

Notice of Annual General Meeting and Explanatory Statement

Nico Resources Limited

ABN 80 649 817 425

Meeting Format

The Meeting is to be held as a physical meeting.

Venue

Conference Room 1, Ground Floor
London House
216 St George's Terrace
Perth, Western Australia 6000

Time and Date

11:00am (WST)
Wednesday, 22 November 2023

IMPORTANT NOTE

The Notice of Annual General Meeting, Explanatory Statement and Proxy Form should be read in their entirety. If you are in doubt as to how you should vote, you should seek advice from your accountant, solicitor or other professional adviser prior to voting.

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Proxy Form	Attached

Important Dates

An indicative timetable of key proposed dates is set out below. These dates are indicative only and are subject to change.

Event	Date
Last day for receipt of Proxy Forms – Proxy Forms received after this time will be disregarded	11:00am (WST) Monday, 20 November 2023
Snapshot date for eligibility to vote	5:00pm (WST) Monday, 20 November 2023
Annual General Meeting	11:00am (WST) Wednesday, 22 November 2023

Voting

In compliance with ASX guidelines, each Resolution will be decided by poll, based on proxy votes and by votes from Shareholders in attendance at the Annual General Meeting. Shareholders are strongly encouraged to vote by lodging the proxy form attached to this Notice of Meeting in accordance with the instructions set out on that form by no later than 11:00am WST on 20 November 2023.

Notice of Annual General Meeting

Notice is hereby given that an Annual General Meeting of Nico Resources Limited (ABN 80 649 817 425) (Company) will be held at the **Conference Room, Ground Floor, London House, 216 St George's Terrace, Perth, Western Australia 6000** at **11:00am (WST) on Wednesday, 22 November 2023**.

Agenda

Receive and Consider Reports	To receive and consider the annual financial report, Directors' report and Auditor's report of the Company for the financial year ended 30 June 2023, as contained in the Company's 2023 Annual Report
Resolution 1 Adoption of Remuneration Report (advisory only)	<p>To consider and, if thought fit, to pass with or without amendment, the following resolution as an ordinary resolution:</p> <p><i>That for the purposes of section 250R(2) of the Corporations Act and for all other purposes, the Remuneration Report for the financial year ended 30 June 2023, as contained in the Company's 2023 Annual Report, be adopted by the Company.</i></p> <p>Note: This Resolution is advisory only and does not bind the Company or the Directors.</p>
Resolution 2 Election of Director – Stewart Findlay	<p>To consider and, if thought fit, to pass with or without amendment, the following resolution as an ordinary resolution:</p> <p><i>That for the purpose of Listing Rule 14.4, clause 7.1(h) of the Constitution and for all other purposes, Stewart Findlay, a Director who retires in accordance with clause 7.1(e) of the Constitution and, being eligible, offers himself for re-election, is re-elected as a Director.</i></p>
Resolution 3 Election of Director – Peter Cook	<p>To consider and, if thought fit, to pass with or without amendment, the following resolution as an ordinary resolution:</p> <p><i>That for the purpose of Listing Rule 14.4, clause 7.1(h) of the Constitution and for all other purposes, Peter Cook, a Director who retires in accordance with clause 7.1(e) of the Constitution and, being eligible, offers himself for re-election, is re-elected as a Director.</i></p>
Resolution 4 Approval of issue of Performance Rights to Managing Director under Employee Incentive Plan	<p>To consider and, if thought fit, to pass with or without amendment, the following resolution as an ordinary resolution:</p> <p><i>That for the purposes of Listing Rule 10.14 and for all other purposes, Shareholders approve the issue of up to 2,500,000 Performance Rights to Jonathan Shellabear, the Managing Director, on the terms and conditions set out in the Explanatory Statement.</i></p>

<p>Resolution 5</p> <p>Approval of issue of Performance Shares to Managing Director under Employee Incentive Plan</p>	<p>To consider and, if thought fit, to pass with or without amendment, the following resolution as an ordinary resolution:</p> <p><i>That for the purposes of Listing Rule 10.14 and for all other purposes, Shareholders approve the issue of 500,000 Performance Shares to Jonathan Shellabear, the Managing Director, on the terms and conditions set out in the Explanatory Statement.</i></p>
<p>Resolution 6</p> <p>Ratification of prior issue of Options to Peter Cook</p>	<p>To consider and, if thought fit, to pass with or without amendment, the following resolution as an ordinary resolution:</p> <p><i>That for the purposes of Listing Rule 7.4 and for all other purposes, Shareholders ratify and approve the issue by the Company of 3,000,000 Options to Peter Cook made under the Company's Listing Rule 7.1 placement capacity, on the terms and conditions set out in the Explanatory Statement.</i></p> <p>Note: The Options were granted before Mr Peter Cook was appointed as a Director.</p>
<p>Resolution 7</p> <p>Approval of Additional Issuance Capacity</p>	<p>To consider and, if thought fit, to pass with or without amendment, the following resolution as a special resolution:</p> <p><i>That for the purposes of Listing Rule 7.1A and for all other purposes, approval is given for the issue of equity securities up to 10% of the issued capital of the Company (at the time of the issue), calculated in accordance with the formula prescribed in Listing Rule 7.1A.2 and on the terms and conditions set out in the Explanatory Statement.</i></p> <p>Note: Resolution 7 is a special resolution. To be passed, it must be approved by at least 75% of the votes cast by Shareholders entitled to vote on the Resolution.</p>

Voting Exclusions

Corporations Act voting prohibitions		
Resolution	Excluded Persons	Exceptions
Resolution 1	<p>For the purposes of sections 250BD and 250R(4) of the Corporations Act, a vote on the Resolution must not be cast, and the Company will disregard votes cast:</p> <ul style="list-style-type: none"> by or on behalf of a member of Key Management Personnel the details of whose remuneration is included in the Remuneration Report or their Closely Related Parties, regardless of the capacity in which the vote is cast; or by a proxy for a member of Key Management Personnel at the date of the Meeting or their Closely Related Parties. <p>Any ineligible votes will not be counted in working out a percentage of votes cast or whether the Resolution is approved.</p>	<p>A vote is not prohibited and will not be disregarded if the vote is cast by a proxy on behalf of a person entitled to vote on the Resolution:</p> <ul style="list-style-type: none"> in accordance with the directions on how the proxy is to vote, as specified in the proxy appointment; or by the Meeting Chair in accordance with the express authorisation in the proxy appointment to exercise the proxy even though it is connected with the remuneration of a member of Key Management Personnel.

Listing Rule voting exclusion statements		
Resolution	Excluded Persons	Exceptions
Resolutions 4 and 5	<p>For the purposes of Listing Rules 10.15.12 and 14.11, the Company will disregard any votes cast in favour of the Resolution by or on behalf of a person referred to in:</p> <ul style="list-style-type: none"> • Listing Rule 10.14.1 (i.e. Directors); • Listing Rule 10.14.2 (i.e. an Associate of a Director); or • Listing Rule 10.14.3 (i.e. a person whose relationship with the Company or a person referred to in Listing Rules 10.14.1 or 10.14.2 is such that, in ASX's opinion, the acquisition should be approved by security holders), <p>who is eligible to participate in the Employee Incentive Plan or an 'associate' (as defined in the Listing Rules) of that person.</p> <p>In relation to Resolutions 4 and 5, this includes Jonathan Shellabear.</p>	<p>The Company need not disregard a vote cast in favour of the Resolution if it is cast by:</p> <ul style="list-style-type: none"> • a person as a proxy or attorney for a person who is entitled to vote on the Resolution, in accordance with the directions given to the proxy or attorney to vote on the Resolution in that way; • the Meeting Chair as proxy or attorney for a person who is entitled to vote on the Resolution, in accordance with a direction given to the Meeting Chair on the Resolution as the Meeting Chair decides; or • a holder acting solely in a nominee, trustee, custodial or other fiduciary capacity on behalf of a beneficiary provided the following conditions are met: <ul style="list-style-type: none"> ○ the beneficiary provides written confirmation to the holder that the beneficiary is not excluded from voting, and is not an 'associate' (as defined in the Listing Rules) of a person excluded from voting, on the Resolution; and ○ the holder votes on the Resolution in accordance with directions given by the beneficiary to the holder to vote in that way.
Resolution 6	<p>The Company will disregard any votes cast in favour of the Resolution by or on behalf of Peter Cook and any 'associate' (as defined in the Listing Rules) of such persons.</p>	
Resolution 7	<p>At the date of this Notice, the Company is not proposing to make an issue of equity securities under Listing Rule 7.1A.2. Accordingly, a voting exclusion statement for the purposes of Listing Rules 7.3A.7 and 14.11 does not apply to the Resolution.</p>	

Explanatory Statement

For further information in relation to the items of business to be considered at the Meeting, please refer to the Explanatory Statement which accompanies this Notice. The Explanatory Statement forms part of this Notice.

Glossary

Unless inconsistent with the context, capitalised terms used in this Notice will have the meanings given to them in the Glossary of Terms set out in the Explanatory Statement.

By order of the Company's Board of Directors

Amanda Burgess
Company Secretary
16 October 2023

Meeting and Voting Information

Voting entitlement The Board has determined that, for the purposes of voting at the Meeting, Shares will be taken to be held by persons who are registered as the holders of Shares at **5:00pm (WST) on Monday, 20 November 2023.**

Participation The Meeting will be a physical meeting held at the Conference Room, Ground Floor, London House, 216 St George's Terrace, Perth, Western Australia 6000. Shareholders will not be able to attend and participate online.

Appointment of Corporate Shareholder representatives A Shareholder that is a corporation may appoint an individual to act as its representative in accordance with section 250D of the Corporations Act. The Shareholder must lodge a satisfactory and duly executed appointment document with the Securities Registry in accordance with the instructions below.

Appointment of attorneys A Shareholder may appoint an attorney to act on the Shareholders' behalf at the Meeting. To do so, the Shareholder must lodge a duly executed power of attorney with the Securities Registry in accordance with the instructions below.

Appointment of proxies A Shareholder entitled to attend and vote at the Meeting is entitled to appoint up to two proxies. A proxy does not need to be a Shareholder.

To appoint a second proxy, a Shareholder must state on each Proxy Form (in the appropriate box) the percentage of voting rights which are the subject of the relevant proxy. If both Proxy Forms do not specify that percentage, each proxy may exercise half the Shareholder's votes. Fractions of votes will be disregarded.

Appointing the Meeting Chair as proxy

Shareholders may appoint the Meeting Chair as their proxy by marking the relevant box on the Proxy Form. Proxy Forms submitted without specifying the name of the proxy or expressly nominating the Meeting Chair as proxy will be deemed an appointment of the Meeting Chair. The Meeting Chair will be deemed proxy for a Shareholder if the proxy named in the Proxy Form does not attend the Meeting.

Directing a proxy how to vote

Shareholders may direct a proxy whether to vote for or against, or to abstain from voting, on a Resolution by marking the relevant box on the Proxy Form. Shareholders may also specify the proportion or number of votes that a proxy may exercise. All votes must be cast in accordance with such directions.

Directed proxies that are not voted on a poll at the Meeting by an appointed proxy will default to the Meeting Chair who will be required to vote proxies as directed on a poll.

Subject any legal restrictions on proxy voting, a proxy may vote on a Resolution at their discretion unless the Proxy Form directs the proxy how to vote on the Resolution.

Voting restrictions that may affect proxy appointment

Voting restrictions under the Corporations Act and/or Listing Rules apply to Resolution 1. Members of the Key Management Personnel (except for the Meeting Chair) and their Closely Related Parties are not able to vote as proxy on Resolution 1 unless the appointing Shareholder directs them how to vote.

This exclusion does not apply to the Meeting Chair if the appointment as proxy expressly authorises the Meeting Chair to vote on matters of Key Management Personnel remuneration. If a Shareholder appoints the Meeting Chair as proxy and does not expressly direct them how to vote, they will be deemed to have authorised the Meeting Chair to vote on Resolution 1 as the Meeting Chair sees fit.

Shareholders intending to appoint the Meeting Chair, a Director or any other member of Key Management Personnel or any of their Closely Related Parties as proxy are encouraged to direct them how to vote on all the Resolutions.

A Shareholder who appoints a proxy but subsequently attends the Meeting may vote on the items of business at the Meeting. Any such vote by the Shareholder will invalidate the votes cast by their proxy.

Lodgement of appointment documents

Duly completed corporate representative appointment documents, powers of attorney and Proxy Forms (together with any power of attorney or other authority under which they are executed, if applicable) must be received by the Securities Registry on or before **11:00am (WST) on Monday, 20 November 2023**. Documents received after that time will be invalid.

To appoint a proxy please complete the enclosed Proxy Form and deliver as follow:

Online	At www.investorvote.com.au
By mail	Share Registry – Computershare Investor Services Pty Limited, GPO Box 242, Melbourne Victoria 3001, Australia
By fax	1800 783 447 (within Australia) or +61 3 9473 2555 (outside Australia)
By mobile	Scan the QR Code on your proxy form and follow the prompts
Custodian voting	For Intermediary Online subscribers only (custodians) please visit www.intermediaryonline.com to submit your voting intentions

Proxy voting intention of Meeting Chair

The Meeting Chair intends to vote all undirected proxies **FOR** each of the Resolutions. In exceptional cases, the Meeting Chair may change his or her voting intention, in which case the Company will make an announcement to ASX in this regard.

Voting procedure

Voting on each Resolution at the Meeting will be conducted by way of a poll.

Questions by Shareholders

The Meeting Chair will allow a reasonable opportunity at the Meeting for Shareholders to ask questions or make comments on the management of the Company and the Remuneration Report.

The Meeting Chair will also allow a reasonable opportunity for Shareholders to put questions to the representative of the Auditor about:

- the conduct of the audit;
- the preparation and content of the Auditor’s report;
- the accounting policies adopted by the Company in relation to the preparation of financial statements; and
- the independence of the Auditor in relation to the conduct of the audit.

To assist the Board and the Auditor in responding to any questions that you may have, please submit any questions to the Company via email to info@nicoresources.com.au by **5:00pm (WST) on Wednesday 15 November 2023** in the same manner as outlined above for lodgement of appointment documents. The Company will make available at the Meeting questions directed to the Auditor which the Auditor considers relevant to the conduct of the audit of the 2023 Annual Report received in writing before this time. The Meeting Chair will allow a reasonable opportunity for the Auditor to respond to the questions set out on this list.

Explanatory Statement

This Explanatory Statement has been prepared for the information of Shareholders in relation to the business to be conducted at the Annual General Meeting.

The purpose of this Explanatory Statement is to provide Shareholders with all information known to the Company which is material to a decision on how to vote on the Resolutions in the accompanying Notice of Annual General Meeting.

This Explanatory Statement should be read in conjunction with the Notice of Annual General Meeting. Capitalised terms in this Explanatory Statement are defined in the Glossary or otherwise in the Explanatory Statement.

1. Annual Financial Report

The Corporations Act requires that the annual financial statements, Directors' report and Auditor's report of the Company for the year ended 30 June 2023 be tabled at the Meeting. These reports are contained in the 2023 Annual Report which is available on the Company's website, www.nicoresources.com.au/investors/, by selecting the 'Reports' link.

Shareholders will be given reasonable opportunity to raise questions on these reports and ask questions of the Auditor.

2. Resolution 1: Adoption of Remuneration Report

2.1 Background

Resolution 1 is an ordinary resolution to approve the Remuneration Report. The Remuneration Report is set out in the Directors' report which forms part of the 2023 Annual Report.

The vote on Resolution 1 is advisory only and does not bind the Board or the Company. Notwithstanding, the Board will take the outcome of the vote into consideration when considering the remuneration policy of the Company going forward. On that basis, the Company encourages all Shareholders to cast their votes on Resolution 1.

2.2 Corporations Act requirements

Section 250R(2) of Corporations Act requires a listed public company put a resolution to its shareholders that the remuneration report set out in the directors' report for the preceding financial year be adopted. The resolution is advisory only and does not bind the relevant company or its directors.

If 25% or more of votes that are cast on the resolution are voted against the adoption of the remuneration report at two consecutive annual general meetings of a company, its shareholders will be required to vote at the second of those annual general meetings on a resolution (a **Spill Resolution**) that a further meeting be held within 90 days at which all of the offices of director are vacated (other than the office of managing director) and each such office will be put to a vote.

A voting exclusion applies to Resolution on the terms set out in the Notice.

2.3 Directors' recommendation

The Directors decline to make a recommendation as to how Shareholders should vote in respect of Resolution 1 as they each have an interest in the outcome of the Resolution.

3. Resolution 2: Re-Election of Stewart Findlay as Non-Executive Director

3.1 Background

Mr Stewart Findlay was appointed as a non-executive Director of the Company on 28 June 2023. To satisfy the requirements of the Listing Rules and the Constitution, Mr Findlay seeks re-election at the Annual General Meeting.

3.2 Listing Rule and Constitutional requirements

Listing Rule 14.4 requires that a director of an entity:

- must not hold office (without re-election) past the third annual general meeting following the director's appointment, or 3 years, whichever is longer; and
- appointed to fill a casual vacancy or as an addition to the board must not hold office (without re-election) past the next annual general meeting of the entity.

The rule does not apply to the entity's managing director, unless there is more than one managing director, in which case only one is entitled not to be subject to re-election. This rule is mirrored in clause 7.1(e) of the Constitution.

Listing Rule 14.5 requires an entity which has directors to hold an election of directors at each annual general meeting. This rule is mirrored in clause 7.3 of the Constitution.

3.3 Biography – Stewart Findlay, Non-Executive Director

Mr Findlay has over 25 years of in-depth banking and financial markets experience in arranging project finance, senior secured debt and corporate finance facilities, equity investments, commodity hedging arrangements and providing corporate advice to a large number of resource companies, having previously held senior positions in the metals & mining divisions of Macquarie Bank and National Australia Bank. Mr Findlay is currently a non-executive director of ASX-listed West African Resources, and an executive director of unlisted Polyline Pipe Systems Ltd. Mr Findlay holds a Bachelor of Commerce (Accounting & Finance) from the University of New South Wales and is a member of the Australian Institute of Company Directors

3.4 Resolution

Resolution 2 is an ordinary resolution to approve the re-election of Stewart Findlay as a Director.

If Resolution 2 is passed, Stewart Findlay will be re-elected as a non-executive Director of the Company.

If Resolution 2 is not passed, Stewart Findlay will not be re-elected and he will retire as a Director.

3.5 Directors' recommendation

The Directors (other than Stewart Findlay) recommend that Shareholders vote in favour of Resolution 2. Mr Findlay declines to make a voting recommendation noting his interest in the Resolution.

4. Resolution 3: Re-Election of Peter Cook as Non-Executive Chairman

4.1 Background

Mr Peter Cook was appointed as non-executive Chairman of the Company on 27 March 2023. To satisfy the requirements of the Listing Rules and the Constitution, Mr Cook seeks re-election at the Annual General Meeting.

4.2 Listing Rule and Constitutional requirements

The relevant Listing Rules and Constitutional provisions relating to the election of Directors at annual general meetings are outlined in Section 3.2 above.

4.3 Biography – Peter Cook, Non-Executive Chairman

Peter Cook is a geologist BSc (App Geol) MSc (Min Econ) MAusIMM with over 35 years of experience in the field of exploration, project, operational and corporate management of resource companies. He is currently the Non-exec Chairman of Breaker Resources NL, Titan Minerals Ltd and Castile Resources Ltd. He was a joint founder of Metals X Limited and is a highly successful and accomplished Resource executive with a long history in executive management roles and more recently in various governance roles as the Chairman of the Board. Over his distinguished career he has been recognised by industry, being awarded the GMJ Mining Executive of

the Year in 2001, the Asia- Mining Executive of the Year in 2015 (Mines & Money), the Mining News CEO of the year in 2017 and received the Gavin Thomas Mining Award in 2019.

4.4 **Resolution**

Resolution 3 is an ordinary resolution to approve the re-election of Peter Cook as a Director.

If Resolution 3 is passed, Peter Cook will be re-elected as non-executive Chairman of the Company.

If Resolution 3 is not passed, Peter Cook will not be re-elected and he will retire as non-executive Chairman of the Company.

4.5 **Directors' recommendation**

The Directors (other than Peter Cook) recommend that Shareholders vote in favour of Resolution 3. Mr Cook declines to make a voting recommendation noting his interest in the Resolution.

5. **Resolution 4: Approval of issue of Performance Rights to Managing Director under Employee Incentive Plan**

5.1 **Background**

Mr Jonathan Shellabear was appointed as Managing Director and CEO of the Company on 27 March 2023. As a director of the Company, Mr Shellabear is eligible to participate in the Company's Employee Incentive Plan.

In order to provide a performance-linked incentive component to the remuneration of the Managing Director, the Board considers it desirable to issue Performance Rights (Resolution 4) and Performance Shares (Resolution 5) to Mr Shellabear under the Employee Incentive Plan, subject to Shareholder approval.

It is proposed that Jonathan Shellabear be issued 2,500,000 Performance Rights.

5.2 **Corporations Act requirements – related party financial benefits**

Section 208(1) of the Corporations Act (set out in Chapter 2E) requires a public company to obtain the approval of its shareholders before providing a financial benefit to a 'related party' of the company for the purposes of the Corporations Act (e.g. a Director), unless giving the financial benefit falls within a statutory exception. Any financial benefit approved by shareholders must be provided within 15 months of the approval. The proposed issue of Performance Rights to Jonathan Shellabear under Resolution 4 would constitute the giving of a financial benefit for the purposes of section 208 of the Corporations Act.

Section 211 of the Corporations Act provides that shareholder approval is not required to give a financial benefit to a related party of a company in circumstances where the benefit constitutes remuneration which would be reasonable given the company's and the related party's circumstances.

The Directors (other than Jonathan Shellabear) consider that Shareholder approval pursuant to section 208 of the Corporations Act is not required in respect of Resolution 4, on the basis that the giving of Performance Rights to Jonathan Shellabear is reasonable as remuneration given the Company's circumstances.

5.3 **Listing Rule requirements**

Listing Rule 10.14 requires an entity to obtain the approval of its shareholders before issuing or agreeing to issue equity securities under an Employee Incentive Plan to a 'related party' of the Company for the purposes of the Listing Rules, subject to certain specific exceptions in Listing Rule 10.16.

None of the exceptions apply to the proposed issue of the Options under Resolution 4. Accordingly, Shareholder approval under Listing Rule 10.14 is required.

5.4 Technical Information required by Listing Rule 10.15

The following information is provided in relation to Resolution 4, as required by Listing Rule 10.15

Information required	Details
Name of the recipient	Jonathan Shellabear (Managing Director).
Relevant category in Listing Rule 10.14	Director of the Company (10.14.1).
Number and class of securities proposed to be issued	2,500,000 Performance Rights.
Details of current remuneration package	Jonathan Shellabear's remuneration package includes: <ul style="list-style-type: none"> a base salary of \$380,000 per annum (inclusive of superannuation) as total fixed remuneration; up to 50% of the above base salary annually on the attainment of certain measurable key performance indicators (which may be based on individual performance, company performance or other objectives), as determined by the Board in its absolute discretion, and, where this remuneration is settled in equity, subject to the Company obtaining Shareholder approval; and long-term incentives of certain Options, Performance Rights and Performance Shares, subject to Shareholder approval and as further detailed in this Notice.
Number of securities previously issued to recipient under the scheme and the average acquisition price paid	As at the date of this Notice, no securities have previously been issued to Jonathan Shellabear under the Employee Incentive Plan.
Summary of material terms of securities	<p>The Performance Rights are granted under the Company's Employee Incentive Plan, a summary of which appears in Schedule 1 to this Explanatory Statement.</p> <p>The material terms and conditions of the Performance Rights appear in Schedule 2 to this Explanatory Statement.</p> <p>An overview of the terms of the Performance Rights is outlined below:</p> <ul style="list-style-type: none"> Each Performance Right will, upon vesting, convert into a Share in the Company. All Performance Rights will expire on 3 April 2028 (Expiry Date) if they have not yet vested. The Performance Rights will vest on if the following vesting conditions are satisfied: <ul style="list-style-type: none"> 834,000 Performance Rights will vest if the 5 day VWAP price of Shares is equal to or exceeds \$0.75 at any time before the Expiry Date; 833,000 Performance Rights will vest if the 5 day VWAP price of Shares is equal to or exceeds \$1.00 at any time before the Expiry Date; and 833,000 Performance Rights will vest if the 5 day VWAP price of Shares is equal to or exceeds \$1.25 at any time before the Expiry Date. If Mr Shellabear's employment is terminated by either party for any reason, any Performance Rights awarded which have not vested at the date of termination will be forfeited (subject to Board approval). All Performance Rights that are unvested will immediately vest on a Change of Control Event.
Reason for issue	To provide a performance-linked incentive component to the remuneration of the Managing Director.
Value attributed to securities	The Performance Rights are estimated to be valued as follows:

	<ul style="list-style-type: none"> 834,000 Performance Rights (\$0.75 vesting condition): \$0.34 each; \$283,560 in total; 833,000 Performance Rights (\$1.00 vesting condition): \$0.32 each; \$266,560 in total; and 833,000 Performance Rights (\$1.25 vesting condition) - \$0.29 each; \$241,570 in total. <p>This value is based on an independent third party using the Monte Carlo simulation, using the Hoadley's ESO Hybrid- Model Single Share Price Target Consec Days model.</p> <p>The following assumptions were used in valuing the performance rights</p> <ul style="list-style-type: none"> Valued at 3 October 2023 Risk Free Interest Rate 4.16% Volatility 95% Underlying share price as at 3 Oct 23 \$0.44 Expiry date 3 April 2028
Date(s) on or by which the Company will issue the securities	It is anticipated that the Performance Rights will be issued within 5 business days of the Meeting, but in any case, no later than 3 years after the date of the Meeting.
Price at which securities will be issued or formula for calculation of the price	Nil.
Summary of material terms of the Employee Incentive Plan	A summary of the material terms of the Employee Incentive Plan is set out in Schedule 1 to this Explanatory Statement.
Terms of any loan related to acquisition of securities	Not applicable.
Statement as to incentive scheme	The Company will publish details of any securities or rights issued under the Employee Incentive Plan in its annual report for the financial year in which securities or rights are issued, along with a statement that approval for the issue was obtained under Listing Rule 10.14.
Statement as to new participants	Any additional persons covered by Listing Rule 10.14 (i.e. Directors, 'associates' (as defined in the Listing Rules) of Directors or persons whose relationship with the Company or a person referred to in Listing Rules 10.14.1 or 10.14.2 is such that, in ASX's opinion, the acquisition should be approved by security holders) who become entitled to participate in an issue of securities or rights under the Employee Incentive Plan after Resolution 4 is approved, but were not named in the Notice, will not participate until approval is obtained under Listing Rule 10.14.
Voting exclusion statement	A voting exclusion statement in relation to Resolution 4 is included in the Notice.

5.5 Resolution

Resolution 4 is an ordinary resolution to approve the issue of up to 2,500,000 Performance Rights to Jonathan Shellabear for the purposes of Listing Rule 10.14.

If Resolution 4 is approved, the Company will be able to proceed with the proposed issue of Performance Rights to Jonathan Shellabear under the Employee Incentive Plan. As approval is obtained under Listing Rule 10.14, the issue of the Performance Rights will not use up any of the Company's 15% issuing capacity under Listing Rule 7.1.

If Resolution 4 is not approved, the Company will not be able to proceed with the proposed issue of Performance Rights to Jonathan Shellabear.

5.6 Directors' recommendation

The Directors (other than Jonathan Shellabear) recommend that Shareholders vote in favour of Resolution 4. Mr Shellabear declines to make a voting recommendation noting his interest in the Resolution.

6. Resolution 5: Approval of issue of Performance Shares to Managing Director under Employee Incentive Plan

6.1 Background

The Background to the issue Performance Shares to Jonathan Shellabear is outlined in Section 5.1 above. It is proposed that Jonathan Shellabear be issued 500,000 Performance Shares.

6.2 Corporations Act requirements – related party financial benefits

The restrictions in section 208 of the Corporations Act on a public company providing financial benefits to related parties under is summarised in Section 5.2 above.

The proposed issue of the Performance Shares to Jonathan Shellabear under Resolution 4 would constitute the giving of a financial benefit for the purposes of section 208 of the Corporations Act.

Section 211 of the Corporations Act provides that shareholder approval is not required to give a financial benefit to a related party of a company in circumstances where the benefit constitutes remuneration which would be reasonable given the company's and the related party's circumstances.

The Directors (other than Jonathan Shellabear) consider that Shareholder approval pursuant to section 208 of the Corporations Act is not required in respect of Resolution 5, on the basis that the giving of Performance Shares to Jonathan Shellabear is reasonable as remuneration given the Company's circumstances.

6.3 Listing Rule requirements

The relevant Listing Rule requirements for an entity to issue equity securities under an Employee Incentive Plan to a 'related party' are outlined in Section 5.3. None of the exceptions in Listing Rule 10.16 apply to the proposed issue of Performance Shares under Resolution 5. Accordingly, Shareholder approval under Listing Rule 10.14 is required.

6.4 Technical Information required by Listing Rule 10.15

Information required	Details
Name of the recipient	Jonathan Shellabear (Managing Director).
Relevant category in Listing Rule 10.14	Director of the Company (10.14.1).
Number and class of securities proposed to be issued	500,000 Performance Shares in the Company.
Details of current remuneration package	Jonathan Shellabear's remuneration package includes: <ul style="list-style-type: none">a base salary of \$380,000 per annum (inclusive of superannuation) as total fixed remuneration;up to 50% of the above salary annually on the attainment of certain measurable key performance indicators (which may be based on individual performance, company performance or other objectives), as determined by the Board in its absolute discretion, and, where this remuneration is settled in equity, subject to the Company obtaining Shareholder approval; andlong-term incentives of certain Options, Performance Rights and Performance Shares, subject to Shareholder approval and as further detailed in this Notice.
Number of securities previously issued to recipient under the	As at the date of this Notice, no securities have previously been issued to Jonathan Shellabear under the Employee Incentive Plan.

scheme and the average acquisition price paid	
Summary of material terms of securities	<p>The Performance Shares are granted under the terms and conditions of the Company's Employee Incentive Plan, a summary of which appears in Schedule 1 to this Explanatory Statement.</p> <p>The material terms and conditions of the Performance Shares appear in Schedule 3 to this Explanatory Statement.</p> <p>An overview of the terms of the Performance Shares is outlined below:</p> <ul style="list-style-type: none"> • The Performance Shares will vest on the occurrence of the following tenure conditions: <ul style="list-style-type: none"> ○ 250,000 Performance Shares will vest if Mr Shellabear remains employed as at 3 April 2024; and ○ 250,000 Performance Shares will vest if Mr Shellabear remains employed as at 3 April 2025. • Each Performance Right will, upon vesting, convert into a Share in the Company. • If Mr Shellabear's employment is terminated by either party for any reason, any Performance Shares awarded which have not vested at the date of termination will be forfeited (subject to Board approval). • All Performance Shares that are unvested will immediately vest on a Change of Control Event.
Reason for issue	To provide a performance-linked incentive component to the remuneration of the Managing Director.
Value attributed to securities	Each Performance Share is estimated to be valued at \$0.44 each, based on the Share price as at 3 October 2023, being \$0.44.
Date(s) on or by which the Company will issue the securities	It is anticipated that the Performance Shares will be issued within 5 business days of the Meeting, but in any case, no later than 3 years after the date of the Meeting.
Price at which securities will be issued or formula for calculation of the price	Nil.
Summary of material terms of the Employee Incentive Plan	A summary of the material terms of the Employee Incentive Plan is set out in Schedule 1 to this Explanatory Statement.
Terms of any loan related to acquisition of securities	Not applicable.
Statement as to incentive scheme	The Company will publish details of any securities or rights issued under the Employee Incentive Plan in its annual report for the financial year in which securities or rights are issued, along with a statement that approval for the issue was obtained under Listing Rule 10.14.
Statement as to new participants	Any additional persons covered by Listing Rule 10.14 (i.e. Directors, 'associates' (as defined in the Listing Rules) of Directors or persons whose relationship with the Company or a person referred to in Listing Rules 10.14.1 or 10.14.2 is such that, in ASX's opinion, the acquisition should be approved by security holders) who become entitled to participate in an issue of securities or rights under the Employee Incentive Plan after Resolution 4 is approved, but were not named in the Notice, will not participate until approval is obtained under Listing Rule 10.14.
Voting exclusion statement	A voting exclusion statement in relation to Resolution 4 is included in the Notice.

6.5 Resolution

Resolution 5 is an ordinary resolution to approve the issue of 500,000 Performance Shares to Jonathan Shellabear for the purposes of Listing Rule 10.14.

If Resolution 5 is approved, the Company will be able to proceed with the proposed issue of Performance Shares to Jonathan Shellabear under the Employee Incentive Plan. As approval is obtained under Listing Rule 10.14, the issue of the Performance Shares will not use up any of the Company's 15% issuing capacity under Listing Rule 7.1.

If Resolution 5 is not approved, the Company will not be able to proceed with the proposed issue of Performance Shares to Jonathan Shellabear.

6.6 Directors' recommendation

The Directors (other than Jonathan Shellabear) recommend that Shareholders vote in favour of Resolution 5. Mr Shellabear declines to make a voting recommendation noting his interest in the Resolution.

7. Resolution 6: Ratification of prior issue of Options to Peter Cook

7.1 Background

Peter Cook was appointed as non-executive Chairman of the Company on 27 March 2023. Before becoming a Director, Mr Cook was granted a total of 3,000,000 unlisted Options in the Company on 24 March 2023 as a sign-on incentive, which will vest after 12 months of service (i.e., on 27 March 2024), are exercisable at \$0.644, and expire 3 years after issue (**Cook Options**).

As the Cook Options were issued before Peter Cook became a Director, shareholder approval was not required for the issue of the Cook Options.

The Cook Options were issued using the Company's issuing capacity under Listing Rule 7.1. Subsequent ratification of this issue by Shareholders is sought under Resolution 6 pursuant to Listing Rule 7.4.

7.2 Listing Rule 7.1 limits Requirement for Shareholder approval

Listing Rule 7.1 limits the amount of equity securities that a listed company can issue without the approval of its shareholders over any 12-month period to 15% of the fully paid ordinary securities it had on issue at the start of that 12-month period.

The issue of the Cook Options was not made in accordance with any of the exceptions set out in Listing Rule 7.2 and, as the issue has not yet been approved by Shareholders, it uses up part of the 15% limit in Listing Rule 7.1, reducing the Company's capacity to issue further equity securities without Shareholder approval under Listing Rule 7.1 for the 12-month period following the dates of issue of the Cook Options.

Listing Rule 7.4 allows the shareholders of a listed company to approve an issue of equity securities after it has been made or agreed to be made. If they do, the issue is taken to have been approved under Listing Rule 7.1 and so does not reduce the Company's capacity to issue further equity securities without shareholder approval under that rule.

The Company wishes to retain as much flexibility as possible to issue additional equity securities in the future without having to obtain Shareholder approval for such issues under Listing Rule 7.1. Accordingly, the Company is seeking Shareholder ratification pursuant to Listing Rule 7.4 for the issue of the Cook Options.

7.3 Technical Information required by Listing Rule 7.5

Pursuant to and in accordance with Listing Rule 7.5, the following information is provided in relation to Resolution 6:

Information required	Details
Name of the recipient	Peter Cook
Number and class of securities issued	3,000,000 unlisted Options in the Company.
Summary of the material terms of the securities	<p>The material terms and conditions of the Cook Options appear in Schedule 4 to this Explanatory Statement.</p> <p>An overview of the terms of the Cook Options is outlined below:</p> <ul style="list-style-type: none"> • Each Option entitles the holder to subscribe for one fully paid ordinary Share, subject to the Option vesting. • If the Options are exercised into fully paid ordinary Shares of the Company prior to expiry, those Shares will rank equally with all Shares then on issue. • The Options have a vesting date of 27 March 2024, and are exercisable at \$0.644 per option. • Options which have vested may be exercised before their expiry date of 23 March 2026. • The Options are not transferable.
Value attributed to securities	<p>The Options are estimated to be valued at \$0.307 each.</p> <p>This value is based on an in house valuation using the Black and Scholes option valuation model: The following assumptions were used in valuing the performance rights</p> <ul style="list-style-type: none"> • Valued at 24 March 2023 • Risk Free Interest Rate 3.05% • Volatility 100% • Underlying share price as at 24 March 23 \$0.52 • Expiry date 23 March 2026
Date the securities were issued	The Options were issued on 24 March 2023.
Price at which the securities were issued	The Options were issued at a nil issue price.
Purpose of the issue or intended use of funds raised by the issue of securities	The Company did not raise any funds from the issue of the Options, however, if the Options are exercised, the Company will raise funds from the exercise of the Options, which will be utilised for general working capital purposes.
Summary of agreement under which securities were issued	The Options were not issued pursuant to the terms of any agreement.
Voting exclusion statement	A voting exclusion statement in relation to Resolution 6 is included in the Notice.

7.4 Resolution

Resolution 6 is an ordinary resolution seeking Shareholder ratification for the issue of the Cook Options pursuant to Listing Rule 7.4.

If Resolution 6 is passed, the Cook Options will be excluded in calculating the Company's 15% limit under Listing Rule 7.1, effectively increasing the number of equity securities the Company can issue without Shareholder approval over the 12-month period following the date of issue of the Cook Options.

If Resolution 6 is not passed, the Cook Options will be included in calculating the Company's 15% limit under Listing Rule 7.1, effectively decreasing the number of equity securities that the Company can issue without Shareholder approval over the 12-month period following the date of issue of the Cook Options.

7.5 **Directors' recommendation**

The Directors (other than Peter Cook) recommend that Shareholders vote in favour of Resolution 6 as it will refresh the Company's issuing capacities under Listing Rule 7.1 and give the Company the flexibility to raise additional working capital through the offer and issue of equity securities, if and as required. Mr Cook declines to make a voting recommendation noting his interest in the Resolution.

8. **Resolution 7: Approval of Additional Issuance Capacity**

8.1 **Background**

Resolution 7 seeks Shareholder approval for an additional issuing capacity under Listing Rule 7.1A (**Additional Issuance Capacity**).

If approved, the Resolution will enable the Company to issue additional equity securities (calculated below) over a 12-month period without having to obtain Shareholder approval. If the Resolution is not approved, the Company's ability to issue equity securities without Shareholder approval will remain limited to the amount permitted under Listing Rule 7.1.

Resolution 7 is a special resolution. It must be passed by at least 75% of the votes cast by Shareholders present and entitled to vote on the Resolution.

8.2 **Applicable Listing Rules**

Listing Rule 7.1A provides that an eligible entity may seek shareholder approval by way of a special resolution passed at its annual general meeting, to allow it to issue equity securities totalling up to 10% of its issued share capital through placements over a 12-month period after the annual general meeting (i.e. the Additional Issuance Capacity). This capacity is in addition to the 15% annual issuance capacity under Listing Rule 7.1.

An "eligible entity" for the purposes of Listing Rule 7.1A is an entity that is not included in the S&P/ASX 300 Index and has a market capitalisation of \$300 million or less. The Company meets the requirements of an eligible entity for this purpose.

8.3 **Overview of Listing Rule 7.1A**

(a) **Quoted securities**

equity securities issued under the Additional Issuance Capacity must be the same as an existing class of equity securities of the Company quoted on ASX.

As at the date of this Notice, the Company has only class of quoted equity securities on issue, being fully paid ordinary Shares.

(b) **Formula for calculating Additional Issuance Capacity**

Listing Rule 7.1A.2 provides that the Company may issue or agree to issue a number of equity securities calculated in accordance with the following formula under the Additional Issuance Capacity:

Additional Placement Capacity = (A x D) – E

where:

A is the number of Shares on issue 12 months before the commencement of the relevant period:

- plus the number of Shares issued in the period from the date the Company was admitted to the official list of ASX to the date immediately preceding the date of the issue or agreement (**Relevant Period**) under an exception in Listing Rule 7.2 (other than exceptions 9, 16 or 17);

- plus the number of Shares issued in the Relevant Period on the conversion of convertible securities within Listing Rule 7.2 exception 9 where:
 - the convertible securities were issued or agreed to be issued before the commencement of the Relevant Period; or
 - the issue of, or agreement to issue, the convertible securities was approved, or taken under these rules to have been approved, under Listing Rules 7.1 or 7.4;
- plus the number of Shares issued in the Relevant Period under an agreement to issue securities within Listing Rule 7.2 exception 16 where:
 - the agreement was entered into before the commencement of the Relevant Period; or
 - the agreement or issue was approved, or taken under these rules to have been approved, under Listing Rules 7.1 or rule 7.4;
- plus the number of Shares issued in the Relevant Period with approval under Listing Rules 7.1 or 7.4;
- plus the number of partly paid ordinary securities that became fully paid in the Relevant Period; and
- less the number of Shares cancelled in the Relevant Period;

D is 10%; and

E is the number of equity securities issued or agreed to be issued under Listing Rule 7.1A.2 in the Relevant Period where the issue or agreement has not been subsequently approved by the Shareholders under Listing Rule 7.4.

(c) **Interaction with Listing Rule 7.1**

Listing Rule 7.1 limits the number of equity securities that an entity may issue without the approval of its shareholders over any 12 month period to 15% of the fully paid ordinary shares it had on issue at the start of that period, subject to certain exceptions.

The Additional Issuance Capacity under Listing Rule 7.1A is in addition to the Company's 15% placement capacity under Listing Rule 7.1.

8.4 Listing Rule requirements

The following information is provided in relation Resolution 7, in accordance with Listing Rule 7.3A:

(a) **Period over which approval will be valid**

The Additional Issuance Capacity will commence on date of the Meeting and expire on the earlier of:

- 12 months from the Meeting date;
- the Company's next annual general meeting; and
- when a transaction under Listing Rules 11.1.2 (change to nature or scale of activities) or 11.2 (change involving main undertaking) is approved by Shareholders.

(b) **Minimum price at which equity securities may be issued**

The issue price of any Equity Security under the Additional Issuance Capacity will not be less than 75% of the VWAP for securities in the same class, calculated over the 15 trading days on which trades in that class were recorded immediately before:

- the date on which the price at which the securities are to be issued is agreed; or
- if the securities are not issued within 10 trading days of the date above, the date on which the securities are issued.

(c) **Purposes for which funds may be used**

The Company does not have any current intention to issue equity securities using the Additional Issuance Capacity. However, it may decide to do so for cash consideration to fund working capital requirements, advancing projects (including those outlined in its initial public offer prospectus), potential acquisitions, meet financial commitments and capital management activities.

The Company will comply with the disclosure obligations under Listing Rules 7.1A.4 and 3.10.3 upon any issue of equity securities under Listing Rule 7.1A.

(d) **Risk of economic and voting dilution**

Any issue of equity securities under the Additional Issuance Capacity will dilute the interests of Shareholders who do not receive Shares under the issue.

If Resolution 7 is approved and the Company issues equity securities under the Additional Issuance Capacity, then there is a risk to existing Shareholders of economic and voting dilution, including the risk that:

- the market price for equity securities in the same class may be significantly lower on the issue date of the new equity securities than on the date of the Meeting; and
- the new equity securities may be issued at a price that is at a discount to the market price for equity securities in the same class on the issue date.

This may have an effect on the amount of funds raised by the issue of the equity securities.

The table below identifies the potential dilution to existing Shareholders following the issue of equity securities under the Additional Issuance Capacity (based on the formula set out above) using different variables for the number of issued Shares and the market price of Shares.

Number of Shares on issue	Share price	New Shares issued	Funds raised	Voting dilution	Economic dilution
91,000,002 (Shares currently on issue / current variable 'A' in Listing Rule 7.1A)	\$0.440 (current market price)	9,100,000	\$4,004,000	10.00%	0.00%
	\$0.330 (25% decrease)	9,100,000	\$3,003,000	10.00%	2.27%
	\$0.220 (50% decrease)	9,100,000	\$2,002,000	10.00%	4.55%
136,500,003 (50% increase)	\$0.440 (current market price)	13,650,000	\$6,006,000	10.00%	0.00%
	\$0.330 (25% decrease)	13,650,000	\$4,504,500	10.00%	2.27%
	\$0.220 (50% decrease)	13,650,000	\$3,003,000	10.00%	4.55%
182,000,004 (100% increase)	\$0.440 (current market price)	18,200,000	\$8,008,000	10.00%	0.00%
	\$0.330 (25% decrease)	18,200,000	\$6,006,000	10.00%	2.27%
	\$0.220 (50% decrease)	18,200,000	\$4,004,000	10.00%	4.55%

Notes: The above table has been prepared on the following assumptions:

- the current market price is the closing price at which Shares were traded on 3 October 2023 (being \$0.440);
- the current Shares on issue are the Shares at 3 October 2023 (being 91,000,002 Shares);
- the Company issues the maximum number of equity securities available under the Additional Issuance Capacity;
- existing Shareholders' holdings do not change from the date of this Meeting to the date of the issue under the Additional Issuance Capacity;
- the Company issues Shares only and does not issue other types of equity securities (such as Options) under the Additional Issuance Capacity;
- the impact of placements under Listing Rule 7.1 or following the conversion of convertible securities (e.g. Options, Performance Rights) is not included in the calculations; and
- economic dilution (ED) is calculated using the following formula:

$$ED = (MP - (NMC / TS)) / MP$$

where:

MP = the market price of shares traded on ASX, expressed in dollars;

- MC** = market capitalisation prior to issue of equity securities, being the MP multiplied by the number of shares on issue;
- NMC** = notional market capitalisation, being the market capitalisation plus the NSV;
- NSV** = new security value, being the number of new equity securities multiplied by the issue price of those equity securities; and
- TS** = total shares on issue following new Equity Security issue.

(e) **Allocation policy**

The Company's allocation policy is dependent on the prevailing market conditions at the time of any proposed issue pursuant to the Additional Issuance Capacity.

The Company has not yet identified allottees to receive the equity securities under the Additional Issuance Capacity. However, they may include current Shareholders, new investors, or both. None of the allottees will be Related Parties or 'associate' (as defined in the Listing Rules) of Related Parties.

Potential allottees will be determined on a case-by-case basis having regard to the factors including but not limited to the following:

- the purpose of the issue;
- the methods of raising funds that are available to the Company including, but not limited to, an entitlements issue or other issue in which existing security holders can participate;
- the effect of the issue of the equity securities on the control of the Company;
- the financial situation and solvency of the Company;
- prevailing market conditions; and
- advice from corporate, financial and broking advisers (if applicable).

(f) **Details of prior issues**

The Company has not issued any equity securities under Listing Rule 7.1A in the 12 months prior to the Meeting.

(g) **Voting exclusion statement**

A voting exclusion statement appears on page 4 of the Notice.

8.5 **Directors' recommendation**

The Directors unanimously recommend that Shareholders vote in favour of Resolution 7 as it will give the Company the flexibility to raise additional working capital whilst preserving the Company's cash reserves.

Glossary

In this Explanatory Statement, the following terms have the meaning set out below, unless the context otherwise requires:

2023 Annual Report	The annual report of the Company for the financial year ended 30 June 2023, including the annual financial report, the Directors' report and the Auditor's report.
Additional Issuance Capacity	Has the same meaning as given to that term in Section 8.1 of this Explanatory Statement.
Annual General Meeting or Meeting	The annual general meeting of Shareholders convened by this Notice, including or any adjournment of such meeting.
Associated Entity	Has the same meaning as given to that term in the Corporations Act.
ASX	ASX Limited (ACN 008 624 691) or the financial market known as the Australian Securities Exchange, as the context requires.
Auditor	The auditor of the Company, being KPMG at the date of this Notice.
Board	The Company's Board of Directors.
Change of Control Event	Means an event in which event that: <ul style="list-style-type: none">(a) a person, or a group of associated persons, becoming entitled to sufficient Shares to give that person or persons the ability, in a general meeting, to replace all or a majority of the Board;(b) a takeover bid under Chapter 6 of the Corporations Act is made in respect of the Company under which acceptances have been received for more than 50% of the Company's shares on issue and the bid is declared unconditional by the bidder; or(c) a Court grants orders approving a compromise or arrangement for the purposes of or in connection with a scheme of arrangement for the reconstruction of the Company or its amalgamation with any other company or companies (including under Part 5.1 of the Corporations Act).
Closely Related Parties	Has same meaning given to it in section 9 of the Corporations Act, being, in relation to a member of Key Management Personnel: <ul style="list-style-type: none">(a) a spouse or child of the member;(b) a child of the member's spouse;(c) a dependent of the member or the member's spouse;(d) anyone else who is one of the member's family and may be expected to influence the member, or be influenced by the member, in the member's dealing with the entity;(e) a company the member controls; or(f) a person prescribed by the <i>Corporations Regulations 2001</i> (Cth) (currently none are prescribed).
Company	Nico Resources Limited (ABN 80 649 817 425).
Company Secretary	The Company Secretary of the Company at the time of the Meeting.
Constitution	The Constitution of the Company as at the date of the Notice.
Cook Options	The meaning given to that term in Section 7.1.
Corporations Act	The <i>Corporations Act 2001</i> (Cth).
Director	A director of the Company.
Employee Incentive Plan	The Employee Incentive Plan adopted by the Company in 2021, a summary of which is set out in Schedule 1 to this Explanatory Statement.

Equity Security	Has the same meaning as given to that term in Listing Rule 19.12, being: <ul style="list-style-type: none"> (a) a share; (b) a unit; (c) a right to a share or unit or option; (d) an option over an issued or unissued security; (e) a convertible security; (f) any security that ASX decides to classify as an equity security; (g) but not a security that ASX decides to classify as a debt security.
Exempt Investor	An investor to whom securities may be offered and issued without disclosure under Chapter 6D of the Corporations Act, including an investor within a category in section 708 of the Corporations Act.
Explanatory Statement	This explanatory statement which accompanies and forms part of the Notice of Meeting.
Glossary	This glossary of terms.
Key Management Personnel	Has the same meaning as the definition of that term in section 9 of the Corporations Act, being those persons details of whose remuneration are included in the Remuneration Report having authority and responsibility for planning, directing and controlling the activities of the Company, directly or indirectly, including any Director (whether executive or otherwise).
Listing Rules	The listing rules of ASX, as amended from time to time.
Meeting Chair	The chairperson of the Meeting.
Notice or Notice of Annual General Meeting	The notice of Annual General Meeting which accompanies this Explanatory Statement.
Options	An option to subscribe for a Share.
Performance Right	A contractual right to be issued with a Share on satisfaction of specified vesting conditions/performance hurdles.
Performance Share	A performance share issued under the Employee Incentive Plan.
Proxy Form	The proxy form accompanying the Notice.
Related Party	Has the same meaning as given to that term in the Listing Rules.
Remuneration Report	The remuneration report of the Company for the period ended 30 June 2023, appearing in the Director’s report as set out in the 2023 Annual Report.
Resolution	A resolution set out in the Notice.
Section	A section of this Notice.
Share	A fully paid ordinary share in the capital of the Company.
Shareholder	A registered holder of a Share.
Securities Registry	The Company’s securities registry, being Computershare Investor Services Pty Ltd.
VWAP	The volume weighted average sale prices of Shares sold on ASX during the specified period, excluding any transaction defined in the ASX Operating Rules as ‘special’, crossings prior to the commencement of normal trading, crossings during the after-hours adjust phase and any overseas trades or exchange traded option exercises.
WST	Australian Western Standard Time, being the time in Perth, Western Australia.

Schedule 1 – Summary of Employee Incentive Plan

Item	Details
Eligibility	<p>The following persons of the Company are eligible to participate in the Employee Incentive Plan (Plan):</p> <ul style="list-style-type: none"> • an employee of the Company or any of its Associated Entities; • a director of the Company or any of its Associated Entities; • an individual who provides services to the Company or any of its Associated Entities; • any other person who is a ‘primary participant’ as defined in section 1100L(1)(a) of the Corporations Act in relation to the Company or any of its Associated Entities; or • any other person who is a ‘related person’ as defined in section 1100L(1)(b) of the Corporations Act of a ‘primary participant’ referred to above, <p>(Eligible Employees). An Eligible Employee who participates in the Plan is a “Participant”.</p>
Employee Incentives	<p>Equity Incentives issued under the Employee Incentive Plan includes any share-based incentive award, including:</p> <ul style="list-style-type: none"> • shares; • options to subscribe for a share issued in accordance with the Employee Incentive Plan and subject to the satisfaction of any vesting conditions, performance conditions and/or exercise conditions and payment of the relevant exercise price; or • performance rights which provide entitlements to be issued with shares, subject to the satisfaction of any vesting conditions and/or performance conditions, <p>(Employee Incentives).</p> <p>Employee Incentives may, among other things, be issued as tax-deferred incentives under Australian tax legislation.</p>
Maximum allocation	<p>The Company must not make an offer of Employee Incentives under the Plan where the total number of Shares that may be issued, or acquired upon exercise of Options or performance rights, when aggregated with the number of Shares issued or that may be issued as a result of offers made under the Plan at any time during the previous 3-year period would exceed 10% of the total number of Shares on issue at the date of the offer.</p>
Administration	<p>The Plan will be administered by the Board. The Board may exercise any power or discretion conferred on it by the Plan rules in its sole and absolute discretion. The Board may delegate its powers and discretion</p>
Eligibility, invitation and application	<p>The Board may from time to time determine that an Eligible Employee may participate in the Plan and make an offer to that Eligible Employee to apply for Employee Incentives on such terms and conditions as the Board decides.</p> <p>On receipt of an application, an Eligible Employee may apply for the Employee Incentives the subject of the offer by sending a completed application form to the Company. The Board may accept an application from an Eligible Employee in whole or in part. An Eligible Employee may nominate a related party of the Eligible Employee to be issued or granted the Employee Incentives if so permitted by the terms of the offer</p>
Grant of Employee Incentives	<p>The Company will, to the extent that it has accepted a duly completed application, grant the Eligible Employee the relevant number of Employee Incentives, subject to the terms and conditions set out in the offer, the Plan rules and any ancillary documentation required.</p>

Possible vesting and performance conditions	Employee Incentives issued/granted under the Plan may be subject to vesting conditions set in the offer of the Employee Incentives, as determined by the Board. These are conditions which must be satisfied or waived before the Employee Incentives can vest or can be exercised (if applicable). They may be time-based criteria or performance-based criteria.
Possible restrictions on disposal	Employee Incentives issued/granted under the Plan and any resulting Shares, may be subject to restrictions on sale or disposal, as determined by the Board
Limits on Issue	<p>The Company must not make an offer of Equity Incentives for ‘monetary consideration’ (within the meaning of section 1100Q of the Corporations Act) Monetary Offers for Equity Incentives that are subject to the ESS Division to the extent doing so would contravene the ‘issue cap’ under section 1100W of the Corporations Act.</p> <p>The following will be excluded from the calculation of the ‘issue cap’ unless and to the extent they are required by applicable law to be included in such calculation:</p> <ul style="list-style-type: none"> • Equity Incentives which are issued by the Company in circumstances where the Company does not rely upon Division 1A of Part 7.12 of the Corporations Act (ESS Division) or a similar exemption or modification to the Corporations Act granted by ASIC; and • Equity Incentives offered in the following circumstances: <ul style="list-style-type: none"> ○ an Offer made to a person situated outside of Australia at the time of receipt of the Offer; ○ an Offer that did not need disclosure to the Eligible Person because of section 708 or section 1012D of the Corporations Act; or ○ an Offer made pursuant to a ‘disclosure document’ (as defined in the Corporations Act). <p>Equity Incentives may not be issued to any person to whom the issue of those Equity Incentives would require the approval of Shareholders under the Corporations Act, the Listing Rules or other applicable law unless:</p> <ul style="list-style-type: none"> • approval is given by Shareholders in general meeting in accordance with the applicable legal requirements; or • the issue of those Equity Incentives falls within a relevant exception to the applicable law.
Forfeiture of Employee Incentives	<p>At the discretion of the Board, a Participant may forfeit any Employee Incentives in various circumstances including where the Participant acts fraudulently or dishonestly, breaches his or her duties to the Company, commits a material breach of their employment contract, is charged with or convicted of a criminal offence or commits serious misconduct or accepts a position to work with a competitor of the Company.</p> <p>Unless the Board otherwise determines, where a person commits an action of the type described above and ceases to be an employee or officer of the Company (and becomes a “Bad Leave” as defined under the Plan) any Employee Incentives (vested or unvested) will be forfeited immediately.</p>
Vesting of change of control	If a Change of Control Event occurs in relation to the Company, the Options or performance rights granted under the Plan which are subject to vesting conditions may automatically vest regardless of whether any performance criteria or vesting conditions have been satisfied.
Rights attaching to Plan Shares	All Shares issued under the Plan, or issued or transferred to a Participant upon the valid exercise of a convertible security (Plan Shares), will rank pari passu in all respects with all other Shares on issue.
Taxation deferral	The Plan provides for the issue of equity securities in circumstances where income tax otherwise payable by a Participant on the value of Options or Performance Rights granted

	under the Plan may be deferred in accordance with the provisions of subdivision 83A-C of the Income Tax Assessment Act 1997 (Cth)
Participation in new issues	There are no participation rights or entitlements inherent in Options or Performance Rights granted under the Plan and holders are not entitled to participate in any new issue of Shares of the Company during the currency of Options or performance rights granted under the Plan without exercising the Options or performance rights.
Amendment of Plan	<p>Subject to the following paragraph, the Board may at any time amend any provisions of the Plan rules, including (without limitation) the terms and conditions upon which any Employee Incentives have been granted under the Plan and determine that any amendments to the Plan rules be given retrospective effect, immediate effect or future effect.</p> <p>No amendment to any provision of the Plan rules may be made if the amendment materially reduces the rights of any Participant as they existed before the date of the amendment, other than an amendment introduced primarily for the purpose of complying with legislation or to correct manifest error or mistake, amongst other things, or is agreed to in writing by Participants.</p>
Plan duration	The Plan continues in operation until the Board decides to end it. The Board may from time to time terminate or suspend the operation of the Plan for such period as it thinks fit.

Schedule 2 – Terms and conditions of Performance Rights

Item	Details
Entitlement	Entitlement to be issued with one Share, subject to satisfaction of the specified performance criteria.
Governance	Issued under and subject to the Employee Incentive Plan.
Expiry date	3 April 2028.
Exercise price	Nil
Performance Criteria	<p>A Performance Right automatically vests in the holder upon satisfaction or achievement of the following conditions:</p> <ul style="list-style-type: none"> (a) 834,000 Performance Rights will vest if the 5 day VWAP price of Shares is equal to or exceeds \$0.75 at any time before the Expiry Date; (b) 833,000 Performance Rights will vest if the 5 day VWAP price of Shares is equal to or exceeds \$1.00 at any time before the Expiry Date; and (c) 833,000 Performance Rights will vest if the 5 day VWAP price of Shares is equal to or exceeds \$1.25 at any time before the Expiry Date. <p>If the holder of the Performance Rights' employment is terminated by either party for any reason, any Performance Rights awarded which have not vested at the date of termination will be forfeited (subject to Board approval).</p> <p>All Performance Rights that are unvested will immediately vest on a Change of Control event.</p>
Expiry and forfeiture	Each Performance Right that has not vested will automatically lapse and will be cancelled at midnight on the Expiry Date if the Performance Criteria is not achieved.
Quotation	<p>The Company will not apply for quotation on ASX of the Performance Rights.</p> <p>The Company will apply to ASX for quotation of Shares issued on vesting of the Performance Rights.</p>
Transfer	A Performance Right is not transferrable, other than as permitted under the Employee Incentive Plan Rules.
New issues of securities	A holder is not entitled to participate in any new issue of securities in the Company to be issued to shareholders of the Company unless the holder's Performance Rights (or any of them) have vested and the Shares have been issued before the record date for determining entitlements to the new issue of Securities and participate as a result of holding Shares.
No voting rights	Performance Rights do not confer any right to vote at general meetings of shareholders of the Company.
No dividend entitlement	Performance Rights do not confer any entitlement to dividends declared by the Company.
No rights to capital	<p>Performance Rights do not confer any right to:</p> <ul style="list-style-type: none"> (a) a return of capital, whether upon winding up, upon a reduction of capital or otherwise; or (b) to participate in the surplus profit or assets of the Company upon winding-up of the Company.
Reorganisation	(a) If there is a reorganisation (including consolidation, sub-division, reduction or return) of the share capital of the Company, then the rights of the holder in relation to each class of

	<p>Performance Rights held by the holder will be changed to the extent necessary to comply with the ASX listing rules applying to a reorganisation of capital at the time of the reorganisation.</p> <p>(b) Any calculations or adjustments which are required to be made in relation to paragraph (a) will be made by the Company's Board of Directors and will, in the absence of manifest error, be final and conclusive and binding on the Company and the holder.</p> <p>(c) The Company must, within a reasonable period of a reorganisation paragraph (a) occurring, give to the holder notice of any change to the number of Shares which the holder is entitled to receive under the entitlement for a class of Performance Rights.</p>
Issue of Shares	Subject to the Company's constitution, all Shares issued in relation to the entitlement for a class of Performance Rights will rank in all respects (including rights relating to dividends) equally with the existing ordinary shares of the Company at the date of issue.
Vesting on change of control	If a Change of Control Event occurs prior to the Performance Criteria being achieved for any of the Performance Rights (Unvested Rights) being achieved, then all of the Unvested Rights on issue will vest.
Amendments required by ASX	These terms may be amended as necessary by the Company's Board of Directors in order to comply with the ASX listing rules (if applicable), or any directions of ASX (if applicable) regarding the terms, provided that, subject to compliance with the ASX listing rules, the economic and other rights of the holder are not diminished or terminated following such amendment.
Governing law	These terms and the rights and obligations of the holder are governed by the laws of Western Australia. The holder irrevocably and unconditionally submits to the non-exclusive jurisdiction of the courts of Western Australia in this respect.

Schedule 3 – Terms and conditions of Performance Shares

Item	Details
Entitlement	Each Performance Share will, upon vesting, automatically convert into a Share in the Company.
Governance	Issued under and subject to the Employee Incentive Plan.
Vesting Conditions	<p>The Performance Shares will vest on the occurrence of the following tenure conditions as follows:</p> <p>(a) 250,000 Performance Shares will vest if the holder of the Performance Shares (Mr Shellabear) remains employed by the Company as at 3 April 2024; and</p> <p>(b) 250,000 Performance Shares will vest if the holder of the Performance Shares remains employed by the Company as at 3 April 2025.</p> <p>If the holder of the Performance Shares' employment is terminated by either party for any reason, any Performance Shares awarded which have not vested at the date of termination will be forfeited (subject to Board approval).</p> <p>All Performance Shares that are unvested will immediately vest on a Change of Control event.</p>
Expiry and forfeiture	If the holder of the Performance Shares' employment is terminated by either party for any reason, any Performance Shares awarded which have not vested at the date of termination will be forfeited (subject to Board approval).
Quotation	<p>The Company will not apply for quotation on ASX of the Performance Shares.</p> <p>The Company will apply to ASX for quotation of Shares issued on vesting of the Performance Shares.</p>
Transfer	A Performance Share is not transferrable, other than as permitted under the Employee Incentive Plan Rules.
New issues of securities	A holder is not entitled to participate in any new issue of securities in the Company to be issued to shareholders of the Company unless the holder's Performance Shares (or any of them) have vested and the Shares have been issued before the record date for determining entitlements to the new issue of Securities and participate as a result of holding Shares.
No voting rights	Performance Shares do not confer any right to vote at general meetings of shareholders of the Company.
No dividend entitlement	Performance Shares do not confer any entitlement to dividends declared by the Company.
No rights to capital	<p>Performance Shares do not confer any right to:</p> <p>(a) a return of capital, whether upon winding up, upon a reduction of capital or otherwise; or</p> <p>(b) to participate in the surplus profit or assets of the Company upon winding-up of the Company.</p>
Reorganisation	<p>(a) If there is a reorganisation (including consolidation, sub-division, reduction or return) of the share capital of the Company, then the rights of the holder in relation to each class of Performance Shares held by the holder will be changed to the extent necessary to comply with the ASX listing rules applying to a reorganisation of capital at the time of the reorganisation.</p>

	<p>(b) Any calculations or adjustments which are required to be made in relation to paragraph (a) will be made by the Company's Board of Directors and will, in the absence of manifest error, be final and conclusive and binding on the Company and the holder.</p> <p>(c) The Company must, within a reasonable period of a reorganisation paragraph (a) occurring, give to the holder notice of any change to the number of Shares which the holder is entitled to receive under the entitlement for a class of Performance Shares.</p>
Issue of Shares	Subject to the Company's constitution, all Shares issued upon conversion of the Performance Shares will rank in all respects (including rights relating to dividends) equally with the existing ordinary shares of the Company at the date of issue.
Vesting on change of control	If a Change of Control Event occurs prior to the Performance Criteria being achieved for any of the Performance Shares (Unvested Shares) being achieved, then all of the Unvested Shares on issue will vest.
Amendments required by ASX	These terms may be amended as necessary by the Company's Board of Directors in order to comply with the ASX listing rules (if applicable), or any directions of ASX (if applicable) regarding the terms, provided that, subject to compliance with the ASX listing rules, the economic and other rights of the holder are not diminished or terminated following such amendment.
Governing law	These terms and the rights and obligations of the holder are governed by the laws of Western Australia. The holder irrevocably and unconditionally submits to the non-exclusive jurisdiction of the courts of Western Australia in this respect.

Schedule 4 – Terms and conditions of Cook Options

Item	Details
Entitlement	Entitlement to be issued with one Share per Cook Option, subject to satisfaction of the Vesting Conditions.
Vesting Conditions	The Cook Options will vest after the holder of the Cook Options (Option Holder) serves as a Director of the Company for 12 months, which, assuming the Option Holder remains as a Director of the Company, is 27 March 2024.
Exercise price	\$0.644 per Cook Option.
Expiry date	23 March 2026 (Expiry Date).
Quotation	The Company will not apply to ASX for official quotation of the Cook Options. The Company will apply to ASX for Official Quotation of the Shares issued on exercise of the Cook Options
Transfer	The Cook Options are not transferable.
Expiry and cancellation	Any Cook Option not exercised by the Expiry Date will automatically expire and be cancelled.
Rights of participation	The Option Holder is not entitled to participate in any new issue to Shareholders of Securities in the Company unless it has exercised its Cook Options before the record date for determining entitlements to the new issue of Securities and participate as a result of holding Shares.
No voting rights	Cook Options do not confer any right to vote at general meetings of shareholders of the Company.
No dividend entitlement	Cook Options do not confer any entitlement to dividends declared by the Company.
No rights to capital	Cook Options do not confer any right to: <ul style="list-style-type: none"> (a) a return of capital, whether upon winding up, upon a reduction of capital or otherwise; or (b) to participate in the surplus profit or assets of the Company upon winding-up of the Company.
Bonus issues	If the Company makes a bonus issue of Shares or other Securities to Shareholders (except an issue in lieu of dividends or by way of dividend reinvestment) and a Share has not been issued in respect of the Option before the record date for determining entitlements to the issue, then the number of underlying Shares over which the Option is exercisable will be increased by the number of Shares which the Option Holder would have received if the Option Holder had exercised the Option before the record date for determining entitlements to the issue.
Reorganisation	If there is a reorganisation (including consolidation, sub-division, reduction or return) of the share capital of the Company, then the rights of the Option Holder (including the number of Cook Options to which the Option Holder is entitled to and the Exercise Price) will be changed to the extent necessary to comply with the Listing Rules applying to a reorganisation of capital at the time of the reorganisation.
Issue of Shares	Subject to the Company's constitution, all Shares issued in relation to the exercise of a Cook Option will rank in all respects (including rights relating to dividends) equally with the existing ordinary shares of the Company at the date of issue.

Vesting on change of control	If a Change of Control Event occurs prior to the vesting conditions occurring for any of the Cook Options (Unvested Options), then all of the Unvested Options will vest.
Amendments required by ASX	These terms may be amended as necessary by the Company's Board of Directors in order to comply with the ASX listing rules (if applicable), or any directions of ASX (if applicable) regarding the terms, provided that, subject to compliance with the ASX listing rules, the economic and other rights of the holder are not diminished or terminated following such amendment.
Governing law	These terms and the rights and obligations of the holder are governed by the laws of Western Australia. The holder irrevocably and unconditionally submits to the non-exclusive jurisdiction of the courts of Western Australia in this respect.



NICO RESOURCES

NICO RESOURCES LIMITED
ABN 80 649 817 425

Need assistance?



Phone:

1300 850 505 (within Australia)
+61 3 9415 4000 (outside Australia)



Online:

www.investorcentre.com/contact



YOUR VOTE IS IMPORTANT

For your proxy appointment to be effective it must be received by **11:00am (WST) on Monday, 20 November 2023.**

Proxy Form

How to Vote on Items of Business

All your securities will be voted in accordance with your directions.

APPOINTMENT OF PROXY

Voting 100% of your holding: Direct your proxy how to vote by marking one of the boxes opposite each item of business. If you do not mark a box your proxy may vote or abstain as they choose (to the extent permitted by law). If you mark more than one box on an item your vote will be invalid on that item.

Voting a portion of your holding: Indicate a portion of your voting rights by inserting the percentage or number of securities you wish to vote in the For, Against or Abstain box or boxes. The sum of the votes cast must not exceed your voting entitlement or 100%.

Appointing a second proxy: You are entitled to appoint up to two proxies to attend the meeting and vote on a poll. If you appoint two proxies you must specify the percentage of votes or number of securities for each proxy, otherwise each proxy may exercise half of the votes. When appointing a second proxy write both names and the percentage of votes or number of securities for each in Step 1 overleaf.

A proxy need not be a securityholder of the Company.

SIGNING INSTRUCTIONS FOR POSTAL FORMS

Individual: Where the holding is in one name, the securityholder must sign.

Joint Holding: Where the holding is in more than one name, all of the securityholders should sign.

Power of Attorney: If you have not already lodged the Power of Attorney with the registry, please attach a certified photocopy of the Power of Attorney to this form when you return it.

Companies: Where the company has a Sole Director who is also the Sole Company Secretary, this form must be signed by that person. If the company (pursuant to section 204A of the Corporations Act 2001) does not have a Company Secretary, a Sole Director can also sign alone. Otherwise this form must be signed by a Director jointly with either another Director or a Company Secretary. Please sign in the appropriate place to indicate the office held. Delete titles as applicable.

PARTICIPATING IN THE MEETING

Corporate Representative

If a representative of a corporate securityholder or proxy is to participate in the meeting you will need to provide the appropriate "Appointment of Corporate Representative". A form may be obtained from Computershare or online at www.investorcentre.com/au and select "Printable Forms".

Lodge your Proxy Form:

Online:

Lodge your vote online at www.investorvote.com.au using your secure access information or use your mobile device to scan the personalised QR code.

Your secure access information is



Control Number: 183257

For Intermediary Online subscribers (custodians) go to www.intermediaryonline.com

By Mail:

Computershare Investor Services Pty Limited
GPO Box 242
Melbourne VIC 3001
Australia

By Fax:

1800 783 447 within Australia or
+61 3 9473 2555 outside Australia



PLEASE NOTE: For security reasons it is important that you keep your SRN/HIN confidential.

You may elect to receive meeting-related documents, or request a particular one, in electronic or physical form and may elect not to receive annual reports. To do so, contact Computershare.

Change of address. If incorrect, mark this box and make the correction in the space to the left. Securityholders sponsored by a broker (reference number commences with 'X') should advise your broker of any changes.

Proxy Form

Please mark to indicate your directions

Step 1 Appoint a Proxy to Vote on Your Behalf

I/We being a member/s of Nico Resources Limited hereby appoint

the Chairman of the Meeting **OR**

PLEASE NOTE: Leave this box blank if you have selected the Chairman of the Meeting. Do not insert your own name(s).

or failing the individual or body corporate named, or if no individual or body corporate is named, the Chairman of the Meeting, as my/our proxy to act generally at the meeting on my/our behalf and to vote in accordance with the following directions (or if no directions have been given, and to the extent permitted by law, as the proxy sees fit) at the Annual General Meeting of Nico Resources Limited to be held at Conference Room 1, Ground Floor, London House, 216 St George's Terrace, Perth, WA 6000 on Wednesday, 22 November 2023 at 11:00am (WST) and at any adjournment or postponement of that meeting.

Chairman authorised to exercise undirected proxies on remuneration related resolutions: Where I/we have appointed the Chairman of the Meeting as my/our proxy (or the Chairman becomes my/our proxy by default), I/we expressly authorise the Chairman to exercise my/our proxy on Resolutions 1, 4, 5 and 6 (except where I/we have indicated a different voting intention in step 2) even though Resolutions 1, 4, 5 and 6 are connected directly or indirectly with the remuneration of a member of key management personnel, which includes the Chairman.

Important Note: If the Chairman of the Meeting is (or becomes) your proxy you can direct the Chairman to vote for or against or abstain from voting on Resolutions 1, 4, 5 and 6 by marking the appropriate box in step 2.

Step 2 Items of Business

PLEASE NOTE: If you mark the **Abstain** box for an item, you are directing your proxy not to vote on your behalf on a show of hands or a poll and your votes will not be counted in computing the required majority.

	For	Against	Abstain
Resolution 1 Adoption of Remuneration Report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolution 2 Election of Director – Stewart Findlay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolution 3 Election of Director – Peter Cook	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolution 4 Approval of issue of Performance Rights to Managing Director under Employee Incentive Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolution 5 Approval of issue of Performance Shares to Managing Director under Employee Incentive Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolution 6 Ratification of prior issue of Options to Peter Cook	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolution 7 Approval of Additional Issuance Capacity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The Chairman of the Meeting intends to vote undirected proxies in favour of each item of business. In exceptional circumstances, the Chairman of the Meeting may change his/her voting intention on any resolution, in which case an ASX announcement will be made.

Step 3 Signature of Securityholder(s) *This section must be completed.*

Individual or Securityholder 1 Securityholder 2 Securityholder 3 / /
 Sole Director & Sole Company Secretary Director Director/Company Secretary Date

Update your communication details (Optional)

Mobile Number Email Address By providing your email address, you consent to receive future Notice of Meeting & Proxy communications electronically

