ASX Announcement

ASX Code: NDO

Appendix 3Y – Change of Director's Interest Notice

2 December 2025

Attached for release to the market are the following:

1. an Appendix 3Y – Change of Director's Interest Notice on behalf of Mr Adam Lai with respect to an on-market acquisition of 37,412 ordinary shares on 25 November 2025;
2. an Appendix 3Y – Change of Director's Interest Notice on behalf of Mr Adam Lai with respect to an on-market acquisition of 62,588 ordinary shares on 26 November 2025;
3. an Appendix 3Y – Change of Director's Interest Notice on behalf of Mr Adam Lai with respect to an on-market acquisition of 29,050 ordinary shares on 28 November 2025;
4. an Appendix 3Y – Change of Director's Interest Notice on behalf of Mr Adam Lai with respect to an on-market acquisition of 259 ordinary shares on 1 December 2025; and
5. an Appendix 3Y – Change of Director's Interest Notice on behalf of Mr Adam Lai with respect to an on-market acquisition of 39,580 ordinary shares on 2 December 2025.

-Ends-

This ASX announcement was authorised for release by the Company Secretary of Nido Education Limited.

Investor & Media enquiries

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Chief Executive Officer and Director

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About Nido

Founded in 2021, Nido Education Limited is a national owner, operator and manager of long day early childhood education and care services, operating under the Nido Early School brand. Visit: www.nido.edu.au

Stay connected with Nido by joining our Investor Hub where you will receive ASX announcements and Company updates directly in your inbox and can engage with our interactive Q&A feature. Scan the QR code or visit here to sign up: https://nidoeducation.edu.au/s/3307cc.

Rule 3.19A.2

Appendix 3Y

Change of Director's Interest Notice

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/09/01 Amended 01/01/11

Name of entity	**Nido Education Limited**
ABN	**12 650 967 703**

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Adam Nathan Lai
Date of last notice	4 August 2025

Part 1 - Change of director's relevant interests in securities
In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Direct or indirect interest	Indirect
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	Beneficial interest in ordinary shares held by Abelia Industries Pty Ltd <Abelia Holdings A/C>
Date of change	25 November 2025
No. of securities held prior to change	Direct: (1) 4,000,000 unlisted options with an exercise price of $1.40 and expiry date of 13 February 2032. (2) 3,000,000 unlisted options with an exercise price of $1.50 and expiry date of 13 February 2032. (3) 2,000,000 unlisted options with an exercise price of $1.60 and expiry date of 13 February 2032. (4) 1,000,000 unlisted options with an exercise price of $1.70 and expiry date of 13 February 2032. Indirect: (5) 246,500 ordinary shares.
Class	Fully paid ordinary shares
Number acquired	37,412 ordinary shares
Number disposed	Nil

Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	$ 21,886.02 (at $0.585 per ordinary share)
No. of securities held after change	Direct: (1) 4,000,000 unlisted options with an exercise price of $1.40 and expiry date of 13 February 2032. (2) 3,000,000 unlisted options with an exercise price of $1.50 and expiry date of 13 February 2032. (3) 2,000,000 unlisted options with an exercise price of $1.60 and expiry date of 13 February 2032. (4) 1,000,000 unlisted options with an exercise price of $1.70 and expiry date of 13 February 2032. Indirect: (5) 283,912 ordinary shares.
Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	On-market acquisition of 37,412 fully paid ordinary shares

Part 2 – Change of director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

Detail of contract	Not applicable
Nature of interest	
Name of registered holder **(if issued securities)**	
Date of change	
No. and class of securities to which interest related prior to change Note: Details are only required for a contract in relation to which the interest has changed	
Interest acquired	
Interest disposed	
Value/Consideration Note: If consideration is non-cash, provide details and an estimated valuation	
Interest after change	

Part 3 – +Closed period

Were the interests in the securities or contracts detailed above traded during a +closed period where prior written clearance was required?	Not applicable
If so, was prior written clearance provided to allow the trade to proceed during this period?	Not applicable
If prior written clearance was provided, on what date was this provided?	Not applicable

+ See chapter 19 for defined terms.

Rule 3.19A.2

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Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/09/01 Amended 01/01/11

Name of entity	**Nido Education Limited**
ABN	**12 650 967 703**

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Adam Nathan Lai
Date of last notice	2 December 2025

Part 1 - Change of director's relevant interests in securities
In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Direct or indirect interest	Indirect
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	Beneficial interest in ordinary shares held by Abelia Industries Pty Ltd <Abelia Holdings A/C>
Date of change	26 November 2025
No. of securities held prior to change	Direct: (1) 4,000,000 unlisted options with an exercise price of $1.40 and expiry date of 13 February 2032. (2) 3,000,000 unlisted options with an exercise price of $1.50 and expiry date of 13 February 2032. (3) 2,000,000 unlisted options with an exercise price of $1.60 and expiry date of 13 February 2032. (4) 1,000,000 unlisted options with an exercise price of $1.70 and expiry date of 13 February 2032. Indirect: (5) 283,912 ordinary shares.
Class	Fully paid ordinary shares
Number acquired	62,588 ordinary shares
Number disposed	Nil

+ See chapter 19 for defined terms.

Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	$36,613.98 (at $0.585 per ordinary share)
No. of securities held after change	Direct: (1) 4,000,000 unlisted options with an exercise price of $1.40 and expiry date of 13 February 2032. (2) 3,000,000 unlisted options with an exercise price of $1.50 and expiry date of 13 February 2032. (3) 2,000,000 unlisted options with an exercise price of $1.60 and expiry date of 13 February 2032. (4) 1,000,000 unlisted options with an exercise price of $1.70 and expiry date of 13 February 2032. Indirect: (5) 346,500 ordinary shares.
Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	On-market acquisition of 62,588 fully paid ordinary shares

Part 2 – Change of director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

Detail of contract	Not applicable
Nature of interest	
Name of registered holder (if issued securities)	
Date of change	
No. and class of securities to which interest related prior to change Note: Details are only required for a contract in relation to which the interest has changed	
Interest acquired	
Interest disposed	
Value/Consideration Note: If consideration is non-cash, provide details and an estimated valuation	
Interest after change	

+ See chapter 19 for defined terms.

Part 3 – +Closed period

Were the interests in the securities or contracts detailed above traded during a +closed period where prior written clearance was required?	Not applicable
If so, was prior written clearance provided to allow the trade to proceed during this period?	Not applicable
If prior written clearance was provided, on what date was this provided?	Not applicable

+ See chapter 19 for defined terms.

Rule 3.19A.2

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Change of Director's Interest Notice

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/09/01 Amended 01/01/11

Name of entity	**Nido Education Limited**
ABN	**12 650 967 703**

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Adam Nathan Lai
Date of last notice	2 December 2025

Part 1 - Change of director's relevant interests in securities
In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Direct or indirect interest	Indirect
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	Beneficial interest in ordinary shares held by Abelia Industries Pty Ltd <Abelia Holdings A/C>
Date of change	28 November 2025
No. of securities held prior to change	Direct: (1) 4,000,000 unlisted options with an exercise price of $1.40 and expiry date of 13 February 2032. (2) 3,000,000 unlisted options with an exercise price of $1.50 and expiry date of 13 February 2032. (3) 2,000,000 unlisted options with an exercise price of $1.60 and expiry date of 13 February 2032. (4) 1,000,000 unlisted options with an exercise price of $1.70 and expiry date of 13 February 2032. Indirect: (5) 346,500 ordinary shares.
Class	Fully paid ordinary shares
Number acquired	29,050 ordinary shares
Number disposed	Nil

+ See chapter 19 for defined terms.

Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	$16,849.00 (at $0.58 per ordinary share)
No. of securities held after change	Direct: (1) 4,000,000 unlisted options with an exercise price of $1.40 and expiry date of 13 February 2032. (2) 3,000,000 unlisted options with an exercise price of $1.50 and expiry date of 13 February 2032. (3) 2,000,000 unlisted options with an exercise price of $1.60 and expiry date of 13 February 2032. (4) 1,000,000 unlisted options with an exercise price of $1.70 and expiry date of 13 February 2032. Indirect: (5) 375,550 ordinary shares.
Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	On-market acquisition of 29,050 fully paid ordinary shares

Part 2 – Change of director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

Detail of contract	Not applicable
Nature of interest	
Name of registered holder (if issued securities)	
Date of change	
No. and class of securities to which interest related prior to change Note: Details are only required for a contract in relation to which the interest has changed	
Interest acquired	
Interest disposed	
Value/Consideration Note: If consideration is non-cash, provide details and an estimated valuation	
Interest after change	

+ See chapter 19 for defined terms.

Part 3 – +Closed period

Were the interests in the securities or contracts detailed above traded during a +closed period where prior written clearance was required?	Not applicable
If so, was prior written clearance provided to allow the trade to proceed during this period?	Not applicable
If prior written clearance was provided, on what date was this provided?	Not applicable

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Introduced 30/09/01 Amended 01/01/11

Name of entity	**Nido Education Limited**
ABN	**12 650 967 703**

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Adam Nathan Lai
Date of last notice	2 December 2025

Part 1 - Change of director's relevant interests in securities
In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Direct or indirect interest	Indirect
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	Beneficial interest in ordinary shares held by Abelia Industries Pty Ltd <Abelia Holdings A/C>
Date of change	1 December 2025
No. of securities held prior to change	Direct: (1) 4,000,000 unlisted options with an exercise price of $1.40 and expiry date of 13 February 2032. (2) 3,000,000 unlisted options with an exercise price of $1.50 and expiry date of 13 February 2032. (3) 2,000,000 unlisted options with an exercise price of $1.60 and expiry date of 13 February 2032. (4) 1,000,000 unlisted options with an exercise price of $1.70 and expiry date of 13 February 2032. Indirect: (5) 375,550 ordinary shares.
Class	Fully paid ordinary shares
Number acquired	259 ordinary shares
Number disposed	Nil

+ See chapter 19 for defined terms.

Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	$150.22 (at $0.58 per ordinary share)
No. of securities held after change	Direct: (1) 4,000,000 unlisted options with an exercise price of $1.40 and expiry date of 13 February 2032. (2) 3,000,000 unlisted options with an exercise price of $1.50 and expiry date of 13 February 2032. (3) 2,000,000 unlisted options with an exercise price of $1.60 and expiry date of 13 February 2032. (4) 1,000,000 unlisted options with an exercise price of $1.70 and expiry date of 13 February 2032. Indirect: (5) 375,809 ordinary shares.
Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	On-market acquisition of 259 fully paid ordinary shares

Part 2 – Change of director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

Detail of contract	Not applicable
Nature of interest	
Name of registered holder (if issued securities)	
Date of change	
No. and class of securities to which interest related prior to change Note: Details are only required for a contract in relation to which the interest has changed	
Interest acquired	
Interest disposed	
Value/Consideration Note: If consideration is non-cash, provide details and an estimated valuation	
Interest after change	

Part 3 – +Closed period

Were the interests in the securities or contracts detailed above traded during a +closed period where prior written clearance was required?	Not applicable
If so, was prior written clearance provided to allow the trade to proceed during this period?	Not applicable
If prior written clearance was provided, on what date was this provided?	Not applicable

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Name of Director	Adam Nathan Lai
Date of last notice	2 December 2025

Part 1 - Change of director's relevant interests in securities
In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Direct or indirect interest	Indirect
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	Beneficial interest in ordinary shares held by Abelia Industries Pty Ltd <Abelia Holdings A/C>
Date of change	2 December 2025
No. of securities held prior to change	Direct: (1) 4,000,000 unlisted options with an exercise price of $1.40 and expiry date of 13 February 2032. (2) 3,000,000 unlisted options with an exercise price of $1.50 and expiry date of 13 February 2032. (3) 2,000,000 unlisted options with an exercise price of $1.60 and expiry date of 13 February 2032. (4) 1,000,000 unlisted options with an exercise price of $1.70 and expiry date of 13 February 2032. Indirect: (5) 375,809 ordinary shares.
Class	Fully paid ordinary shares
Number acquired	39,580 ordinary shares
Number disposed	Nil

Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	$22,956.40 (at $0.58 per ordinary share)
No. of securities held after change	Direct: (1) 4,000,000 unlisted options with an exercise price of $1.40 and expiry date of 13 February 2032. (2) 3,000,000 unlisted options with an exercise price of $1.50 and expiry date of 13 February 2032. (3) 2,000,000 unlisted options with an exercise price of $1.60 and expiry date of 13 February 2032. (4) 1,000,000 unlisted options with an exercise price of $1.70 and expiry date of 13 February 2032. Indirect: (5) 415,389 ordinary shares.
Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	On-market acquisition of 39,580 fully paid ordinary shares

Part 2 – Change of director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

Detail of contract	Not applicable
Nature of interest	
Name of registered holder **(if issued securities)**	
Date of change	
No. and class of securities to which interest related prior to change Note: Details are only required for a contract in relation to which the interest has changed	
Interest acquired	
Interest disposed	
Value/Consideration Note: If consideration is non-cash, provide details and an estimated valuation	
Interest after change	

Part 3 – +Closed period

Were the interests in the securities or contracts detailed above traded during a +closed period where prior written clearance was required?	Not applicable
If so, was prior written clearance provided to allow the trade to proceed during this period?	Not applicable
If prior written clearance was provided, on what date was this provided?	Not applicable

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