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**PRESS RELEASE:** Nickel Asia Corporation strengthens commitment to diversity and inclusivity with new policy

TAGUIG CITY – Natural resources development company Nickel Asia Corporation (NAC) has unveiled its new Policy on Diversity, Equality, and Inclusivity (DEI), making a significant stride towards fostering a healthy environment for all its employees.

Coinciding with the celebration of Pride Month and the Group's 15<sup>th</sup> anniversary, the company takes pride in launching the policy to acknowledge and honor the diversity among its leadership, workforce, and stakeholders.

"We firmly believe in the power of diversity and the invaluable contributions that every individual brings to the table. The launch of this groundbreaking policy during Pride Month reinforces our unwavering support for the LGBTQIA+ community and our commitment to providing an environment that respects and celebrates the unique perspectives of all employees," says Martin Antonio G. Zamora, President and CEO of Nickel Asia Corporation.

The policy, which aligns with the United Nations' Sustainable Development Goals on Gender Equality, encompasses a range of explicit commitments, such as ensuring diversity within its leadership and making a steadfast pledge to hire and promote employees based on merit and performance as aligned with the company's values while simultaneously guaranteeing a safe and respectful work environment, free from any instances of harassment or discrimination.

"Sustainability is about more than just taking care of our environment and practicing responsible mining. It's about embracing the social and cultural aspects that make our organization and society thrive. By championing diversity, inclusivity, and equality, we are building a resilient and inclusive corporate culture that benefits everyone at NAC," says Atty. Georgina Carolina Y. Martinez, NAC Senior Vice President for Corporate Support and Compliance and Chief Compliance Officer.

Moreover, to ensure the effective implementation of the policy, NAC will provide comprehensive training to equip and ensure that employees have the necessary tools and understanding of diversity, inclusivity, and equality.

The company also strives to extend its commitment beyond its operations, making good-faith efforts to encourage stakeholders, joint ventures, subsidiaries, affiliates, partnerships, and supply chains to adopt similar diversity, equality, and inclusion policies.

By reinforcing its Policy on Diversity, Inclusivity, and Equality, Nickel Asia Corporation demonstrates its unwavering dedication to creating a workplace that respects, values, and celebrates the uniqueness of every individual. NAC also proudly stands with the LGBTQIA+ community and commits to fostering an environment of diversity, inclusivity, and equality throughout its operations.

### **About Nickel Asia Corp.**

Nickel Asia Corp. (PSE: NIKL) is a diversified natural resources development company in the Philippines, comprising five operating and three exploratory mines with interests in the country's only two high-pressure acid leach plants and in a renewable energy subsidiary. Here at NAC, our aim is to contribute to sustainable national development by adopting our ESG roadmap in order to achieve the highest standards in the responsible utilization of our country's natural resources. Our mines produce two types of saprolite ore: high-grade and mid-grade. Most of our high-grade saprolite ore is used as feed for ferronickel smelters while our mid-grade saprolite ore is used as feed for electric furnaces to produce high- and medium-grade nickel pig iron. Our renewable energy subsidiary aims to engage in power generation exclusively from renewable sources. In a short period of time, we have built up through acquisitions a portfolio of renewable energy service contracts across solar, onshore wind, and geothermal which are at various stages of development. Through our operations and along with our partners of over 1,000 employees across communities, we aim to help bring products that would move the world towards a progressive and sustainable future, always conscious of being stewards of the environment where we operate. Learn more at [www.nickelasia.com](http://www.nickelasia.com) and follow us on Twitter, Facebook, and LinkedIn.