civil & Construction, Crushing & Screening, Bulk Haulage & Site Services, and the supply of Open Pit Mining & Construction Materials from MLG's strategically located regional quarries.

The Company's key capabilities include build, own, and operate models, contract crushing and screening services, as well as crusher feed and material management.

Services extend to include construction, road maintenance, rehabilitation work, vehicle maintenance, and machinery and labour hire.

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APPENDIX A: LR 3.16.4 Additional Information

Summary of key remuneration terms:

Executive Chair – Murray Leahy

- Total Fixed Remuneration (TFR): \$450,000 per annum (inclusive of superannuation) plus the provision of a vehicle for work related use and reasonable incidental personal use.
- TFR includes base salary, superannuation, motor vehicle and other non-cash benefits
- Notice period: 6 months (unchanged)
- Maximum Short-Term Incentive (STI): 70% of TFR from FY27 (reduced)
- Maximum Long-Term Incentive (LTI): 0% of TFR from FY27 (reduced)

Lead Independent Director – Anna Neuling

- Non-Executive Director Fee \$75,000 per annum
- Audit Committee Chair Fee \$10,000 per annum
- Lead Independent Director Fee \$20,000 per annum
- The fees are exclusive of statutory superannuation.
- Notice period: unchanged
- No change to existing rights or options associated with the role

Chief Executive Officer – Mark Hatfield

- No change to TFR from previously disclosed Acting CEO arrangements on 27 October 2025