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28 January 2026

Company Announcements Office
ASX Limited

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 was issued 178,768 Performance Rights on 21 January 2026, under the nib FY26-29 Long Term Incentive Plan.

Further details regarding the issue of Performance Rights can be found in the Appendix 3G released today to the Australian Securities Exchange.

Yours faithfully,

Jordan French
Company Secretary

This announcement has been authorised for release by Jordan French, nib Company Secretary.

For further information, please contact:

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

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	29/09/2025

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	Indirect
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	Evaso Pty Ltd for ELC Investment (family trust of which Edward Close is a beneficiary)
Date of change	21/01/2026

No. of securities held prior to 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.
Class	Performance rights
Number acquired	178,768 Performance Rights under the FY26-29 LTIP
Number disposed	Nil
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	Nil. At the 2025 Annual General Meeting of nib holdings limited, shareholder approval was received for the participation of Edward Close in nib's LTIP from 1 July 2025. Further details are included in the 2025 Notice of Meeting published with the ASX on 9 October 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. 178,768 Indirect Performance Rights held by Evaso Pty Ltd for ELC Investment under the FY26-29 LTIP which may vest from 1 September 2029 – if 100% vest, 178,768 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	Performance Rights granted on 21 January 2026 pursuant to the Terms and Conditions and Rules of the nib LTIP. If the Performance Rights vest, the Director is entitled to be allocated one ordinary share for each right.

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?	n/a
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.