

NICO RESOURCES LIMITED

ACN 649 817 425

Statement of Values

1. OVERVIEW

- 1.1 NICO Resources Limited ACN 649 817 425 (**Company**) instils a culture of acting professionally, ethically and responsibly. It seeks to operate in line with the values set out below to ensure directors, senior executives and employees work to reinforce these values.
- 1.2 As per Recommendation 3 of the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations, 4th Edition, a listed entity should instil and continually reinforce a culture across the organization of acting lawfully, ethically and responsibly and articulate and disclose its values.
- 1.3 This Statement of Values applies to the Company and its subsidiaries.
- 1.4 The Company has also adopted a Code of Conduct which is available on the Company's website.

2. STATEMENT OF VALUES

The key objective of the Company is to deliver value to shareholders.

2.1 Performance

The Company is a results and performance driven company striving to generate returns for shareholders by meeting strategy and targets developed to drive continuous improvement for all stakeholders.

2.2 Safety, environment and community

The Company prioritises safety, health, community and the environment. Operating safely with due regard to the environment and communities in which the Company operates enhances the sustainability and performance of the Company's business.

2.3 Team work

The Company encourages its people to work together as a high performing team and values rewarding team success.

2.4 Respect

The Company encourages and values strong, open and inclusive communication and treats all people, within and outside the Company, ethically and with dignity and respect

2.5 Governance

The Company manages business risks through sound business process and high quality decision making. The Company is committed to following all applicable rules, regulations and standards.