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6 September 2024

Company Announcements Office  
ASX Limited  
20 Bridge Street  
SYDNEY NSW 2000

## Change of Director's Interest Notice – Mr Mark Fitzgibbon

To the Company Announcement Office,

Attached is Appendix 3Y – Change in Director's Interest Notice for Mr Mark Fitzgibbon.

The Appendix 3Y details the allotment of ordinary shares to Mr Fitzgibbon on the vesting of FY21-FY24 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 2 September 2024. In total:

- 301,979 ordinary shares were allotted to Mr Fitzgibbon on the vesting of FY21-FY24 LTIP Performance Rights granted under the nib LTIP, with these shares purchased on market, and the remaining 12,813 performance rights lapsed; and
- 85,685 ordinary shares were allotted to Mr Fitzgibbon under the nib Short Term Incentive Plan, with these shares purchased on market.

Yours faithfully,

**Roslyn Toms**  
Company Secretary

For further information, please contact:

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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>	Mark Fitzgibbon
<b>Date of last notice</b>	24 April 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>	Direct
<b>Nature of indirect interest (including registered holder)</b> Note: Provide details of the circumstances giving rise to the relevant interest.	n/a
<b>Date of change</b>	2 September 2024

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+ See chapter 19 for defined terms.

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<b>No. of securities held prior to change</b>	<p>1,792,822 – Direct ordinary shares held by Mark Fitzgibbon</p> <p>946,621 indirect ordinary shares held by Fitzy (NSW) Pty Ltd as Trustee for Fitz Family Fund.</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>189,748 Performance Rights under the FY23- FY26 LTIP which may vest from 1 September 2026 – if 100% vest, 189,748 ordinary shares will be allocated.</p> <p>195,046 Performance Rights under the FY24- FY27 LTIP which may vest from 1 September 2027 – if 100% vest, 195,046 ordinary shares will be allocated.</p>
<b>Class</b>	Ordinary
<b>Number acquired</b>	<p>Direct – 387,664 ordinary shares on 2 September 2024, being:</p> <ul style="list-style-type: none"> <li>- 301,979 ordinary shares allotted on the vesting of FY21- FY24 LTIP Performance Rights granted under the nib LTIP. 50% of the ordinary shares allotted have a two-year escrow period.</li> <li>- 85,685 ordinary shares allotted under the nib Short Term Incentive Plan representing 50% of Mr Fitzgibbon's FY24 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.</li> </ul>

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+ See chapter 19 for defined terms.

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<b>Number disposed</b>	Nil
<b>Value/Consideration</b> Note: If consideration is non-cash, provide details and estimated valuation	Nil for the 301,979 ordinary shares allotted to Mr Mark Fitzgibbon under the FY21-24 LTIP on 2 September 2024  Nil for the 85,685 ordinary shares allotted to Mark Fitzgibbon under the FY24 STI plan on 2 September 2024
<b>No. of securities held after change</b>	2,180,486 – Direct ordinary shares held by Mark Fitzgibbon  946,621 indirect ordinary shares held by Fitzy (NSW) Pty Ltd as Trustee for Fitz Family Fund.  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.  189,748 Performance Rights under the FY23- FY26 LTIP which may vest from 1 September 2026 – if 100% vest, 189,748 ordinary shares will be allocated.  195,046 Performance Rights under the FY24- FY27 LTIP which may vest from 1 September 2027 – if 100% vest, 195,046 ordinary shares will be allocated.

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+ See chapter 19 for defined terms.

## Appendix 3Y

### Change of Director's Interest Notice

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<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>Following the vesting of the Performance Rights under the FY21-24 LTIP, 301,979 shares vested on 2 September 2024, while the remaining 12,813 performance rights lapsed.</p> <p>301,979 ordinary shares were purchased on market and were allotted to Mr Fitzgibbon on vesting of Performance Rights issued under the nib FY21-24 LTIP.</p> <p>85,685 ordinary shares were purchased on market and allotted to Mr Fitzgibbon pursuant to the nib Short Term Incentive Plan.</p>
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+ See chapter 19 for defined terms.

## 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.