

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

Name of entity	QANTAS AIRWAYS LIMITED
ABN	16 009 661 901

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.

Name of Director	Alan Joseph Joyce
Date of last notice	18 September 2020

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.

Direct or indirect interest	Not applicable
Nature of indirect interest (including registered holder) <small>Note: Provide details of the circumstances giving rise to the relevant interest.</small>	
Date of change	
No. of securities held prior to change	
Class	
Number acquired	
Number disposed	
Value/Consideration <small>Note: If consideration is non-cash, provide details and estimated valuation</small>	
No. of securities held after change	
Nature of change <small>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</small>	

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.

Detail of contract	Qantas Long Term Incentive Plan (LTIP) grant for the 2021-2023 performance period.
Nature of interest	The LTIP is a long term incentive plan for senior Qantas executives. LTIP Rights are granted to Mr Joyce pursuant to the Terms and Conditions of the LTIP. LTIP Rights will vest if, and to the extent that the three-year performance and service conditions are achieved. For LTIP Rights which vest, Mr Joyce will be automatically allocated Qantas ordinary shares on a one-for-one basis and those shares are subject to a one year holding lock period. Rights which do not vest will automatically lapse.
Name of registered holder (if issued securities)	Not applicable
Date of change	23 October 2020
No. and class of securities to which interest related prior to change Note: Details are only required for a contract in relation to which the interest has changed	2,081,000 LTIP Rights under all LTIPs in which Mr Joyce participates.
Interest acquired	1,349,000 LTIP Rights
Interest disposed	Not applicable
Value/Consideration Note: If consideration is non-cash, provide details and an estimated valuation	Consideration: Nil – shareholders approved the grant of the LTIP Rights at the Qantas Annual General Meeting held on 23 October 2020.
Interest after change	3,430,000 LTIP Rights under all LTIPs in which Mr Joyce participates.

Part 3 – Closed Period

Were the interests in the securities or contracts detailed above traded during a 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?	Not applicable
If prior written clearance was provided, on what date was this provided?	Not applicable



Andrew Finch
Group General Counsel and Company Secretary
Date: 23 October 2020