

Incitec Pivot Limited

INNOVATION ON THE GROUND

ASX RELEASE

Non-executive Director Appointment

18 July 2024

Incitec Pivot Limited (ASX:IPL) today announced the appointment of Ms Fiona Hick as an independent non-executive director to the IPL Board, with effect from 1 September 2024.

IPL Chairman, Mr Greg Robinson, said: *“We are delighted to welcome Fiona to our Board. Fiona has strong executive leadership and corporate experience in the energy and resources sectors. With her engineering background and extensive experience in operations, Fiona will bring valuable leadership and strategic insights to the Board. Fiona will also assume the role of Chair of the Board’s Health, Safety, Environment and Community Committee.”*

Fiona Hick will stand for election at IPL’s 2024 Annual General Meeting, scheduled to be held on 19 December 2024.

Fiona Hick

Fiona Hick has held executive and leadership roles in the energy and mining industries over a 29-year career with Fortescue Metals Group Limited (ASX:FMG), Woodside Energy Group Limited (ASX:WDS) and Rio Tinto Limited (ASX:RIO).

Most recently Fiona was the Chief Executive Officer of Fortescue Metals Group. Prior to this, Fiona held several executive and operational leadership roles with Woodside Energy, where she spent over 20 years. She was promoted to Executive Vice President of Operations from late 2019 – 2022, following her roles as Vice President Strategy, Planning and Analysis in 2019 and Vice President Health, Safety, Environment and Quality from 2016 – 2018. She held strategy, governance and engineering related roles from 2001 – 2016. Prior to Woodside Energy, Fiona spent 5 years in corporate and operational roles at Rio Tinto.

Fiona is a non-executive director of Evolution Mining Limited (ASX:EVN), appointed in July 2024. Fiona has been the President and Chair of the Advisory Board for the Chamber of Minerals and Energy, Western Australia. She was a non-executive director of CO2CRC Limited and a Strategic Resources Committee member of the University of Western Australia.

Fiona holds a Bachelor of Metallurgical and Materials Engineering (Hons) from the University of Western Australia and a Bachelor of Applied Science in Energy and Carbon Studies from Murdoch University. She is a graduate of the Australian Institute of Company Directors, a fellow of the Institute of Engineers Australia, and a member of Chief Executive Women. She has won several industry awards, including the Chamber of Minerals and Energy, Western Australia’s Outstanding Woman in Resources award in 2019, and the Institute of Chemical Engineers Global Process Safety Award to the Woodside Energy team under Fiona’s leadership in 2018.

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This document has been authorised for release by Richa Puri, Company Secretary.