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5 December 2025

Company Announcements Office
ASX Limited

2025 Tax Transparency Report

To the Company Announcements Office,

Please find attached nib holdings limited's 2025 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 read 'J. French', is enclosed within a light gray rectangular box.

Jordan French
Company Secretary

For further information, please contact:

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This announcement has been authorised for release by Jordan French, nib Company Secretary.



2025
Tax
Transparency
Report



Message from the Group Chief Financial Officer



Nick Freeman
Group Chief
Financial Officer

I am pleased to present nib's Tax Transparency Report for the financial year ended 30 June 2025. 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 \$75.1 million across the Group. Our global effective tax rate was 25.0%.

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

FY25 summary

	Australia \$m	New Zealand \$m	Other jurisdictions \$m	Consolidation adjustments \$m	Group \$m
External revenues and other income	3,301.6	427.4	2.6	-	3,731.6
Profit (loss) before tax	269.3	(4.5)	0.8	(0.9)	264.7
Income tax expense	68.8	(2.2)	(0.2)	(0.3)	66.1
Total taxes paid	70.1	4.7	0.3	-	75.1

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

nib at a glance

Our purpose at nib is 'your better health and wellbeing'. We are a leader in private health insurance, disability support and health services, and we protect our customers with access to care and affordable insurance.

We provide great value to more than 1.9 million Australian and New Zealand customers, which includes more than 240,000 international students and workers visiting Australia.

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

And nib is one of Australia's largest travel insurers, with brands nib Travel, Travel Insurance Direct and World Nomads.

In all our endeavours, we use human expertise and technology to connect with customers in ways that work for them, to gain greater insights into ways we can help, and to connect customers with trusted providers.

We believe our products and services should be easy to understand, simple to use and most of all, good value, which provides peace of mind when it matters most.

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.

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.

Our tax strategy and 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. Oversight of tax risk management and tax governance has been formally delegated by the Board to the Audit Committee. Our tax governance is supported more broadly by the Group's Risk Management Strategy and other policies, such as the Code of Conduct.

The key pillars of our tax strategy are as follows:

Compliance with tax legislation and obligations

- We seek to achieve efficient, accurate and timely compliance with all relevant taxation legislation and obligations.
- 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.

Relationships with tax authorities

- We endeavour to foster professional, cooperative and transparent relationships with key stakeholders such as the tax authorities.

Arm's length transactions and tax planning

- All related party transactions are undertaken in accordance with arm's length principles. 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 and guidance in relation to corporate tax residency.

Tax risk management

- We maintain robust controls, ensuring strong compliance procedures and support for all material tax positions taken.
- The Tax Function has sufficient and necessary tools and resources to manage tax risks.
- New initiatives and significant transactions and events are subject to thorough review and assessment of tax risk. The risk assessment is factored into the broader decision making process, to ensure compliance with nib's desired tax risk profile.
- 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.

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 maximise 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 2025

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	269.3	264.7
Income tax expense	(68.8)	(66.1)
Net profit for period	200.5	198.6
Effective tax rate	25.5%	25.0%

b) Numerical reconciliation of income tax expense to prima facie tax payable for the year ending 30 June 2025

The effective tax rate differs from the statutory Australian tax rate of 30% due to differences explained in the table below. A one-off recognition of previously unrecognised deferred tax assets relating to tax losses was made during the current year. This is the driver for the relatively low effective tax rate.

	Australia \$m	Group \$m
Profit from continuing operations before income tax expense	269.3	264.7
Tax at the Australian tax rate of 30%	80.8	79.4
Tax effect of amounts which are not deductible (taxable) in calculating taxable income:		
Sundry items	(0.5)	(0.8)
Net assessable trust distributions	0.3	0.3
Imputation credits and foreign tax credits	(0.9)	(0.9)
Adjustment for current tax of prior periods	(0.7)	(1.6)
Unrecognised tax losses and deferred tax assets	(10.2)	(10.5)
Differences in foreign tax rates	-	0.2
Income tax expense	68.8	66.1

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 2025.

	Australia \$m	New Zealand \$m	Other jurisdictions \$m	Group \$m
Corporate income tax	57.9	3.1	-	61.0
Employee taxes	12.1	0.3	-	12.4
Unrecovered GST/VAT	0.1	1.3	0.3	1.7
	70.1	4.7	0.3	75.1

