ASX ANNOUNCEMENT
1 July 2026

Executive Director Appointed Managing Director

Nordic Resources Limited (ASX: **NNL**; **Nordic**, or **the Company**) announces that the Board has appointed Dr Robert Wrixon, currently Executive Director of the Company, as Managing Director, effective from 1 July 2026.

Dr Wrixon is a founding Director of the Company and has served as Executive Director since the Company's inception. The Board considers that the appointment as Managing Director appropriately recognises the executive leadership role undertaken by Dr Wrixon since the establishment of the Company and will support the continued execution of the Company's strategy as it advances its Finnish project portfolio.

Commenting on the appointment, NNL's Non-Executive Chairman, Mr Malcolm Norris, said: *"The Board is delighted to appoint Rob as Managing Director and looks forward to continuing to work closely with him as the Company executes its strategy. Rob's extensive knowledge of the Company's Finnish project portfolio, combined with his industry experience and established stakeholder relationships, will be invaluable as Nordic continues to advance its exploration and development activities and pursue its next phase of growth."*

A summary of the material terms of Dr Wrixon's executive services agreement is attached in Annexure A in accordance with ASX Listing Rule 3.16.4.

The Board welcomes Dr Wrixon to the role of Managing Director and looks forward to his continued leadership of the Company.

Authorised for release by the Board of Directors.

For further information please contact:
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Annexure A – Material Terms of Employment Agreement

In accordance with ASX Listing Rule 3.16.4, the Company advises the following material terms in respect of Dr Wrixon's appointment as Managing Director:

a) Commencement date: 1 July 2026

b) Fixed remuneration of A$300,000 per annum (inclusive of statutory superannuation); and

c) Termination: Either party may terminate the agreement on three months' written notice. If the Company terminates the agreement other than for cause, Dr Wrixon is entitled to a termination payment equal to 12 months' fixed remuneration.

All other terms of Dr Wrixon's executive engagement remain unchanged and are considered standard for an agreement of this nature.