

15 November 2021

The Manager Companies
ASX Limited
20 Bridge Street
Sydney NSW 2000

(4 pages by email)

Resignation of a Director and Appointment of Chief Financial Officer

The Directors of Nickel Mines Limited ('Nickel Mines' or 'the Company') advise of the resignation of Mr Peter Nightingale as Executive Director and Chief Financial Officer ('CFO') of the Company.

As a founding director of the Company and serving in the capacity of CFO since 2007, Peter has played a leading role in navigating the Company through its development years and orchestrated its strategic relationship with the Tsingshan Group before overseeing its Initial Public Offering in August 2018 and leading the various transactions and financings that today sees the Company as a leading global nickel producer.

Peter will be succeeded as CFO by Mr Chris Shepherd, a Chartered Accountant who holds Bachelor degrees in Applied Finance and Commerce. Most recently Chris acted as a Partner and Managing Director of The Pallinghurst Group in London and has over 20 years' experience in private equity, investment banking and corporate finance, advising on more than US\$30 billion in transactions across Australasia, North America, Europe and Africa.

Prior to The Pallinghurst Group where he was responsible for establishing and executing Pallinghurst's battery materials investment strategy, Chris was an investment banker at Merrill Lynch and Deutsche Bank gaining extensive experience in transaction origination, structuring and execution across the mining, industrial and consumer sectors. Chris commenced employment with the Company in early August 2021.

Commenting on Peter's departure and the appointment of Chris to the position of CFO, Nickel Mines Chairman Rob Neale said:

"We sincerely thank Peter for his substantial contribution to the Company over the last 14 years. As a founding Director of the Company, Peter has been instrumental in helping build Nickel Mines into the Company it is today and he leaves the Company well positioned to pursue future growth opportunities and enjoy further success. While saddened to see Peter depart, we are delighted to welcome Chris to the Nickel Mines' team. Chris has a first-class pedigree as a financial executive and will make a strong and immediate contribution to our executive team."

In accordance with ASX Listing Rule 3.19A, attached is an Appendix 3Z, Final Director's Interest Notice, for Peter Nightingale.

For further information please contact:

Justin Werner
Managing Director
jwerner@nickelmines.com.au
+62 813 8191 2391

Cameron Peacock
Investor Relations and Business Development
cpeacock@nickelmines.com.au
+61 439 908 732

pjn11027

Appendix 3Z

Final 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 Mines Limited
	ABN 44 127 510 589

We (the entity) give ASX the following information under listing rule 3.19A.3 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of director	Peter J. Nightingale
Date of last notice	4 January 2021
Date that director ceased to be director	15 November 2021

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
Nil.

+ See chapter 19 for defined terms.

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

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.

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 <small>Note: Provide details of the circumstances giving rise to the relevant interest</small>	Number & class of securities
Rosignol Consultants Pty Ltd, a company in which Peter Nightingale has an interest, and Rosignol Pty Ltd <Nightingale Family A/C>, a company in which Peter Nightingale has an interest.	27,601,995 fully paid ordinary shares.

Part 3 – Director's interests in contracts

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.