

26 November 2021

Company Announcements Office
ASX Limited
20 Bridge Street
SYDNEY NSW 2000

Change of Director's Interest Notice – Mr Mark Fitzgibbon

Attached is an Appendix 3Y - Change of Director's Interest Notice for Mr Mark Fitzgibbon.

nib's Managing Director, Mr Mark Fitzgibbon, was issued 220,251 Performance Rights under the FY22-25 Long Term Incentive Plan on 26 November 2021. Further details regarding the issue of Performance Rights can be found in the Appendix 3G released today to the Australian Securities Exchange.

Yours sincerely,



Roslyn Toms
Company Secretary

For further information please contact:

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This announcement has been authorised for release by Roslyn Toms, 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

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	Mark Fitzgibbon
Date of last notice	17 November 2021

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
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	n/a
Date of change	26 November 2021

+ See chapter 19 for defined terms.

Appendix 3Y
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<p>No. of securities held prior to change</p>	<p>215,962 Performance Rights held under the FY19-FY22 LTIP which may vest from 1 September 2022 – if 100% vest, 215,962 ordinary shares will be allocated.</p> <p>200,632 Performance Rights under the FY20- FY23 LTIP which may vest from 1 September 2023 – if 100% vest, 200,632 ordinary shares will be allocated.</p> <p>314,792 Performance Rights under the FY21- FY24 LTIP which may vest from 1 September 2024 – if 100% vest, 314,792 ordinary shares will be allocated.</p> <p>1,758,055 – Direct ordinary shares (held by Mark Fitzgibbon) 824,621 – Indirect ordinary shares (held by Fitzy (NSW) Pty Ltd as Trustee for Fitz Family Fund)</p>
<p>Class</p>	<p>Performance rights</p>
<p>Number acquired</p>	<p>220,251 Performance Rights under the FY22- FY25 LTIP</p>
<p>Number disposed</p>	<p>Nil</p>
<p>Value/Consideration <small>Note: If consideration is non-cash, provide details and estimated valuation</small></p>	<p>Nil. At the 4 November 2021 Annual General Meeting of nib holdings limited, shareholder approval was received for the participation of Mark Fitzgibbon in nib's LTIP from 1 July 2021. Further details are included in the 1 October 2021 ASX Announcement – 2021 Notice of Annual General Meeting and Voting Form.</p>

+ See chapter 19 for defined terms.

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<p>No. of securities held after change</p>	<p>215,962 Performance Rights held under the FY19-FY22 LTIP which may vest from 1 September 2022 – if 100% vest, 215,962 ordinary shares will be allocated.</p> <p>200,632 Performance Rights under the FY20- FY23 LTIP which may vest from 1 September 2023 – if 100% vest, 200,632 ordinary shares will be allocated.</p> <p>314,792 Performance Rights under the FY21- FY24 LTIP which may vest from 1 September 2024 – if 100% vest, 314,792 ordinary shares will be allocated.</p> <p>220,251 Performance Rights under the FY22- FY25 LTIP which may vest from 1 September 2025 – if 100% vest, 220,251 ordinary shares will be allocated.</p> <p>1,758,055 – Direct ordinary shares (held by Mark Fitzgibbon) 824,621 – Indirect ordinary shares (held by Fitzy (NSW) Pty Ltd as Trustee for Fitz Family Fund)</p>
<p>Nature of change 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 26 November 2021 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>

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.

<p>Detail of contract</p>	<p>N/A</p>
<p>Nature of interest</p>	<p>N/A</p>
<p>Name of registered holder (if issued securities)</p>	<p>N/A</p>
<p>Date of change</p>	<p>N/A</p>

+ See chapter 19 for defined terms.

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No. and class of securities to which interest related prior to change <small>Note: Details are only required for a contract in relation to which the interest has changed</small>	N/A
Interest acquired	N/A
Interest disposed	N/A
Value/Consideration <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	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.