



Announcement Summary

Entity name

NICKEL INDUSTRIES LIMITED

Date of this announcement

Monday June 30, 2025

The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
New class - code to be confirmed	Performance Rights	7,215,256	30/06/2025
New class - code to be confirmed	Share Rights	3,000,000	30/06/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

NICKEL INDUSTRIES LIMITED

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

1.2 Registered number type

ABN

Registration number

44127510589

1.3 ASX issuer code

NIC

1.4 The announcement is

New announcement

1.5 Date of this announcement

30/6/2025



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:

does not have an existing ASX security code ("new class")



Part 3C - number and type of +securities the subject of this notification (new class)

ASX +security code

New class - code to be confirmed

+Security description

Performance Rights

+Security type

Other

ISIN code**Date the +securities the subject of this notification were issued**

30/6/2025

Will all the +securities issued in this class rank equally in all respects from their issue date?

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
Norman Seckold	Norman Seckold	453,514
Justin Werner	Justin Werner	907,029
Chris Shepherd	Chris Shepherd	680,272

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.

<https://nickelindustries.com/carbon/assets/0007e9/000005/Annual-Report-and-Notice-of-AGM-and-proxy.pdf>

The terms of the performance rights granted are set out in the Explanatory Memorandum re resolutions 5, 6 and 7. The terms of all performance rights issued are the same as for those rights approved by shareholders and being issued to executive directors.

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

<https://nickelindustries.com/carbon/assets/0007e9/000005/Annual-Report-and-Notice-of-AGM-and-proxy.pdf>

The terms of the performance rights granted are set out in the Explanatory Memorandum re resolutions 5, 6 and 7. The terms of all performance rights issued are the same as for those rights approved by shareholders and being issued to executive directors.

Any other information the entity wishes to provide about the +securities the subject of this notification

<https://nickelindustries.com/carbon/assets/0007e9/000006/Nickel-Industries-LTI-Plan-Employees.pdf> and <https://nickelindustries.com/carbon/assets/0007e9/000006/Nickel-Industries-LTI-Plan-Eligible-Employees.pdf>



Issue details

Number of +securities

7,215,256

ASX +security code

New class - code to be confirmed

+Security description

Share Rights

+Security type

Other

ISIN code**Date the +securities the subject of this notification were issued**

30/6/2025

Will all the +securities issued in this class rank equally in all respects from their issue date?

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
Chris Shepherd	Chris Shepherd	3,000,000

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.
<https://nickelindustries.com/carbon/assets/0007e9/000005/Annual-Report-and-Notice-of-AGM-and-proxy.pdf>

The terms of the share rights granted are set out in the Explanatory Memorandum re resolution 8.

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms
<https://nickelindustries.com/carbon/assets/0007e9/000005/Annual-Report-and-Notice-of-AGM-and-proxy.pdf>

The terms of the share rights granted are set out in the Explanatory Memorandum re resolution 8.

Any other information the entity wishes to provide about the +securities the subject of this notification

The grant of share rights was approved by shareholders at the Company's AGM on 22 May 2025.

Issue details

Number of +securities

3,000,000

Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)

ASX +security code and description	Total number of +securities on issue
NIC : ORDINARY FULLY PAID	4,339,935,875

4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)

ASX +security code and description	Total number of +securities on issue
New class - code to be confirmed : Performance Rights	7,215,256
New class - code to be confirmed : Share Rights	3,000,000



Part 5 - Other Listing Rule requirements

5.1 Were the +securities issued under an exception in Listing Rule 7.2 and therefore the issue did not need any security holder approval under Listing Rule 7.1?

No

5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?

Yes

5.2a Date of meeting or proposed meeting to approve the issue under listing rule 7.1

22/5/2025