



nib holdings limited  
Head Office  
22 Honeysuckle Drive  
Newcastle NSW 2300  
abn 51 125 633 856

t 13 14 63  
e [nib@nib.com.au](mailto:nib@nib.com.au)  
w [nib.com.au](http://nib.com.au)

12 December 2024

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 was issued 154,359 Performance Rights on 6 December 2024, under the nib FY25-28 Long Term Incentive Plan.

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

Yours faithfully,

A handwritten signature in black ink, appearing to be 'R. Toms', written over a horizontal line.

**Roslyn Toms**  
Company Secretary

For further information, please contact:

**Troy Frearson**  
Head of Performance, Planning & Capital

☎ **+61 422 137 783**

✉ [t.frearson@nib.com.au](mailto:t.frearson@nib.com.au)

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

# 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

<b>Name of entity – nib holdings limited</b>
<b>ABN – 51 125 633 856</b>

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.

<b>Name of Director</b>	Edward Close
<b>Date of last notice</b>	03/12/2024

### 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.

<b>Direct or indirect interest</b>	Indirect
<b>Nature of indirect interest (including registered holder)</b> 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).
<b>Date of change</b>	06/12/2024

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+ See chapter 19 for defined terms.

**Appendix 3Y**  
**Change of Director's Interest Notice**

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<b>No. of securities held prior to change</b>	<p>118,406 Direct ordinary shares held by Edward Close.</p> <p>46,681 Direct Performance Rights held by Edward Close under the FY22-FY25 LTIP which may vest from 1 September 2025 – if 100% vest, 46,681 ordinary shares will be allocated.</p> <p>95,481 Indirect ordinary shares held by ELC Investment.</p> <p>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.</p> <p>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.</p>
<b>Class</b>	Performance rights
<b>Number acquired</b>	154,359 Performance Rights under the FY25-28 LTIP
<b>Number disposed</b>	Nil
<b>Value/Consideration</b> Note: If consideration is non-cash, provide details and estimated valuation	Nil. At the 07/11/2024 Annual General Meeting of nib holdings limited, shareholder approval was received for the participation of Edward Close in nib's LTIP from 1 July 2024. Further details are included in the 10/10/2024 ASX Announcement – 2024 Notice of Annual General Meeting and Voting Form.

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+ See chapter 19 for defined terms.

**Appendix 3Y**  
**Change of Director's Interest Notice**

<p><b>No. of securities held after change</b></p>	<p>118,406 Direct ordinary shares held by Edward Close.</p> <p>46,681 Direct Performance Rights held by Edward Close under the FY22-FY25 LTIP which may vest from 1 September 2025 – if 100% vest, 46,681 ordinary shares will be allocated.</p> <p>95,481 Indirect ordinary shares held by ELC Investment.</p> <p>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.</p> <p>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.</p> <p>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.</p>
<p><b>Nature of change</b> Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</p>	<p>Performance rights granted on 6 December 2024 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.</p>

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+ See chapter 19 for defined terms.

## Appendix 3Y

### Change of Director's Interest Notice

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#### 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.

<b>Detail of contract</b>	n/a
<b>Nature of interest</b>	n/a
<b>Name of registered holder (if issued securities)</b>	n/a
<b>Date of change</b>	n/a
<b>No. and class of securities to which interest related prior to change</b> <small>Note: Details are only required for a contract in relation to which the interest has changed</small>	n/a
<b>Interest acquired</b>	n/a
<b>Interest disposed</b>	n/a
<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	n/a
<b>Interest after change</b>	n/a

#### Part 3 – <sup>+</sup>Closed period

<b>Were the interests in the securities or contracts detailed above traded during a <sup>+</sup>closed period where prior written clearance was required?</b>	No
<b>If so, was prior written clearance provided to allow the trade to proceed during this period?</b>	n/a
<b>If prior written clearance was provided, on what date was this provided?</b>	n/a

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<sup>+</sup> See chapter 19 for defined terms.