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6 December 2023

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.

Mr Fitzgibbon was issued 195,046 Performance Rights on 1 December 2023, under the nib FY24-27 Long Term Incentive Plan.

Further details regarding the issue of Performance Rights can be found in the Appendix 3G released today to the Australian Securities Exchange.

Yours faithfully,

A handwritten signature in black ink, appearing to be 'R. Toms', with a long horizontal stroke extending to the right.

**Roslyn Toms**  
Company Secretary

For further information, please contact:

**Amber Jackson**  
Head of Investor Relations

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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>	29 /11 / 2023

### 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>	1/12/2023

**Appendix 3Y**  
**Change of Director's Interest Notice**

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<b>No. of securities held prior to change</b>	<p>1,847,822– Direct ordinary shares held by Mark Fitzgibbon</p> <p>926,621 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>
<b>Class</b>	Performance rights
<b>Number acquired</b>	195,046 Performance Rights under the FY24-27 LTIP
<b>Number disposed</b>	Nil
<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and estimated valuation</small>	<p>Nil. At the 10/11/2023 Annual General Meeting of nib holdings limited, shareholder approval was received for the participation of Mark Fitzgibbon in nib's LTIP from 1 July 2023. Further details are included in the 6/10/2023 ASX announcement – Notice of 2023 Annual General Meeting and Voting Form.</p>

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+ See chapter 19 for defined terms.

**Appendix 3Y**  
**Change of Director's Interest Notice**

<b>No. of securities held after change</b>	<p>1,847,822– Direct ordinary shares held by Mark Fitzgibbon</p> <p>926,621 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 2026 – if 100% vest, 195,046 ordinary shares will be allocated.</p>
<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>Performance rights granted on 1 December 2023 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>

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+ See chapter 19 for defined terms.

## Appendix 3Y

### Change of Director's Interest Notice

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#### 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.