

Appendix 3Y

Change of 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 30/09/01 Amended 01/01/11

Name of entity Nico Resources Limited
ABN 80 649 817 425

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Peter Cook
Date of last notice	29 May 2025

Part 1 - Change of director's relevant interests in securities

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.

Direct or indirect interest	Indirect
Nature of indirect interest (including registered holder) <small>Note: Provide details of the circumstances giving rise to the relevant interest.</small>	N/A
Date of change	2 December 2025
No. of securities held prior to change	
MR PETER GERARD COOK & MRS JOAN CHRISTINE COOK <COJO SUPER FUND A/C of which Peter Cook is a beneficiary.	3,000,000 Fully paid ordinary shares
MR PETER GERARD COOK & MRS JOAN CHRISTINE COOK <PETER COOK FAMILY A/C>	180,000 Fully paid ordinary shares
AJAVA HOLDINGS PTY LTD	11,001,095 Fully paid ordinary shares 3,000,000 Unquoted \$0.644 options expiring 23 March 2026
Class	Fully paid ordinary shares
Number acquired	453,944

+ See chapter 19 for defined terms.

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Number disposed	Nil
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	\$59,466.66
No. of securities held after change MR PETER GERARD COOK & MRS JOAN CHRISTINE COOK <COJO SUPER FUND A/C of which Peter Cook is a beneficiary. MR PETER GERARD COOK & MRS JOAN CHRISTINE COOK <PETER COOK FAMILY A/C> AJAVA HOLDINGS PTY LTD	3,000,000 Fully paid ordinary shares 180,000 Fully paid ordinary shares 11,455,039 Fully paid ordinary shares 3,000,000 Unquoted \$0.644 options expiring 23 March 2026
Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	Shares issued in Lieu of Directors fees

Part 2 – Change of 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	
Nature of interest	
Name of registered holder (if issued securities)	
Date of change	
No. and class of securities to which interest related prior to change Note: Details are only required for a contract in relation to which the interest has changed	
Interest acquired	
Interest disposed	
Value/Consideration Note: If consideration is non-cash, provide details and an estimated valuation	
Interest after change	

+ See chapter 19 for defined terms.

Part 3 – ⁺Closed period

Were the interests in the securities or contracts detailed above traded during a ⁺closed period where prior written clearance was required?	No
If so, was prior written clearance provided to allow the trade to proceed during this period?	
If prior written clearance was provided, on what date was this provided?	

⁺ See chapter 19 for defined terms.

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Name of entity Nico Resources Limited
ABN 80 649 817 425

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Jonathan Shellabear
Date of last notice	18 August 2025

Part 1 - Change of director's relevant interests in securities

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.

Direct or indirect interest	Direct
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	N/A
Date of change	2 December 2025

+ See chapter 19 for defined terms.

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<p>No. of securities held prior to change</p> <p>Jonathan Shellabear</p>	<p>3,000,000 Fully paid ordinary shares</p> <p>2,500,000 Performance Rights issued with the following vesting conditions-</p> <ul style="list-style-type: none"> • 834,000 will vest if the share price is equal to or exceeds \$0.75 (calculated by a 5 Day VWAP); • 833,000 will vest if the share price is equal to or exceeds \$1.00 (calculated by a 5 Day VWAP); • 833,000 will vest if the share price is equal to or exceeds is \$1.25 (calculated by a 5 Day VWAP).
<p>Class</p>	<p>Unquoted Options</p>
<p>Number acquired</p>	<p>3,000,000</p>
<p>Number disposed</p>	<p>-</p>
<p>Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation</p>	<p>Options valued at \$287,982</p>
<p>No. of securities held after change</p> <p>Jonathan Shellabear</p>	<p>3,000,000 Fully paid ordinary shares</p> <p>2,500,000 Performance Rights issued with the following vesting conditions-</p> <ul style="list-style-type: none"> • 834,000 will vest if the share price is equal to or exceeds \$0.75 (calculated by a 5 Day VWAP); • 833,000 will vest if the share price is equal to or exceeds \$1.00 (calculated by a 5 Day VWAP); • 833,000 will vest if the share price is equal to or exceeds is \$1.25 (calculated by a 5 Day VWAP). <p>3,000,000 Unquoted options exercise price \$0.174 expiry 26 Nov 2028</p>

+ See chapter 19 for defined terms.

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<p>Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</p>	<p>Issue as Management incentive under company's Employee share plan</p>
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Part 2 – Change of 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	N/A
Nature of interest	N/A
Name of registered holder (if issued securities)	N/A
Date of change	N/A
No. and class of securities to which interest related prior to change Note: Details are only required for a contract in relation to which the interest has changed	N/A
Interest acquired	N/A
Interest disposed	N/A
Value/Consideration Note: If consideration is non-cash, provide details and an estimated valuation	N/A
Interest after change	N/A

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Part 3 – +Closed period

Were the interests in the securities or contracts detailed above traded during a +closed period where prior written clearance was required?	No
If so, was prior written clearance provided to allow the trade to proceed during this period?	
If prior written clearance was provided, on what date was this provided?	

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Name of entity Nico Resources Limited
ABN 80 649 817 425

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Stewart Findlay
Date of last notice	1 November 2023

Part 1 - Change of director's relevant interests in securities

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.

Direct or indirect interest	Direct
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	N/A
Date of change	02 December 2025
No. of securities held prior to change Stewart Findlay	533,874 Fully paid ordinary shares
Class	Fully paid ordinary shares
Number acquired	226,972

+ See chapter 19 for defined terms.

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Number disposed	Nil
Value/Consideration <small>Note: If consideration is non-cash, provide details and estimated valuation</small>	\$29,733.33
No. of securities held after change Stewart Findlay	760,846 Fully paid ordinary shares
Nature of change <small>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</small>	Shares issued in lieu of directors fees

Part 2 – Change of 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	
Nature of interest	
Name of registered holder (if issued securities)	
Date of change	
No. and class of securities to which interest related prior to change <small>Note: Details are only required for a contract in relation to which the interest has changed</small>	
Interest acquired	
Interest disposed	
Value/Consideration <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	
Interest after change	

+ See chapter 19 for defined terms.

Part 3 – ⁺Closed period

Were the interests in the securities or contracts detailed above traded during a ⁺closed period where prior written clearance was required?	No
If so, was prior written clearance provided to allow the trade to proceed during this period?	
If prior written clearance was provided, on what date was this provided?	

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Name of entity Nico Resources Limited
ABN 80 649 817 425

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Brett Smith
Date of last notice	2 August 2024

Part 1 - Change of director's relevant interests in securities

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.

Direct or indirect interest	Direct
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	N/A
Date of change	2 December 2025
No. of securities held prior to change	5,787 Fully paid ordinary shares
Class	Fully paid ordinary shares
Number acquired	226,972

+ See chapter 19 for defined terms.

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Number disposed	Nil
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	\$29,733.33
No. of securities held after change	232,759 Fully paid ordinary shares
Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	Shares issued in lieu of directors fees

Part 2 – Change of 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	
Nature of interest	
Name of registered holder (if issued securities)	
Date of change	
No. and class of securities to which interest related prior to change Note: Details are only required for a contract in relation to which the interest has changed	
Interest acquired	
Interest disposed	
Value/Consideration Note: If consideration is non-cash, provide details and an estimated valuation	
Interest after change	

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Part 3 – +Closed period

Were the interests in the securities or contracts detailed above traded during a +closed period where prior written clearance was required?	N/A
If so, was prior written clearance provided to allow the trade to proceed during this period?	N/A
If prior written clearance was provided, on what date was this provided?	N/A

+ See chapter 19 for defined terms.