



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

29 November 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 has transferred (through an off-market transfer) 22,000 nib shares from his direct holding (Mark Fitzgibbon) to Fitzy (NSW) Pty Ltd (indirect holding) on 23 November 2023.

Fitzy (NSW) Pty Ltd is Trustee for Fitz Family Fund. Mr Fitzgibbon is the sole Director and beneficiary of the Trust.

Yours faithfully,

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

Roslyn Toms
Company Secretary

For further information, please contact:

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, 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

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	7 September 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.

Direct or indirect interest	Direct and indirect
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	Fitzy (NSW) Pty Ltd as Trustee for Fitz Family Fund. Mark Fitzgibbon is the sole Director and beneficiary of the Trust.
Date of change	23 November 2023

+ See chapter 19 for defined terms.

Appendix 3Y
Change of Director's Interest Notice

No. of securities held prior to change	<p>1,869,822– Direct ordinary shares held by Mark Fitzgibbon</p> <p>904,621 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 FY22- FY25 LTIP which may vest from 1 September 2026 – if 100% vest, 189,748 ordinary shares will be allocated.</p>
Class	Ordinary
Number acquired	Indirect – 22,000 ordinary shares acquired by Fitzy (NSW) Pty Ltd as Trustee for Fitz Family Fund, being an off-market transfer from Mr Mark Fitzgibbon
Number disposed	Direct - 22,000 ordinary shares disposed of by Mr Mark Fitzgibbon via an off-market transfer to Fitzy (NSW) Pty Ltd as Trustee for Fitz Family Fund.
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	\$165,000

+ See chapter 19 for defined terms.

Appendix 3Y
Change of Director's Interest Notice

<p>No. of securities held after change</p>	<p>1,847,822– Direct ordinary shares held by Mark Fitzgibbon</p> <p>926,621 indirect ordinary shares held by Fitzzy (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 FY22- FY25 LTIP which may vest from 1 September 2026 – if 100% vest, 189,748 ordinary shares will be allocated.</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>Transfer of 22,000 ordinary shares via an off-market transfer by Mr Mark Fitzgibbon on 23 November 2023 to Fitzzy (NSW) Pty Ltd as Trustee for Fitz Family Fund. Mr Mark Fitzgibbon is the sole Director and beneficiary of the trust.</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.