

# Appendix 3X

## Initial 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 30/9/2001.

|                       |                               |
|-----------------------|-------------------------------|
| <b>Name of entity</b> | <b>Nido Education Limited</b> |
| <b>ABN</b>            | <b>12 650 967 703</b>         |

We (the entity) give ASX the following information under listing rule 3.19A.1 and as agent for the director for the purposes of section 205G of the Corporations Act.

|                            |                 |
|----------------------------|-----------------|
| <b>Name of Director</b>    | Adam Nathan Lai |
| <b>Date of appointment</b> | 01 August 2025  |

### Part 1 - Director's relevant interests in securities of which the director is the registered holder

*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>Number &amp; class of securities</b>   |
| 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. |

+ See chapter 19 for defined terms.

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#### Part 2 – Director's relevant interests in securities of which the director is not the registered holder

*In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust*

| Name of holder & nature of interest   | Number & class of Securities |
|---|------------------------------|
| Note: Provide details of the circumstances giving rise to the relevant interest.<br><br>Abelia Industries Pty Ltd <Abelia Holdings A/C> | 246,500 ordinary shares      |

#### Part 3 – 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                                    | Executive employment contract dated 30 January 2025.   |
| Nature of interest                                    | Mr Lai is the Chief Executive Officer of Nido Education Limited. His employment contract contains all terms and conditions relevant to the responsibilities of his position. |
| Name of registered holder (if issued securities)      | N/A  |
| No. and class of securities to which interest relates | N/A  |

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+ See chapter 19 for defined terms.