

Total Yearly Shareholdings 2023 to present

Directors	Balance for the year ended Dec. 31, 2022			Acquired		Disposed		Balance as of Aug. 31, 2023		
	Indirect	Direct	Total	Indirect	Direct	Indirect	Direct	Indirect	Direct	Total
Gerard H. Brimo <i>Chairman of the Board and Director</i>	3,672,727	23,047,282	26,720,009	32,054,794	5,989,498	32,054,794	5,989,498	9,662,225	17,057,784	26,720,009
Maria Patricia Z. Riingen <i>Vice Chairman and Director</i>	910,800	1,000	911,800	17,188,582	-	17,188,582	-	910,800	1,000	911,800
Martin Antonio G. Zamora <i>Director and President and CEO</i>	5,515,671	540	5,516,211	14,104,109	-	14,104,109	-	5,515,671	540	5,516,211
Harvey T. Ang <i>Director</i>	10,625,640	2,000,000	12,625,640	-	-	-	-	10,625,640	2,000,000	12,625,640
Shiro Imai <i>Director</i>	-	2,023	2,023	-	-	-	-	-	2,023	2,023
Yusuke Niwa <i>Director</i>	-	2,023	2,023	-	-	-	-	-	2,023	2,023
Florencia Gozon Tarriela <i>Independent Director</i>	16,799	1	16,800	-	-	-	-	16,799	1	16,800
Angelo Raymundo Q. Valencia <i>Independent Director</i>	5,000	10,000	15,000	14,030,124*	-	5,000	-	9,035,124	10,000	9,045,124

*7,688,211 NIKL shares acquired pursuant to 2018 Stock Option Plan with pending listing application with PSE

Leonides Juan Mariano C. Virata <i>Director</i>	-	100	100	-	-	-	-	-	100	100
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Officers	Balance for the year ended Dec. 31, 2022			Acquired		Disposed		Balance as of Aug. 31, 2023		
	Indirect	Direct	Total	Indirect	Direct	Indirect	Direct	Indirect	Direct	Total
Jose Bayani D. Baylon <i>SVP - Sust., Risk Management & Corp. Affairs, Chief Sust. Officer, and Chief Risk Officer</i>	200	-	200	6,003,414	-	6,003,414	-	200	-	200
Georgina Carolina Y. Martinez <i>SVP - Corporate Support & Compliance Services, Chief Compliance Officer, Chief Gov. Officer, and Assistant Corporate Secretary</i>	9,000	-	9,000	5,769,862	-	5,769,862	-	9,000	-	9,000
Maria Angela G. Villamor <i>SVP Fin. & Rev. Mgmt. Grp; CFO; Treasurer</i>	972,554	-	972,554	5,551,870	-	5,551,870	-	972,554	-	972,554
Rolando R. Cruz <i>VP - Nickel Mining Business</i>	1,085,962	-	1,085,962	7,745,335	-	7,745,335	-	1,085,962	-	1,085,962
Rommel L. Cruz <i>VP – Special Projects</i>	-	-	-	6,955,596	-	6,955,596	-	-	-	-
Jeffrey B. Escoto <i>VP – Supply Chain Management and Technical Services</i>	-	-	-	3,026,739* *463,999 NIKL shares acquired pursuant to 2018 Stock Option	-	2,562,740	-	463,999	-	463,999

				Plan with pending listing application with PSE						
Christopher C. Fernandez <i>VP - Process & Tech. Innov.</i>	-	-	-	693,333	-	693,333	-	-	-	-
Patrick S. Garcia <i>VP - Internal Audit; CAE</i>	34,333	-	34,333	4,378,086* *578,086 NIKL shares acquired pursuant to 2018 Stock Option Plan with pending listing application with PSE		3,800,000	-	612,419	-	612,419
Koichi Ishihara <i>VP, OIC, Chief Commercial Officer - Mining Business</i>	-	-	-	5,778,133	-	5,778,133	-	-	-	-
Ryan Rene C. Jornada <i>VP - Corporate & Regulatory Affairs and Community Relations</i>	259,600	-	259,600	3,034,521		3,192,621	-	101,500	-	101,500
Arnilo C. Milaor <i>VP - Nickel Mining Business</i>	-	-	-	2,322,369	-	2,322,369	-	-	-	-
Cynthia E. Rosero <i>VP - Mining Center of Excellence and Strategic Projects</i>	1,407,800	-	1,407,800	600,000	-	600,000	-	1,407,800	-	1,407,800

Romeo T. Tanalgo <i>Chief Security Adviser and VP - Internal Security</i>	-	-	-	1,781,600* *730,435 NIKL shares acquired pursuant to 2018 Stock Option Plan with pending listing application with PSE		1,050,000	-	731,600	-	731,600
Fernando P. Cruz <i>AVP – Mining Comptroller</i>	-	-	-	3,642,882	-	3,642,882	-	4,000	-	4,000
Rodrigo V. Gazmin, Jr. <i>AVP - Material Management</i>	-	-	-	505,499	-	505,499	-	-	-	-
Philipp D. Ines <i>AVP - Mining Business</i>	-	-	-	1,000,000* *1,000,000 NIKL shares acquired pursuant to 2018 Stock Option Plan with pending listing	-	-	-	1,000,000	-	1,000,000

				application with PSE						
Marnelle A. Jalandoon <i>AVP - Business Applications</i>	-	-	-	3,372,100	-	3,372,100	-	-	-	-
Edwin P. Nerva <i>AVP – Sustainability</i>	-	-	-	50,000	-	-	-	50,000	-	50,000
Iryan Jean U. Padillo <i>AVP - Business Comptroller</i>	4,500	-	4,500	2,884,932	-	2,884,932	-	4,500	-	4,500
Barbara Anne C. Migallos <i>Corporate Secretary</i>	-	-	-	17,000,000	-	17,000,000	-	-	-	

Total Yearly Shareholdings 2023										
Officer	Balance for the year ended Dec. 31, 2022			Acquired		Disposed		Balance until the expiration/cessation of term		
	Indirect	Direct	Total	Indirect	Direct	Indirect	Direct	Indirect	Direct	Total
Gerard Ignacio B. Ongkingco* <i>VP - NAC Development Sector</i> *mandatory retirement effective July 31, 2023	-	-	-	5,583,389	-	5,583,389	-	-	-	-