

21 October 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.

- Edward Close has informed the company he has sold 14,563 nib shares (which he held directly) and 25,437 nib shares (which were held indirectly by Lara Anastasia Close for ELC Investment) on market on 16 October 2026.
- Edward Close has also transferred 15,801 nib shares off market to Evaso Pty Ltd for ELC Investment, a family trust of which he is a beneficiary. The transfer was completed on 19 October 2026.

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

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	7 September 2026

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 and 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, a family trust of which Edward Close is a beneficiary. Lara Anastasia Close for ELC Investment, a family trust of which Edward Close is a beneficiary.
Date of change	16 October 2026 19 October 2026

+ See chapter 19 for defined terms.

Appendix 3Y
Change of Director's Interest Notice

No. of securities held prior to change	49,090 Direct ordinary shares held by Edward Close. 32,240 Indirect ordinary shares held by Lara Anastasia Close for ELC Investment. 208,809 Indirect ordinary shares held by Evaso Pty Ltd for ELC Investment. 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.
Class	Ordinary shares
Number acquired	Indirect (Evaso Pty Ltd for ELC Investment) – 15,801 ordinary shares received from Edward Close in an off-market transfer on 19 October 2026.
Number disposed	Direct: 14,563 ordinary shares sold on market by Edward Close on 16 October 2026. Direct: 15,801 ordinary shares transferred off-market by Edward Close to Evaso Pty Ltd for ELC Investment. Indirect, Lara Anastasia Close for ELC Investment: 25,437 ordinary shares sold on market on 16 October 2026, comprising parcels of 18,635 and 6,802 ordinary shares.

+ See chapter 19 for defined terms.

Appendix 3Y

Change of Director's Interest Notice

Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	Direct – \$95,538.80 for 14,563 ordinary shares sold on market on 16 October 2026. Direct – nil for 15,801 ordinary shares transferred off-market to Evaso Pty Ltd for ELC Investment. Indirect (Lara Anastasia Close for ELC Investment) – \$166,386.43 for 25,437 ordinary shares sold on market on 16 October 2026. Indirect (Evaso Pty Ltd for ELC Investment) – nil for 15,801 ordinary shares transferred off-market from Edward Close.
No. of securities held after change	18,726 Direct ordinary shares held by Edward Close. 6,803 Indirect ordinary shares held by Lara Anastasia Close for ELC Investment. 224,610 Indirect ordinary shares held by Evaso Pty Ltd for ELC Investment. 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.

+ See chapter 19 for defined terms.

Appendix 3Y

Change of Director's Interest Notice

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 14,563 ordinary shares by Edward Close on 16 October 2026. Sale on market of 25,437 ordinary shares by Lara Anastasia Close for ELC Investment on 16 October 2026. Off-market transfer of 15,801 ordinary shares from Edward Close to Evaso Pty Ltd for ELC Investment.
--	--

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.