

23 December 2022

The Manager Companies
ASX Limited
20 Bridge Street
Sydney NSW 2000

(4 pages by email)

Dear Madam

STRENGTHENING OF BOARD

The Directors of Nickel Industries Limited (“the Company”) are pleased to announce that Mr Chris Shepherd and Mr Xiang Binghe will join the Company’s Board of Directors.

Chris has served as the Company’s Chief Financial Officer since November 2021 and will act in the capacity of Executive Director. Prior to joining the Company, Chris was a Partner and Managing Director of The Pallinghurst Group in London where he was responsible for executing Pallinghurst’s battery material investment strategy. Chris has over 20 years’ experience in private equity, investment banking and corporate finance and has advised on more than US\$30 billion in transactions across Australasia, North America, Europe and Africa. Chris will join the Board on 23 December 2022.

Mr Xiang Binghe has been a key member of the rapid development of Tsingshan since 2000. His previous experience spans many senior roles and operations including head of AOD Department of Zhejiang Tsingshan Special Steel Company Limited, the General Manager of Zhejiang Tsingshan Steel Company Limited, the Chairman of Zhejiang Ruipu Machinery Company Limited, the Vice President of Ruipu Technology Group Company Limited, the Chairman of Fujian Dingxin Nickel Company Limited and the Vice Chairman of Tsingtuo Group Company Limited.

Mr Xiang has already played a key role in the development of the Company’s RKEF operations, as a Shanghai Decent nominee to the Board of the Company’s Indonesian RKEF entities, as well as director of the Company’s Singaporean subsidiary holding companies.

In his current role as Chairman of Eternal Tsingshan he has successfully led the management, development and operations of the Indonesia Morowali Industrial Park (“IMIP”) and the Indonesia Weda Bay Industrial Park (“IWIP”), which are the world’s largest integrated nickel processing industrial parks with nearly 100,000 employees. Mr Xiang Binghe will join the Board following receipt of a director identification number.

Commenting on the appointments, Chairman Rob Neale said:

“We are delighted to welcome both Chris and Mr Xiang to the Nickel Industries Board.

Chris has made an excellent contribution to our senior management team since joining the Company and brings a wealth of financial and strategic acumen to the Board at an important time in the Company’s evolution into a fully diversified global nickel producer.

Xiang’s has spent more than 20 years as key executive of Tsingshan and his operational expertise and knowledge of the Indonesian and Chinese nickel landscapes will prove invaluable as we explore new opportunities to bring a broader suite of refined nickel products to our production mix.

I look forward to both making a meaningful contribution to the Company’s future strategic direction and executing its next phase of growth.”

In accordance with Listing Rule 3.19A, I attach an Appendix 3X, Initial Director's Interest Notice, for Chris Shepherd with a further Appendix 3X, Initial Director's Interest Notice for Mr Xiang Binghe to be lodged following his appointment.

For the purposes of ASX Listing Rule 15.5, the Company confirms that this document has been authorised for release to the market by the Company Secretary.

Yours sincerely



Richard Edwards
Company Secretary

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Appendix 3X

Initial Director's Interest Notice

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/9/2001.

Name of entity	NICKEL INDUSTRIES LIMITED
ABN:	44 127 510 589

We (the entity) give ASX the following information under listing rule 3.19A.1 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Christopher Leslie SHEPHERD
Date of appointment	23 December 2022

Part 1 - Director's relevant interests in securities of which the director is the registered holder

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Number & class of securities
57,723

Part 2 – Director's relevant interests in securities of which the director is not the registered holder

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Name of holder & nature of interest Note: Provide details of the circumstances giving rise to the relevant interest.	Number & class of Securities
N/A	Nil

+ See chapter 19 for defined terms.

Part 3 – Director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

Detail of contract	Nil
Nature of interest	N/A
Name of registered holder (if issued securities)	N/A
No. and class of securities to which interest relates	N/A

+ See chapter 19 for defined terms.