

# ASX release

10 September 2025

## Change of Director's Interest – David Koczkar

In accordance with the Listing Rules, Medibank attaches an Appendix 3Y – Change of Director's Interest Notice for David Koczkar for release to the market.

This document has been authorised for release by Ashley Spencer, General Counsel – Health, Governance & Excellence Hubs.

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# 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:</b> MEDIBANK PRIVATE LIMITED
<b>ABN:</b> 47 080 890 259

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>	David Koczkar
<b>Date of last notice</b>	13 December 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 (Performance Rights pursuant to the Medibank Private Limited Performance Rights Plan (' <i>Performance Rights Plan</i> '))
<b>Nature of indirect interest (including registered holder)</b> <small>Note: Provide details of the circumstances giving rise to the relevant interest.</small>	
<b>Date of change</b>	4 September 2025
<b>No. of securities held prior to change</b>	2,314,729 Performance Rights, being: <ul style="list-style-type: none"><li>• 728,840 Performance Rights granted under the FY23 Long Term Incentive (<i>LTI</i>);</li><li>• 653,088 Performance Rights granted under the FY24 LTI;</li><li>• 174,671 Performance Rights granted under the FY24 Deferred Short Term Incentive (<i>Deferred STI</i>); and</li><li>• 758,130 Performance Rights granted under the FY25 LTI.</li></ul>
<b>Class</b>	Performance Rights

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+ See chapter 19 for defined terms.

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<b>Number acquired</b>	Nil
<b>Number disposed</b>	763,774 Performance Rights, being 499,985 vested Performance Rights granted under the FY23 LTI and 34,934 exercised Performance Rights granted under the FY24 Deferred STI converted to ordinary shares in Medibank Private Limited ( <i>Ordinary Shares</i> ) as set out below and 228,855 lapsed Performance Rights
<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and estimated valuation</small>	Performance Rights are granted at nil consideration under the terms of the Performance Rights Plan.
<b>No. of securities held after change</b>	1,550,955 Performance Rights, being: <ul style="list-style-type: none"> <li>• 139,737 Performance Rights granted under the FY24 Deferred STI;</li> <li>• 653,088 Performance Rights granted under the FY24 LTI;</li> <li>• 758,130 Performance Rights granted under the FY25 LTI.</li> </ul>
<b>Nature of change</b> <small>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</small>	Vesting and lapsing of Performance Rights under the Performance Rights Plan

<b>Direct or indirect interest</b>	Direct and Indirect
<b>Nature of indirect interest (including registered holder)</b> <small>Note: Provide details of the circumstances giving rise to the relevant interest.</small>	Indirect interest in Ordinary Shares held via Olive Man Investments Pty Ltd
<b>Date of change</b>	4 September 2025
<b>No. of securities held prior to change</b>	1,884,671 Ordinary Shares (indirect).
<b>Class</b>	Ordinary Shares

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<b>Number acquired</b>	535,832 Ordinary Shares (direct), being: <ul style="list-style-type: none"> <li>• 499,985 Ordinary Shares following vesting of 499,985 Performance Rights granted under the FY23 LTI;</li> <li>• 34,934 Ordinary Shares following exercise of 34,934 Performance Rights granted under the FY24 Deferred STI; and</li> <li>• 913 Ordinary Shares, being the number of Ordinary Shares having an equivalent value to the dividends that would have been received during the deferral period if Ordinary Shares were held instead of the Performance Rights granted under the FY24 Deferred STI.</li> </ul>
<b>Number disposed</b>	Nil
<b>Value/Consideration</b> Note: If consideration is non-cash, provide details and estimated valuation	Acquisition of Ordinary Shares pursuant to vesting and exercise of Performance Rights under the Performance Rights Plan for no consideration
<b>No. of securities held after change</b>	2,420,503 Ordinary Shares, being: <ul style="list-style-type: none"> <li>• 535,832 Ordinary Shares (direct);</li> <li>• 1,884,671 Ordinary Shares (indirect).</li> </ul>
<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	Acquisition of Ordinary Shares pursuant to vesting and exercise of Performance Rights under the Performance Rights Plan.

## 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> Note: Details are only required for a contract in relation to which the interest has changed	N/A
<b>Interest acquired</b>	N/A
<b>Interest disposed</b>	N/A
<b>Value/Consideration</b> Note: If consideration is non-cash, provide details and an estimated valuation	N/A
<b>Interest after change</b>	N/A

+ See chapter 19 for defined terms.

Part 3 – <sup>+</sup>Closed period

Were the interests in the securities or contracts detailed above traded during a <sup>+</sup> 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

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<sup>+</sup> See chapter 19 for defined terms.