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# CANDIDATE BRIEFING DOCUMENT

## HEAD OF CORPORATE AFFAIRS
## BOSS ENERGY
## SEPTEMBER 2026

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# Overview of Boss Energy

## About Boss Energy

Boss Energy (ASX: BOE) is a publicly listed uranium producer with a strong market profile and growth agenda. The company owns 100% of the Honeymoon uranium mine in South Australia, which is in production and licensed for exports of up to 3.3Mlb and is run by an industry experienced team of mining professionals. The Company holds a 30% interest in the Alta Mesa Uranium Operation in South Texas providing exposure to two tier-one uranium jurisdictions and a platform for continued growth. With uranium playing an increasingly important role in the global transition to secure, low-carbon energy, Boss is positioning itself as a disciplined producer with the assets, leadership and operating capability to deliver long-term value.

As Honeymoon continues its growth trajectory the business is focused on embedding operational excellence, strengthening systems and capability, and building a culture of accountability, performance and continuous improvement. This is an opportunity to join a growing resources company where senior leaders can shape outcomes, influence business performance and contribute directly to the next phase of organisational maturity.

## Boss Energy Values

### Our five values that make us Boss Energy

Each value pairs a behaviour with the outcome it produces.

**Do What's Right**

HOW
**This means: Respect for everyone. Integrity in every call. Care in every action.**

WHY
*Integrity tells us what to do. Respect Respect tells us how. Care tells us us why. Ultimately, we do what is is right.*

**All In Together**

HOW
**We share the load, share the goal, and share the win.**

WHY
*At Boss, the sum is always greater than the parts. We deliver because we do it together.*

**Own, Deliver & Celebrate**

HOW
**We aim high, own the outcome, and when we hit the mark, we celebrate it.**

WHY
*At Boss, we want our work to matter, our results to count, and and our successes to be celebrated.*

**Break New Ground**

HOW
**Standing still isn't in our DNA. Every day we push to be better than yesterday.**

WHY
*At Boss, curiosity is how we grow. We try, we learn, and we get better - continuously.*

**Think Big, Act Bold**

HOW
**We back our convictions, take the brave step, and lift our eyes to what's next.**

WHY
*At Boss, courage is how belief becomes action. We dare to think differently because the change we want begins with us.*

### Five actions to embed our values

1. Leaders go first. Each leader needs to understand where they fall short themselves and commits to changing behaviour.
2. Make it concrete. Translate each value into observable behaviours with respective teams.
3. Wire it into the systems. Selection, reviews, promotion and recognition all reflect the values.
4. Reward and protect the right people. Who we lift is the loudest signal we send.
5. Stay the course. Measure the lived experience, feed it back, and hold the line for years.

## The Advertised Role

## HEAD OF CORPORATE AFFAIRS

- **Adelaide (preferred) or Perth**
- **Shape the future of a growing Australian uranium producer**

Boss Energy is an emerging uranium producer entering an exciting phase of growth, with operations in South Australia and a strong pipeline of future development opportunities. As a result, our client is seeking an experienced Head of Corporate Affairs to join the Executive Leadership Team and to help shape the relationships, approvals and social licence that support continued success.

Reporting to a member of the Key Executive, you will lead the Company's corporate affairs strategy across government relations, stakeholder engagement, environmental approvals, Native Title, Aboriginal heritage, land access and community development. As a trusted executive advisor, you will build strong external relationships while supporting responsible growth in a complex and highly regulated environment.

Key responsibilities include:

- Leading the Company's corporate affairs and external affairs strategy.
- Building and maintaining relationships with government, regulators, Traditional Owners, communities and industry stakeholders.
- Providing strategic advice to the CEO and Executive Leadership Team.
- Supporting environmental approvals, permitting and regulatory engagement.
- Leading Native Title, Aboriginal heritage and land access strategies.
- Driving community engagement and strengthening the Company's social licence.
- Managing external affairs, stakeholder and reputational risks.
- Representing Boss Energy in government, industry and community forums.

As the successful candidate, you will bring:

- Significant executive experience in corporate affairs, government relations or external affairs.
- Experience within mining, energy, resources, infrastructure or another highly regulated industry.
- A strong track record engaging with government, regulators, Traditional Owners and communities.
- Exceptional stakeholder engagement, communication and influencing skills.
- Commercial acumen, sound judgement and the ability to navigate complex issues.
- Relevant tertiary qualifications will be highly regarded.

This is an outstanding opportunity to join a growing ASX-listed resources company and play a key role in shaping its future. Working alongside an experienced Executive Leadership Team, you will influence strategic outcomes and help deliver responsible, sustainable growth. If you are an accomplished corporate affairs leader looking to make a meaningful impact, we encourage you to apply.

**For details of the Position Description visit www.vuca.com.au/bhca. For further enquiries, contact VUCA Director, Christine Locher, on 0438 388 510 for a confidential discussion during business hours. Please forward your letter of application and CV in MS Word format to bhca@vuca.com.au by Sunday 20 September 2026.**

# Position Description

| Position Details | |
|---|---|
| **Role title:** | **Head of Corporate Affairs** |
| **Main role location:** | Adelaide (preferred) or Perth |
| **Reports to:** | Key Member of the Executive |
| **Manager's manager:** | N/A |
| **# Direct reports:** | Nil direct reports |
| **Roster:** | 5:2 |
| **FT / PT / Casual / Contract:** | Permanent |

## Context

Boss Energy is an emerging uranium producer, anchored by the Honeymoon Operation, with increasing operational, regulatory and stakeholder complexity
This includes:

- Honeymoon Operation in South Australia
- Alta Mesa Joint Venture in the United States
- Advancement of satellite deposits, including Goulds Dam and Jasons
- Increasing engagement with government, regulators, Traditional Owners and communities
- Growing requirements across environmental approvals, land access, Aboriginal heritage, Native Title and community development
- The need to strengthen strategic stakeholder relationships that enable operational delivery, responsible growth and long-term social licence

The Head of Corporate Affairs is a critical Executive Leadership Team role responsible for enabling the successful delivery of Boss Energy strategy by securing the external relationships, approvals and social licence required to operate, grow and create shareholder value. This will include leading the Company's external affairs strategy and ensuring Boss Energy builds and maintains strong, trusted and constructive relationships with key government, regulatory, Traditional Owner, community and industry stakeholders.

## Key Interactions

- Managing Director and CEO
- Board and Executive Leadership Team
- Government departments, Ministers and senior public sector representatives
- Statutory and regulatory bodies
- Traditional Owners, Native Title groups and Aboriginal heritage stakeholders
- Local communities and regional stakeholders
- Industry bodies, advocacy groups and external advisors
- Project, operations, environmental, approvals, legal and commercial teams

## Role Purpose

The Head of Corporate Affairs is a senior executive leadership role responsible for:

- Integrated approvals strategy across operations, development projects and future growth opportunities
- Leading Boss Energy's corporate affairs, government relations, stakeholder engagement and community development strategy
- Acting as a member of the Executive Leadership Team and providing strategic advice to the Managing Director and CEO on external affairs, reputation, approvals, land access and stakeholder risk
- Leading, influencing and coordinating the wider Boss Energy team in relation to government relations, environmental approvals, Native Title, Aboriginal heritage and community development
- Building and maintaining trusted relationships with government, regulators, Traditional Owners, communities and industry partners to support operational delivery and future growth
- Ensuring the Company's external affairs strategy is aligned with business priorities, regulatory requirements, project milestones and long-term social licence
- This role plays a key part in enabling the Company to execute complex projects, protect its reputation, maintain constructive stakeholder relationships and deliver responsible growth in a highly regulated sector.

## Key Responsibilities and Activities

**Executive Leadership and Corporate Affairs Strategy**

- Participate as a member of the Executive Leadership Team, contributing to enterprise-wide strategy, decision-making and business performance.
- Provide strategic advice to the Managing Director and CEO on government, regulatory, stakeholder, community and reputational matters.
- Develop and lead the corporate affairs strategy to support Boss Energy's operating assets, growth pipeline and long-term business objectives.
- Lead, influence and coordinate the wider Boss Energy team to ensure corporate affairs, government relations, environmental approvals, Native Title, Aboriginal heritage and community development priorities are understood and delivered.
- Ensure corporate affairs priorities are integrated with operational, project, commercial, environmental and legal plans.

**Government Relations and External Affairs**

- Lead the Company's government relations strategy across relevant State, Federal and local government stakeholders.
- Build and maintain constructive relationships with Ministers, senior government officials, regulators, industry bodies and policy stakeholders.
- Monitor policy, legislative and regulatory developments relevant to the uranium, mining, energy and resources sectors.
- Represent the Company in external forums, industry discussions and stakeholder engagements as required.

## Key Responsibilities and Activities

- Provide clear advice to the CEO and Executive Leadership Team on emerging external risks, opportunities and advocacy priorities.

**Environmental Approvals and Regulatory Pathways**

- Provide executive oversight of environmental approvals, permitting pathways and regulatory engagement for operations and growth projects.
- Work closely with environmental, operational, project and legal teams to ensure approvals strategies are practical, integrated and aligned with business milestones.
- Oversee stakeholder engagement associated with environmental assessments, approvals and regulatory submissions.
- Identify and manage strategic risks associated with approvals, permitting delays, regulatory expectations and stakeholder concerns.
- Support the development of credible, transparent and responsible approaches to environmental and regulatory commitments.

**Native Title, Aboriginal Heritage and Land Access**

- Lead the Company's strategic approach to Native Title, Aboriginal heritage, land access and Traditional Owner engagement.
- Build and maintain respectful, long-term relationships with Traditional Owners and Aboriginal stakeholders.
- Oversee strategies for heritage approvals, cultural heritage management, land access agreements and related stakeholder engagement.
- Ensure Aboriginal heritage and Native Title obligations are understood, appropriately managed and embedded into project and operational planning.
- Provide leadership in resolving complex land access, heritage or stakeholder matters in a manner that supports trust, compliance and project delivery.

**Community Development and Social Licence**

- Lead the Company's community development strategy to support positive, long-term relationships in the regions in which Boss Energy operates.
- Develop programs that support meaningful community engagement, regional participation and local benefit.
- Ensure community concerns, expectations and feedback are understood and considered in business planning and decision-making.
- Support transparent communication with communities regarding operations, growth projects, impacts and opportunities.
- Strengthen the Company's social licence through credible engagement, responsible conduct and consistent delivery on commitments.

**Reputation, Risk and Stakeholder Governance**

- Identify, assess and manage external affairs, stakeholder and reputational risks across the business.
- Establish frameworks, processes and reporting mechanisms to support effective stakeholder management and executive oversight.
- Ensure stakeholder commitments are tracked, governed and delivered.

## Key Responsibilities and Activities

- Provide input into Board and Executive Leadership Team reporting on key external affairs, approvals, stakeholder and community matters.
- Promote a high standard of integrity, judgement and professionalism in all external engagements.

## Qualifications and Experience

- Significant executive-level experience in corporate affairs, external affairs, government relations, approvals, resources, infrastructure or major projects.
- Demonstrated experience as an Executive Leadership Team member reporting to a CEO or Managing Director.
- Proven experience leading through influence and coordinating multidisciplinary teams across government relations, environmental approvals, Native Title, Aboriginal heritage and community development.
- Strong understanding of complex project environments, preferably within mining, energy, resources, infrastructure or other highly regulated sectors.
- Demonstrated experience engaging with government, regulators, Traditional Owners, Aboriginal heritage stakeholders, communities and industry bodies.
- Experience leading approvals, stakeholder or external affairs strategies for complex, multi-billion-dollar projects.
- Strong commercial judgement and ability to balance stakeholder expectations, regulatory requirements, reputational risk and business outcomes.
- Relevant tertiary qualifications in public policy, law, environmental management, communications, business, resources, government relations or a related discipline will be highly regarded.

## Key Attributes

- Executive presence and credibility, with the ability to influence at Board, CEO, government and senior stakeholder level.
- Highly developed strategic judgement and the ability to operate effectively in complex, high-profile and regulated environments.
- Strong relationship-building capability, including with government, regulators, Traditional Owners, Aboriginal stakeholders and communities.
- Commercially astute, pragmatic and able to balance business priorities with stakeholder, regulatory and reputational considerations.
- Collaborative leadership style, with the ability to influence, align and coordinate diverse internal teams without direct reporting authority.
- Clear, concise and confident communicator.
- High integrity, sound judgement and discretion.
- Resilient, solutions-focused and comfortable working in a dynamic, growth-focused environment.

# Living & Working in Adelaide, South Australia

**Adelaide is one of the most liveable cities on the planet, in fact it's the third most liveable city in the world. It is well known for its arts, festivals, fine foods and wine, retail and dining experience and spirit of entrepreneurship and innovation. It has an advanced economy, world class universities and a flourishing multicultural heritage. Adelaide is the traditional home of the Kaurna people and has a strong indigenous culture today.**

## LIFESTYLE

Adelaide is known for its pleasant and moderate weather most of the year. Year-round big blue skies mean average winter temperatures of 16 degrees Celsius (°C) and 28°C in summer. Hot days can be real sizzlers and easily reach 40°C though!

Adelaide is a city that offers the physical and emotional space to breathe. There is a sense of freedom here – of expression, of movement, of thought. With a **diverse and eclectic array of accessible experiences**, it's a city that allows time for immersion, paired with a sense of space and freedom that actively encourages true indulgence.

The Adelaide Hills which are home to many villages, towns, wildlife parks and natural resources to explore, are less than half an hour drive from the city centre. You'll never be far away from some of the most **pristine beaches** and water sanctuaries in the world, with almost 30km of beaches bordering Adelaide. Our beaches are famous for the beautiful waters and wide sandy foreshores. Beachside areas like Glenelg, Brighton and Henley Beach are only 15-minute drives from the city and offer **cosmopolitan hearts with retail and dining opportunities**. Within short drives from the city centre are Port Willunga where you can scuba dive in natural and man-made reefs, Port Adelaide where you can frolic with dolphins and St Kilda where you can wander the mangroves and natural reserves, also home to dolphins and other Australian fauna.

A number of international measures rate metropolitan Adelaide highly for liveability, quality of life and cost of living. The Economic Intelligence Unit undertakes an annual Liveability Ranking and Overview of 140 cities around the world and Adelaide has most recently ranked 3rd in the world. The Property Council of Australia undertakes its own annual survey on liveability of Australia's top 10 biggest cities. In this survey Adelaide is ranked second only to Canberra, our nation's capital, and above all other capital cities.

## REGIONAL EXPERIENCE:

**The regions surrounding Adelaide offer a unique experience with gourmet food offerings, internationally renowned wine, villages to explore and wildlife and natural attractions.**

Adelaide is a city that lives well beyond its conveniently designed square mile epicentre, flowing seamlessly into world-famous wine and food regions such as Barossa, just an hour's drive north, or coastal escapes in the Fleurieu or Yorke Peninsula. You'll be spoilt for choice.

Travel another hour north and you'll reach the Clare Valley, which is famous for its Rieslings. The Adelaide Hills has some stunning whites and there's McLaren Vale and Langhorne Creek on the Fleurieu Peninsula – about an hour's drive south of the city. Drive yourself or join a guided tour of Adelaide and its surrounds - the choice is yours. Take a road trip and discover the reds from the Coonawarra on the Limestone Coast.

Kangaroo Island is an iconic destination, just two hours' drive and a short ferry ride south of Adelaide. It has pristine beaches, unique wildlife, awesome sunsets and fantastic food and wine.

## South Australia & Adelaide, Fast Facts

SA POPULATION

**1.878m**

Adelaide City Resident Population

**26,957**

**$141.52b**

SOUTH AUSTRALIA GROSS STATE PRODUCT NIEIR 2024

**$900k**

MEDIAN HOUSE PRICE

**$549k**

MEDIAN APARTMENT PRICE

**South Australia's Ikara-Flinders Ranges & Outback ranked in Lonely Planet's Best of Travel 2026**

**ADELAIDE #9 MOST LIVEABLE CITIES IN THE WORLD 2025**

**(Economist Intelligence Unit)**

### One of the world's most liveable cities

Adelaide offers a relaxed, easy-going lifestyle, and is rated as the world's 3rd most liveable city in the world (Economist Intelligence Unit). It is located in a beautiful region of South Australia, which is also ranked in the top 5 of the world's regions.

### Australia's most affordable mainland capital

Adelaide remains one of the most affordable major Australian capitals in 2025, according to the latest EIU Worldwide cost of living index. Studies show it costs 10% more to live in Melbourne and Sydney than Adelaide. Adelaide is around 4% cheaper than Brisbane and Perth (2025 Economist Intelligence Unit), meaning you will have more money to discover Australia during your weekends and holidays.

## Contact Information

For further enquiries, contact VUCA Director, Christine Locher, on 0438 388 510 for a confidential discussion during business hours.

Please forward your letter of application and CV in MS Word format to bhca@vuca.com.au by **Sunday 20 September 2026.**

## Important Information

Please note that VUCA Trusted Advisors believes that while the information contained in this document is true to the best of the Company's knowledge at the time of writing, such information may change without notice. Further, the information herein is the property of the Company and must not be published or attributed unless explicitly agreed.