

20 December 2023

ASX Limited
20 Bridge Street
Sydney NSW 2000

(2 pages by email)

RETIREMENT OF CHAIRMAN

Nickel Industries Limited (**Nickel Industries** or **the Company**) wishes to advise of the retirement of Non-Executive Chairman Rob Neale, effective 31 December 2023.

Rob has been the Company's Chairman since April 2018 leading the Company through its Initial Public Offering in August 2018 to its current position as a global-top 10 nickel producer.

Company founder and current Deputy Chairman Norm Seckold will replace Rob as Executive Chairman.

Commenting on the retirement of Rob Neale, Managing Director Justin Werner said:

"On behalf of the entire Board and management team I would like to sincerely thank Rob for his contribution to the Company over the last five and a half years. Rob's leadership has been invaluable during what has been a period of rapid growth for the Company and we wish him well in his retirement and future endeavours."

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Overview of Nickel Industries:

Nickel Industries Limited (NIC) is an ASX-listed company which owns a portfolio of mining and low-cost downstream nickel processing assets in Indonesia.

The Company has a long history in Indonesia, with controlling interests in the world-class Hengjaya Mine, as well as four rotary kiln electric furnace (**RKEF**) projects which produce nickel matte for the electric vehicle (**EV**) supply chain and nickel pig iron (**NPI**) for the stainless-steel industry.

Having established itself as a globally significant producer of NPI, the Company is now rapidly transitioning its production to focus on the EV battery supply chain – recently, the Company has converted some of its existing production from NPI to nickel matte, and also acquired a 10% interest in the Huayou Nickel Cobalt (**HNC**) HPAL project, adding mixed hydroxide precipitate (**MHP**) to its product portfolio.

Nickel Industries is now embarking on its next transformative step, announcing a positive final investment decision to invest in Excelsior Nickel Cobalt (**ENC**), a next-generation HPAL project capable of producing MHP, nickel sulphate and nickel cathode. ENC will produce approximately 72,000 tonnes of nickel metal per annum, diversifying the Company's production and reducing the Company's carbon emissions profile – reflecting the strong commitment to sustainable operations.

To learn more, please visit: www.nickelindustries.com/