

**Form 603**  
Corporations Act 2001  
Section 671B

**Notice of initial substantial holder**

To Company Name/Scheme NIB Holdings Limited  
ACN/ARSN 125 633 856

**1. Details of substantial holder (1)**

Name Vanguard Group (The Vanguard Group, Inc. and its controlled entities including those listed in Annexure A)  
ACN/ARSN (if applicable) N/A  
The holder became a substantial holder on 17 April 2023

**2. Details of voting power**

The total number of votes attached to all the voting shares in the company or voting interests in the scheme that the substantial holder or an associate (2) had a relevant interest (3) in on the date the substantial holder became a substantial holder are as follows:

Class of securities (4)	Number of securities	Person's votes (5)	Voting power (6)
<b>Ordinary</b>	<b>24,176,010</b>	<b>24,176,010</b>	<b>5.001%</b>

**3. Details of relevant interests**

The nature of the relevant interest the substantial holder or an associate had in the following voting securities on the date the substantial holder became a substantial holder are as follows:

Holder of relevant interest	Nature of relevant interest (7)	Class and number of securities
<b>Vanguard Group</b>	Vanguard Group is the manager of various Mutual funds and accounts and in that capacity has the power to dispose of the shares. The other members of Vanguard Group have a relevant interest under section 608(3) of the Corporations Act.	<b>Ordinary – 24,176,010</b>

**4. Details of present registered holders**

The persons registered as holders of the securities referred to in paragraph 3 above are as follows:

Holder of relevant interest	Registered holder of securities	Person entitled to be registered as holder (8)	Class and number of securities
<b>Vanguard Group</b>	<b>Brown Brothers Harriman</b>	Various funds and accounts of Vanguard Group	<b>Ordinary – 296,090</b>
<b>Vanguard Group</b>	<b>BNY Mellon</b>	Various funds and accounts of Vanguard Group	<b>Ordinary – 2,405,298</b>
<b>Vanguard Group</b>	<b>JP Morgan Chase Bank, N.A.</b>	Various funds and accounts of Vanguard Group	<b>Ordinary – 17,364,370</b>
<b>Vanguard Group</b>	<b>State Street Bank and Trust Company</b>	Various funds and accounts of Vanguard Group	<b>Ordinary – 4,110,252</b>

**5. Consideration**

The consideration paid for each relevant interest referred to in paragraph 3 above, and acquired in the four months prior to the day that the substantial holder became a substantial holder is as follows:

Holder of relevant interest	Date of acquisition	Consideration (9)	Class and number of securities
<b>See Annexure A</b>			

**6. Associates**

The reasons the persons named in paragraph 3 above are associates of the substantial holder are as follows:

Name and ACN/ARSN (if applicable)	Nature of association
N/A	N/A

**7. Addresses**

The addresses of persons named in this form are as follows:

Name	Address
Vanguard Group	P.O. Box 2600, V26 Valley Forge, PA 19482 USA

print name Shawn Acker capacity Compliance Manager

sign here  date 20 April 2023

## DIRECTIONS

- (1) If there are a number of substantial holders with similar or related interests (eg. a corporation and its related corporations, or the manager and trustee of an equity trust), the names could be included in an annexure to the form. If the relevant interests of a group of persons are essentially similar, they may be referred to throughout the form as a specifically named group if the membership of each group, with the names and addresses of members is clearly set out in paragraph 7 of the form.
  - (2) See the definition of "associate" in section 9 of the Corporations Act 2001.
  - (3) See the definition of "relevant interest" in sections 608 and 671B(7) of the Corporations Act 2001.
  - (4) The voting shares of a company constitute one class unless divided into separate classes.
  - (5) The total number of votes attached to all the voting shares in the company or voting interests in the scheme (if any) that the person or an Associate has a relevant interest in.
  - (6) The person's votes divided by the total votes in the body corporate or scheme multiplied by 100.
  - (7) Include details of:
    - (a) any relevant agreement or other circumstances by which the relevant interest was acquired. If subsection 671B(4) applies, a copy of any document setting out the terms of any relevant agreement, and a statement by the person giving full and accurate details of any contract, scheme or arrangement, must accompany this form, together with a written statement certifying this contract, scheme or arrangement; and
    - (b) any qualification of the power of a person to exercise, control the exercise of, or influence the exercise of, the voting powers or disposal of the securities to which the relevant interest relates (indicating clearly the particular securities to which the qualification applies).
- See the definition of "relevant agreement" in section 9 of the Corporations Act 2001.
- (8) If the substantial holder is unable to determine the identity of the person (eg. if the relevant interest arises because of an option) write "unknown".
  - (9) Details of the consideration must include any and all benefits, moneys and other, that any person from whom a relevant interest has acquired has, or may, become entitled to receive in relation to that acquisition. Details must be included even if the benefit is conditional on the happening or not of a contingency. Details must be included of any benefit paid on behalf of the substantial holder of its associate in relation to the acquisitions, even if they are not paid directly to the person from whom the relevant interest was acquired.

To Company NIB Holdings Limited  
ACN/ARSN 125 633 856

Substantial Holder Name Vanguard Group  
ACN/ARSN N/A

Date of change	Person whose relevant interest changed	Nature of Change(6)	Consideration given in relation to change(7)	Class	Number of securities affected	Person's votes affected
16-Dec-22	The Vanguard Group, Inc.	BUY	7.27	Ordinary	231	231
16-Dec-22	The Vanguard Group, Inc.	BUY	7.27	Ordinary	8,976	8,976
16-Dec-22	The Vanguard Group, Inc.	BUY	7.27	Ordinary	41,383	41,383
16-Dec-22	The Vanguard Group, Inc.	BUY	7.27	Ordinary	83,319	83,319
16-Dec-22	The Vanguard Group, Inc.	BUY	7.27	Ordinary	144,841	144,841
16-Dec-22	The Vanguard Group, Inc.	BUY	7.27	Ordinary	64,231	64,231
16-Dec-22	The Vanguard Group, Inc.	BUY	7.27	Ordinary	157,275	157,275
16-Dec-22	The Vanguard Group, Inc.	BUY	7.27	Ordinary	104,621	104,621
16-Dec-22	The Vanguard Group, Inc.	BUY	7.27	Ordinary	47,362	47,362
16-Dec-22	The Vanguard Group, Inc.	BUY	7.27	Ordinary	4,048	4,048
22-Dec-22	The Vanguard Group, Inc.	BUY	7.66	Ordinary	2,243	2,243
28-Dec-22	The Vanguard Group, Inc.	BUY	7.74	Ordinary	8,316	8,316
29-Dec-22	The Vanguard Group, Inc.	BUY	7.80	Ordinary	4,158	4,158
4-Jan-23	The Vanguard Group, Inc.	BUY	7.80	Ordinary	2,024	2,024
6-Jan-23	The Vanguard Group, Inc.	BUY	7.68	Ordinary	4,158	4,158
6-Jan-23	The Vanguard Group, Inc.	BUY	7.68	Ordinary	1,521	1,521
20-Jan-23	The Vanguard Group, Inc.	BUY	7.79	Ordinary	3,465	3,465
3-Feb-23	The Vanguard Group, Inc.	SELL	7.79	Ordinary	(1,545)	(1,545)
8-Feb-23	The Vanguard Group, Inc.	BUY	8.04	Ordinary	69	69
9-Feb-23	The Vanguard Group, Inc.	BUY	7.95	Ordinary	4,158	4,158
10-Feb-23	The Vanguard Group, Inc.	BUY	8.01	Ordinary	15,638	15,638
15-Feb-23	The Vanguard Group, Inc.	BUY	8.01	Ordinary	4,158	4,158
16-Feb-23	The Vanguard Group, Inc.	BUY	8.04	Ordinary	70	70
21-Feb-23	The Vanguard Group, Inc.	BUY	7.14	Ordinary	4,158	4,158
22-Feb-23	The Vanguard Group, Inc.	BUY	7.33	Ordinary	17,281	17,281
22-Feb-23	The Vanguard Group, Inc.	BUY	7.32	Ordinary	40,374	40,374
22-Feb-23	The Vanguard Group, Inc.	SELL	7.32	Ordinary	(6,729)	(6,729)
23-Feb-23	The Vanguard Group, Inc.	BUY	7.44	Ordinary	1,515	1,515
27-Feb-23	The Vanguard Group, Inc.	BUY	7.51	Ordinary	4,158	4,158
27-Feb-23	The Vanguard Group, Inc.	BUY	7.51	Ordinary	1,515	1,515
28-Feb-23	The Vanguard Group, Inc.	BUY	7.60	Ordinary	13,389	13,389
1-Mar-23	The Vanguard Group, Inc.	BUY	7.57	Ordinary	6,930	6,930
1-Mar-23	The Vanguard Group, Inc.	BUY	7.57	Ordinary	3,465	3,465
1-Mar-23	The Vanguard Group, Inc.	BUY	7.57	Ordinary	4,040	4,040
8-Mar-23	The Vanguard Group, Inc.	BUY	7.25	Ordinary	2,772	2,772
10-Mar-23	The Vanguard Group, Inc.	SELL	7.23	Ordinary	(8,352)	(8,352)
13-Mar-23	The Vanguard Group, Inc.	SELL	6.95	Ordinary	(3,132)	(3,132)
15-Mar-23	The Vanguard Group, Inc.	SELL	6.95	Ordinary	(1,566)	(1,566)
15-Mar-23	The Vanguard Group, Inc.	SELL	6.95	Ordinary	(2,088)	(2,088)
17-Mar-23	The Vanguard Group, Inc.	BUY	6.88	Ordinary	85	85
17-Mar-23	The Vanguard Group, Inc.	SELL	6.89	Ordinary	(2,054)	(2,054)
17-Mar-23	The Vanguard Group, Inc.	SELL	6.89	Ordinary	(52,947)	(52,947)
29-Mar-23	The Vanguard Group, Inc.	SELL	7.00	Ordinary	(5,220)	(5,220)
29-Mar-23	The Vanguard Group, Inc.	BUY	6.97	Ordinary	53,794	53,794
5-Apr-23	The Vanguard Group, Inc.	BUY	7.22	Ordinary	2,088	2,088
6-Apr-23	The Vanguard Group, Inc.	BUY	7.23	Ordinary	207	207
12-Apr-23	The Vanguard Group, Inc.	BUY	7.38	Ordinary	3,640	3,640
14-Apr-23	The Vanguard Group, Inc.	BUY	7.46	Ordinary	6,744	6,744
14-Apr-23	The Vanguard Group, Inc.	SELL	7.46	Ordinary	(1,044)	(1,044)
16-Dec-22	Vanguard Investments Australia Ltd.	BUY	7.27	Ordinary	245,671	245,671
16-Dec-22	Vanguard Investments Australia Ltd.	BUY	7.27	Ordinary	7,346	7,346
20-Dec-22	Vanguard Investments Australia Ltd.	BUY	7.25	Ordinary	5,120	5,120
22-Dec-22	Vanguard Investments Australia Ltd.	SELL	7.70	Ordinary	(9,144)	(9,144)
22-Dec-22	Vanguard Investments Australia Ltd.	BUY	7.70	Ordinary	4,749	4,749
23-Dec-22	Vanguard Investments Australia Ltd.	SELL	7.73	Ordinary	(6,060)	(6,060)
28-Dec-22	Vanguard Investments Australia Ltd.	SELL	7.77	Ordinary	(17,430)	(17,430)
30-Dec-22	Vanguard Investments Australia Ltd.	SELL	7.75	Ordinary	(14,783)	(14,783)
3-Jan-23	Vanguard Investments Australia Ltd.	BUY	7.61	Ordinary	12,175	12,175
3-Jan-23	Vanguard Investments Australia Ltd.	BUY	7.61	Ordinary	1,176	1,176
13-Jan-23	Vanguard Investments Australia Ltd.	SELL	7.70	Ordinary	(7,575)	(7,575)
17-Jan-23	Vanguard Investments Australia Ltd.	BUY	7.70	Ordinary	4,644	4,644

## Annexure A

Date of change	Person whose relevant interest changed	Nature of Change(6)	Consideration given in relation to change(7)	Class	Number of securities affected	Person's votes affected
18-Jan-23	Vanguard Investments Australia Ltd.	BUY	7.73	Ordinary	588	588
20-Jan-23	Vanguard Investments Australia Ltd.	SELL	7.78	Ordinary	(5,292)	(5,292)
24-Jan-23	Vanguard Investments Australia Ltd.	SELL	7.89	Ordinary	(4,644)	(4,644)
24-Jan-23	Vanguard Investments Australia Ltd.	SELL	7.89	Ordinary	(10,836)	(10,836)
24-Jan-23	Vanguard Investments Australia Ltd.	SELL	7.89	Ordinary	(7,740)	(7,740)
24-Jan-23	Vanguard Investments Australia Ltd.	SELL	7.89	Ordinary	(5,586)	(5,586)
25-Jan-23	Vanguard Investments Australia Ltd.	SELL	7.89	Ordinary	(5,586)	(5,586)
1-Feb-23	Vanguard Investments Australia Ltd.	SELL	7.80	Ordinary	(10,794)	(10,794)
3-Feb-23	Vanguard Investments Australia Ltd.	BUY	7.74	Ordinary	10,300	10,300
3-Feb-23	Vanguard Investments Australia Ltd.	SELL	7.74	Ordinary	(8,240)	(8,240)
13-Feb-23	Vanguard Investments Australia Ltd.	BUY	8.00	Ordinary	7,620	7,620
13-Feb-23	Vanguard Investments Australia Ltd.	BUY	8.00	Ordinary	3,096	3,096
17-Feb-23	Vanguard Investments Australia Ltd.	BUY	7.94	Ordinary	8,032	8,032
20-Feb-23	Vanguard Investments Australia Ltd.	BUY	7.02	Ordinary	3,096	3,096
21-Feb-23	Vanguard Investments Australia Ltd.	BUY	7.17	Ordinary	7,410	7,410
21-Feb-23	Vanguard Investments Australia Ltd.	SELL	7.17	Ordinary	(29,640)	(29,640)
22-Feb-23	Vanguard Investments Australia Ltd.	BUY	7.33	Ordinary	4,730	4,730
23-Feb-23	Vanguard Investments Australia Ltd.	BUY	7.42	Ordinary	3,104	3,104
27-Feb-23	Vanguard Investments Australia Ltd.	BUY	7.49	Ordinary	3,096	3,096
28-Feb-23	Vanguard Investments Australia Ltd.	BUY	7.60	Ordinary	37,021	37,021
1-Mar-23	Vanguard Investments Australia Ltd.	BUY	7.58	Ordinary	7,050	7,050
1-Mar-23	Vanguard Investments Australia Ltd.	SELL	7.58	Ordinary	(8,460)	(8,460)
1-Mar-23	Vanguard Investments Australia Ltd.	BUY	7.58	Ordinary	888	888
3-Mar-23	Vanguard Investments Australia Ltd.	BUY	7.39	Ordinary	6,162	6,162
7-Mar-23	Vanguard Investments Australia Ltd.	BUY	7.31	Ordinary	3,222	3,222
8-Mar-23	Vanguard Investments Australia Ltd.	BUY	7.22	Ordinary	4,836	4,836
10-Mar-23	Vanguard Investments Australia Ltd.	BUY	7.25	Ordinary	7,155	7,155
13-Mar-23	Vanguard Investments Australia Ltd.	SELL	7.04	Ordinary	(5,203)	(5,203)
14-Mar-23	Vanguard Investments Australia Ltd.	BUY	6.88	Ordinary	9,480	9,480
14-Mar-23	Vanguard Investments Australia Ltd.	BUY	6.88	Ordinary	4,830	4,830
15-Mar-23	Vanguard Investments Australia Ltd.	BUY	7.00	Ordinary	10,236	10,236
16-Mar-23	Vanguard Investments Australia Ltd.	BUY	6.99	Ordinary	9,580	9,580
17-Mar-23	Vanguard Investments Australia Ltd.	BUY	6.88	Ordinary	109,012	109,012
20-Mar-23	Vanguard Investments Australia Ltd.	SELL	6.81	Ordinary	(12,428)	(12,428)
20-Mar-23	Vanguard Investments Australia Ltd.	SELL	6.81	Ordinary	(4,830)	(4,830)
21-Mar-23	Vanguard Investments Australia Ltd.	BUY	6.83	Ordinary	7,470	7,470
22-Mar-23	Vanguard Investments Australia Ltd.	SELL	6.97	Ordinary	(4,470)	(4,470)
24-Mar-23	Vanguard Investments Australia Ltd.	BUY	6.93	Ordinary	5,964	5,964
4-Apr-23	Vanguard Investments Australia Ltd.	BUY	7.16	Ordinary	7,410	7,410
4-Apr-23	Vanguard Investments Australia Ltd.	BUY	7.16	Ordinary	885	885
5-Apr-23	Vanguard Investments Australia Ltd.	BUY	7.22	Ordinary	3,224	3,224
6-Apr-23	Vanguard Investments Australia Ltd.	BUY	7.23	Ordinary	885	885
11-Apr-23	Vanguard Investments Australia Ltd.	BUY	7.24	Ordinary	590	590
17-Apr-23	Vanguard Investments Australia Ltd.	BUY	7.45	Ordinary	4,833	4,833

This is Annexure A of 2 pages referred to in Form 603, Notice of initial substantial holder.

Signature: \_\_\_\_\_



Name: Shawn Acker \_\_\_\_\_

Capacity: Compliance Manager \_\_\_\_\_

Date: 20 April 2023 \_\_\_\_\_