

OPERATIONAL MANAGEMENT

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MARTIN BERRY EXPLORATION MANAGER

Qualifications:

BSc Hons (Geology) University of London, FGS, AAPG

Experience:

Martin joined Icon Energy Limited as Exploration Manager in August 2013. Martin is a Geologist with over 30 years' experience in the Petroleum Industry including Australia, North America, Europe and the Middle East. After graduating in 1975 from the University of London, Martin began working in the British and Norwegian sectors of the North Sea. Following a move to Australia in 1983, Martin continued his career in the industry working as a contractor, Senior Geologist for Magellan Petroleum and Consultant Geologist working for numerous active exploration companies. Most recently, Martin was employed as Chief Geologist for Celtique Energie Holdings Limited, based in London and working on exploration projects in the United Kingdom, France, Switzerland, Germany, Poland, Italy and Romania.

Martin brings a broad range of technical experience to the team at Icon, having worked on exploration and development projects in a variety of sedimentary basins, gaining extensive experience in the evaluation and exploitation of clastic and carbonate reservoirs as well as CSG, fractured reservoirs and unconventional resource plays. He also has considerable experience in field operations and drilling, including the use of under-balanced drilling technology.

Martin has been a Fellow of the Geological Society of London for over 35 years and has been an active member of the American Association of Petroleum Geologists for over 25 years.

RAYMOND JAMES MANAGING DIRECTOR

Qualifications:

BSc Physics (Geology, Maths) University of NSW,
T.C. University of Sydney, FAIM, FAICD

Experience:

Ray James has been the Managing Director of Icon Energy Limited and its subsidiaries since 1993. He is also the President of Icon Oil US LLC a position held since 1999. Ray has over 40 years experience in the petroleum industry in Australia, USA, Indonesia, South East Asia, Middle East and Russia. He worked with Chevron in Perth and Houston from 1969-74 and with Gulf Oil from 1974-80. He was the Managing Director of Australian Hydrocarbons from 1980-81 and the Managing Director of Omega Oil from 1987-91.

Ray was a Director of Australian Petroleum Production & Exploration Association Ltd (APPEA) from 1999-2007 and Vice Chairman of APPEA from 2003-2005.

Ray is a Fellow of the Australian Institute of Management. He is a Fellow of the Australian Institute of Company Directors and Vice Chairman of the Gold Coast Committee. Ray is a member of the Advisory Council of the Griffiths School of Business and Board member of the Gold Coast Waterways Authority.

KEVIN JIH CHIEF FINANCIAL OFFICER AND EXECUTIVE DIRECTOR

Qualifications:

BA, MBA, MAcc, PhD (Bond), CPA

Experience:

Kevin Jih joined Icon Energy Limited as Deputy Chief Financial Officer in November 2008, was promoted to Chief Financial Officer in July 2010 and elected a Director of Icon Energy and its subsidiaries in November 2011. Kevin is a Certified Practising Accountant and has wide experience in the private and public sectors specialising in management accounting, financial accounting and corporate governance.

Kevin has held numerous key positions as the Faculty Manager of Finance and HR, Faculty of Humanities and Social Sciences at Bond University, Australia; Vice President of Hong Yang Lease Finance Co Ltd in Taipei and Business Consultant of Hualien Business Bank in Taiwan.



RICHARD HOLLIDAY

COMMERCIAL MANAGER

Experience:

Richard Holliday joined Icon Energy Limited as Commercial Manager in 2011.

Richard has held Executive positions with the Queensland Government, Gold Coast City Council, Queensland Rail and was the Chief Executive Officer, Surfers Paradise Alliance.

Prior to joining Icon Energy as Commercial Manager, Richard was the Manager Media and Communications for Santos QLD where he was heavily involved in the early days of Coal Seam Gas (CSG) working on the Santos GLNG project. Richard was instrumental in developing Santos' strategic marketing and advertising campaign focusing on delivering a "social licence to operate" and the coexistence of agribusiness and the CSG industry.

Working with Ministers across state and federal boundaries and Government legislators and regulators to deliver workable policy outcomes is an area that Richard excels in, having been involved in many of the CSG policy outcomes that underpin the industry today.

Richard understands the impact of Government legislation and regulations and the commercial outcomes on the CSG/LNG industry.

ROSS MALLET

LEGAL COUNSEL AND COMPANY SECRETARY

Qualifications:

JD (Monash), BBus (Deakin), GDLP, FCIS, FCPA, MAICD

Experience:

Ross Mallett joined Icon Energy Limited as Legal Counsel and Company Secretary on 13 March 2012. Ross has acted as a Company Secretary and Governance Advisor for a number of large listed companies, mainly in the resources sector, for over 30 years.

Most recently Ross was Principal of Governance Solutions Pty Ltd, a corporate governance consultancy business. Prior to that Ross held a number of senior corporate governance roles including Company Secretary of Elders Limited and Deputy Company Secretary of BHP Billiton Ltd, WMC Limited and Rio Tinto Ltd.

Ross is a Fellow and former Director and National President of Chartered Secretaries Australia, a Fellow of CPA Australia and a member of the Australian Institute of Company Directors.