



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
w nib.com.au

7 September 2022

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.

The Appendix 3Y details the allotment of ordinary shares to Mr Fitzgibbon on the vesting of FY19-FY22 Long Term Incentive Plan (LTIP) Performance Rights granted to Mr Fitzgibbon under the nib LTIP and the allotment of ordinary shares to Mr Fitzgibbon under the nib Short Term Incentive Plan on 1 September 2022. In total:

- 107,981 ordinary shares were allotted to Mr Fitzgibbon on the vesting of FY19-FY22 LTIP Performance Rights granted under the nib LTIP, with these shares purchased on market, and the remaining 107,981 performance rights lapsed; and
- 82,079 ordinary shares were allotted to Mr Fitzgibbon under the nib Short Term Incentive Plan, with these shares purchased on market.

Yours sincerely,

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

Roslyn Toms
Company Secretary

For further information, please contact Investor Relations:

Amber Jackson
Head of Investor Relations

+61 402 210 817

a.jackson@nib.com.au

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	1 September 2022

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	1/09/2022

+ See chapter 19 for defined terms.

Appendix 3Y
Change of Director's Interest Notice

No. of securities held prior to change	<p>1,618,055 – Direct ordinary shares held by Mark Fitzgibbon</p> <p>874,621 indirect ordinary shares held by Fitzy (NSW) Pty Ltd as Trustee for Fitz Family Fund.</p> <p>215,962 Performance Rights under the FY19- FY22 LTIP.</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>
Class	Ordinary
Number acquired	<p>Direct – 190,060 ordinary shares on 1 September 2022, being:</p> <ul style="list-style-type: none"> - 107,981 ordinary shares allotted on the vesting of FY19-FY22 LTIP Performance Rights granted under the nib LTIP. 50% of the ordinary shares allotted have a two year escrow period. - 82,079 ordinary shares allotted under the nib Short Term Incentive Plan representing 50% of Mr Fitzgibbon's FY22 short-term incentive that has been granted in the form of shares. Half of the shares have a 12-month escrow period with the second half having a two year escrow period.

+ See chapter 19 for defined terms.

Appendix 3Y
Change of Director's Interest Notice

Number disposed	Nil
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	Nil
No. of securities held after change	<p>1,808,115 – Direct ordinary shares held by Mark Fitzgibbon</p> <p>874,621 indirect ordinary shares held by Fitzzy (NSW) Pty Ltd as Trustee for Fitz Family Fund.</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>
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>Following the testing of the Performance Rights under the FY19- FY22 LTIP, 107,981 shares vested on 1 September 2022, while the remaining 107,981 performance rights lapsed.</p> <p>107,981 ordinary shares purchased on market and allotted on vesting of Performance Rights issued under the nib LTIP.</p> <p>82,079 ordinary shares purchased on market and allotted pursuant to the nib Short Term Incentive Plan.</p>

+ See chapter 19 for defined terms.

Appendix 3Y

Change of Director's Interest Notice

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 <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.