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29 November 2024

Company Announcements Office
ASX Limited
20 Bridge Street
SYDNEY NSW 2000

2024 Tax Transparency Report

To the Company Announcements Office,

Please find attached nib holdings limited's 2024 Tax Transparency Report.

A copy of the report is also available on the nib shareholder website nib.com.au/shareholders.

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

Roslyn Toms
Company Secretary

For further information, please contact:

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This announcement has been authorised for release by Roslyn Toms, nib Company Secretary.

2024 Tax Transparency Report





Message from the Group Chief Financial Officer

I am pleased to present nib's Tax Transparency Report for the financial year ended 30 June 2024. This report has been prepared in accordance with the Australian Voluntary Tax Transparency Code and we welcome the opportunity to provide increased information about the Group's tax affairs.

nib is a Top 1,000 corporate taxpayer in Australia and a Significant Global Entity for tax reporting purposes. Tax governance and risk management is a key priority of the Board and management. We are committed to adhering to both the spirit and the letter of tax laws and regulations in all countries where we operate. We ensure that we pay our fair share of tax.

During the year, nib made total cash tax contributions of \$82.2 million across the Group. Our global effective tax rate was 31.5%.

This is the seventh annual Tax Transparency Report published by nib.

Nick Freeman
Group Chief Financial Officer

FY24 summary

	Australia \$m	New Zealand \$m	Other jurisdictions \$m	Consolidation adjustments \$m	Group \$m
External revenues and other income	3,058.6	387.8	3.4	–	3,449.8
Profit (loss) before tax	256.0	15.6	(1.9)	(4.5)	265.2
Income tax expense	79.5	3.9	0.1	0.1	83.6
Total taxes paid	73.3	7.9	1.0	–	82.2

For each metric disclosed, data has been aggregated for all constituent entities in the relevant jurisdiction.

Acknowledgement of Indigenous peoples

nib operates and supports employees, members, travellers and participants from all corners of the world.

Our organisation acknowledges and respects the custodianship that Indigenous and First Nations peoples have over their lands and waterways. nib acknowledges Aboriginal and Torres Strait Islander peoples as the First Australians and pays respect to Elders past and present across all the lands on which we operate.

About nib

nib Group is an international health partner, empowering our members to make better decisions and improve health outcomes through greater accessibility to affordable health services and information.

We provide health and medical insurance to over 1.6 million Australian and New Zealand residents. We also provide health insurance to more than 230,000 international students and workers in Australia.

In addition, we are one of Australia's largest travel insurers and a global distributor of travel insurance through our business, nib Travel, providing financial protection and assurance to travellers wherever they are in the world.

nib currently supports almost 40,000 National Disability Insurance Scheme (NDIS) participants through our NDIS business, nib Thrive, with a vision to help people living with disability to overcome their challenges, achieve their goals and improve their quality of life.

Our purpose is 'your better health and wellbeing'. We are a trusted partner in helping our members, travellers and participants make more informed healthcare decisions, transact with healthcare systems and generally live healthier lives.

We believe our products and services should be easy to understand, simple to use and most of all good value.

Our core operations are Australian based and therefore the majority of our tax payments are also made here. We ensure that we comply with all local taxation laws in each jurisdiction in which we operate, and have therefore also made relevant tax contributions outside Australia, as detailed in this report.

Our tax governance approach

nib recognises that tax governance and tax risk management play a key role in good management and corporate governance. Our Tax Governance Board Policy and Tax Governance Framework form the basis for the approach to managing our tax risk. Management reviews these annually and communicates its findings to the Audit Committee. Any recommended changes are approved by the Board. Our tax governance is supported more broadly by the Group's Risk Management Strategy and other policies, such as the Code of Conduct.

The Board is assisted in carrying out its responsibilities of ensuring sound tax governance and compliance by the Audit Committee, whose purpose is to oversee financial controls across the Group, including tax. Tax matters are regularly reported to the Audit Committee.

nib has a strong commitment to complying with its tax obligations in Australia and in the overseas countries in which it operates. We ensure that appropriate taxes are paid in the jurisdictions where revenues are generated.

nib maintains a low tolerance for tax compliance and operational risks, ensuring that our good standing with tax authorities in all operating countries is never compromised. We interact with tax authorities professionally, cooperatively, and transparently.

Furthermore, nib does not use structures intended for tax avoidance, including the use of entities in tax haven jurisdictions that lack business purpose or substance. nib appropriately applies the ATO's rules in relation to corporate tax residency.

Lastly, we support transparency in explaining our tax affairs, and are proud to publish this annual Tax Transparency Report.

Summary of nib's international related party dealings

Although nib's primary operations are based in Australia and New Zealand, we also have a presence in Brazil, the United States, the United Kingdom, and Ireland. We strive to leverage our internal resources and the skills of our people to maximize efficiencies, thereby enhancing shareholder value and economic contributions.

nib maintains comprehensive transfer pricing documentation and controls. Our pricing, documentation, and reporting practices adhere to OECD transfer pricing guidelines, applying the 'arm's length principle' to all related party transactions. We prioritise keeping our transfer pricing procedures and documentation up to date and ensure that we proactively identify and price new international related party dealings. This approach ensures accurate profit allocation and appropriate tax reporting and positions across all countries where we operate.

nib's international related party dealings remain straightforward and limited in scope. These comprise:

- The provision of management and shared back office services between Australia and New Zealand;
- Provision of loan funding by the Australian parent entity to its New Zealand subsidiary for working capital and other cash requirements; and
- Shared services within nib Travel such as business development, marketing, underwriting and claims processing.

These activities are priced on an arm's length basis in accordance with global transfer pricing laws and OECD guidelines.

Tax disclosures

Calculation of tax expense

a) Effective tax rate for the year ending 30 June 2024

The effective tax rate represents the tax expense calculated in accordance with Australian Accounting Standards. This is calculated by dividing income tax expense by profit before tax. It reflects the amount of tax that is expected to be paid on the year's activities.

	Australia \$m	Group \$m
Profit before income tax expense	256.0	265.2
Income tax expense	(79.5)	(83.6)
Net profit for period	176.5	181.6
Effective tax rate	31.1%	31.5%

b) Numerical reconciliation of income tax expense to prima facie tax payable for the year ending 30 June 2024

The effective tax rate differs from the statutory Australian tax rate of 30% due to differences explained in the table below.

	Australia \$m	Group \$m
Profit from continuing operations before income tax expense	256.0	265.2
Tax at the Australian tax rate of 30%	76.8	79.6
Tax effect of amounts which are not deductible (taxable) in calculating taxable income:		
Share-based payments	(0.0)	(0.0)
Entertainment	0.3	0.3
Merger and acquisition costs	0.8	1.1
Sundry items	(0.5)	0.9
Net assessable trust distributions	0.3	0.3
Imputation credits and foreign tax credits	(1.0)	(1.0)
Adjustment for current tax of prior periods	(0.1)	(0.7)
Carried forward capital gains tax losses	(2.0)	(2.0)
Unrecognised tax losses and deferred tax assets	4.9	4.9
Differences in foreign tax rates	-	0.2
Income tax expense	79.5	83.6

Total tax contributions

The table below provides an overview of all cash taxes paid by nib across all jurisdictions, for the year ending 30 June 2024.

	Australia \$m	New Zealand \$m	Other jurisdictions \$m	Group \$m
Corporate income tax	61.5	6.8	0.9	69.2
Employee taxes	11.7	0.2	-	11.9
Unrecovered GST/VAT	0.1	0.9	0.1	1.1
	73.3	7.9	1.0	82.2

