



Announcement Summary

Entity name
MEDIBANK PRIVATE LIMITED

Date of this announcement
Friday December 19, 2025

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	3,230,852	12/12/2025

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

19/12/2025



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")



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

12/12/2025

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	724,646
Milosh Milisavljevic	Milosh Milisavljevic	202,068
Robert Read	Robert Read	155,191
Mark Rogers	Mark Rogers	232,333

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 granted:

- under the FY25 Deferred STI plan is on p 60 of Medibank's Annual Report 2025: https://www.medibank.com.au/content/dam/retail/about-assets/pdfs/investor-centre/annual-reports/Medibank_AnnualReport2025.pdf;
 - to David Koczkar (CEO) under the FY26 LTI plan is on pp 14-17 of Medibank's Notice of AGM 2025: https://www.medibank.com.au/content/dam/retail/about-assets/pdfs/investor-centre/annual-general-meeting/Medibank_NoM2025.pdf ;
- and to other participants under the FY26 LTI plan is on pages 61-64 of the AR noting (a) the 3 year performance period commenced on 1 July 2025 (b) the thresholds for the EPS compound annual growth, PHI market share growth and brand sentiment hurdles are the same as those for the rights granted to the CEO under the FY26 LTI plan as on pp15-16 of the NOM; and (c) 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 FY25 Deferred Short Term Incentive (FY25 Deferred STI) plan and FY26 Long Term Incentive (FY26 LTI) plan.

The breakdown of these Rights granted under the FY25 Deferred STI plan and FY26 LTI plan to KMP is as follows:

- David Koczkar: FY25 Deferred STI - 132,180 Rights; FY26 LTI - 592,466 Rights. The grant of Rights under the FY26 LTI plan to David Koczkar was approved by shareholders at Medibank's 2025 Annual General Meeting;
- Milosh Milisavljevic: FY25 Deferred STI - 53,588 Rights; FY26 LTI - 148,480 Rights;
- Robert Read: FY25 Deferred STI - 39,807 Rights; FY26 LTI - 115,384 Rights; and
- Mark Rogers: FY25 Deferred STI - 58,649 Rights; FY26 LTI - 173,684 Rights.



Issue details

Number of +securities

3,230,852



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	10,342,042



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?

2,506,206

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