nib holdings limited
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29 September 2025

Company Announcements Office
ASX Limited
20 Bridge Street
SYDNEY NSW 2000

Change of Director's Interest Notice – Mr Edward Close

To the Company Announcements Office,

Attached is Appendix 3Y – Change of Director's Interest Notice for Mr Edward Close.

Mr Close has informed the company he has sold 36,715 nib shares (which he held directly) and 17,021 nib shares (which he held indirectly) on market on 23 September 2025 to meet a personal income tax obligation.

Mr Close has also transferred nib shares off-market to Evaso Pty Ltd for ELC Investment, a family trust of which he is a beneficiary.

Yours faithfully,

Roslyn Toms
Company Secretary

For further information, please contact:

nib Investor Relations
+61 2 7208 8435
InvestorRelations@nib.com.au

This announcement has been authorised for release by Roslyn Toms, nib Company Secretary.

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 – nib holdings limited
ABN – 51 125 633 856

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	Edward Close
Date of last notice	05/09/2025

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	Direct & Indirect
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	Lara Anastasia Close for ELC Investment (family trust of which Edward Close is a beneficiary) Evaso Pty Ltd for ELC Investment (family trust of which Edward Close is a beneficiary)
Date of change	23/09/2025 24/09/2025

No. of securities held prior to change	123,857 Direct ordinary shares held by Edward Close. 95,481 Indirect ordinary shares held by Lara Anastasia Close for ELC Investment. 42,722 Indirect ordinary shares held by Evaso Pty Ltd for ELC Investment. 46,419 Indirect Performance Rights held by ELC Investment under the FY23-FY26 LTIP which may vest from 1 September 2026 – if 100% vest, 46,419 ordinary shares will be allocated. 52,428 Indirect Performance Rights held by ELC Investment under the FY24-FY27 LTIP which may vest from 1 September 2027 – if 100% vest, 52,428 ordinary shares will be allocated. 154,359 Indirect Performance Rights held by ELC Investment under the FY25-28 LTIP which may vest from 1 September 2028 – if 100% vest, 154,359 ordinary shares will be allocated.
Class	Ordinary shares
Number acquired	Indirect (Evaso Pty Ltd for ELC Investment) – 38,052 ordinary shares received in an off-market transfer on 24/09/2025 from Edward Close. Indirect (Evaso Pty Ltd for ELC Investment) – 59,825 ordinary shares received in an off-market transfer on 24/09/2025 from Lara Anastasia Close for ELC Investment.

Number disposed	Direct – 36,715 ordinary shares sold on market on 23/09/2025. Direct – 38,052 ordinary shares disposed of in an off-market transfer on 24/09/2025 to Evaso Pty Ltd for ELC Investment. Indirect (Lara Anastasia Close for ELC Investment) – 17,021 ordinary shares sold on market on 23/09/2025. Indirect (Lara Anastasia Close for ELC Investment) – 59,825 ordinary shares disposed of in an off-market transfer on 24/09/2025 to Evaso Pty Ltd for ELC Investment.
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	Direct – $271,975.93 for 36,715 ordinary shares sold on market on 23/09/2025. Direct – nil for 38,052 ordinary shares disposed of in an off-market transfer on 24/09/2025. Indirect (Lara Anastasia Close for ELC Investment) – $125,932.98 for 17,021 ordinary shares sold on market on 23/09/2025. Indirect (Lara Anastasia Close for ELC Investment) – nil for 59,825 ordinary shares disposed of in an off-market transfer on 24/09/2025.

No. of securities held after change	49,090 Direct ordinary shares held by Edward Close. 18,635 Indirect ordinary shares held by Lara Anastasia Close for ELC Investment. 140,599 Indirect ordinary shares held by Evaso Pty Ltd for ELC Investment. 46,419 Indirect Performance Rights held by Lara Anastasia Close for ELC Investment under the FY23-FY26 LTIP which may vest from 1 September 2026 – if 100% vest, 46,419 ordinary shares will be allocated. 52,428 Indirect Performance Rights held by Lara Anastasia Close for ELC Investment under the FY24-FY27 LTIP which may vest from 1 September 2027 – if 100% vest, 52,428 ordinary shares will be allocated. 154,359 Indirect Performance Rights held by Lara Anastasia Close for ELC Investment under the FY25-28 LTIP which may vest from 1 September 2028 – if 100% vest, 154,359 ordinary shares will be allocated.
Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	Sale on market of 36,715 ordinary shares on 23/09/2025 by Edward Close. Sale on market of 17,021 ordinary shares on 23/09/2025 by Lara Anastasia Close for ELC Investment. Off-market transfer of 38,052 ordinary shares on 24/09/2025 from Edward Close to Evaso Pty Ltd for ELC Investment. Off-market transfer of 59,825 ordinary shares on 24/09/2025 from Lara Anastasia Close for ELC Investment to Evaso Pty Ltd for ELC Investment.

+ See chapter 19 for defined terms.

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	n/a
Nature of interest	n/a
Name of registered holder (if issued securities)	n/a
Date of change	n/a
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	n/a
Interest acquired	n/a
Interest disposed	n/a
Value/Consideration Note: If consideration is non-cash, provide details and an estimated valuation	n/a
Interest after change	n/a

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?	No
If so, was prior written clearance provided to allow the trade to proceed during this period?	n/a
If prior written clearance was provided, on what date was this provided?	n/a

+ See chapter 19 for defined terms.