



Announcement Summary

Entity name

MEDIBANK PRIVATE LIMITED

Date of this announcement

Friday December 13, 2024

The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
MPLAA	PERFORMANCE RIGHTS	4,373,994	09/12/2024

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

MEDIBANK PRIVATE LIMITED

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

1.2 Registered number type

ABN

Registration number

47080890259

1.3 ASX issuer code

MPL

1.4 The announcement is

New announcement

1.5 Date of this announcement

13/12/2024

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Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:

has an existing ASX security code ("existing class")

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Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

ASX +security code and description

MPLAA : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

9/12/2024

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
David Koczkar	David Koczkar	932,801
Milosh Milisavljevic	Milosh Milisavljevic	258,803
Robert Read	Robert Read	202,480
Mark Rogers	Mark Rogers	307,555

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

A summary of the terms of performance rights (Rights) granted:

- under the FY24 Deferred STI plan is set out on page 65 of Medibank's Annual Report 2024:

https://www.medibank.com.au/content/dam/retail/about-assets/pdfs/investor-centre/annual-reports/Medibank_Annual_Report_2024.pdf (Annual Report 2024);

- to David Koczkar (CEO) under the FY25 LTI plan is set out on pages 15-18 of Medibank's Notice of AGM 2024: https://www.medibank.com.au/content/dam/retail/about-assets/pdfs/investor-centre/annual-general-meeting/Medibank_NoM2_024.pdf and

- to other participants under the FY25 LTI plan is set out on pages 66- 69 of the Annual Report 2024 noting:

- the 3 year performance period commenced on 1 July 2024;

- the threshold levels for the brand sentiment performance hurdle are the same as applying to the Rights granted to the CEO under the FY25 LTI plan; and

- there is no deferral period for vested Rights granted to participants who are not the CEO or a nominated senior manager.

Any other information the entity wishes to provide about the +securities the subject of this notification

The securities comprise performance rights (Rights) granted under Medibank's FY24 Deferred Short Term Incentive (FY24 Deferred STI) plan and FY25 Long Term Incentive (FY25 LTI) plan.

The breakdown of these Rights granted under the FY24 Deferred STI plan and FY25 LTI plans to KMP is as follows:

- David Koczkar: FY24 Deferred STI - 74,671 Rights; FY25 LTI - 758,130 Rights. The grant of Rights under the FY25 LTI plan to David Koczkar was approved by shareholders at Medibank's 2024 Annual General Meeting;

- Milosh Milisavljevic: FY24 Deferred STI - 71,807 Rights; FY25 LTI - 186,996 Rights;



- Robert Read: FY24 Deferred STI - 51,676 Rights; FY25 LTI - 150,804 Rights; and
- Mark Rogers: FY24 Deferred STI - 85,371 Rights; FY25 LTI - 222,184 Rights.

Issue details

Number of +securities

4,373,994

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Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)

ASX +security code and description	Total number of +securities on issue
MPL : ORDINARY FULLY PAID	2,754,003,240

4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)

ASX +security code and description	Total number of +securities on issue
MPLAA : PERFORMANCE RIGHTS	10,442,033



Part 5 - Other Listing Rule requirements

5.1 Were the +securities issued under an exception in Listing Rule 7.2 and therefore the issue did not need any security holder approval under Listing Rule 7.1?

No

5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?

No

5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

Yes

5.2b.1 How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

3,441,193

5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?

No

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