

# 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> | <b>QANTAS AIRWAYS LIMITED</b> |
| <b>ABN</b>            | <b>16 009 661 901</b>         |

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>    | Richard James Barr Goyder |
| <b>Date of last notice</b> | 4 March 2022              |

### 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>  | Indirect   |
| <b>Nature of indirect interest (including registered holder)</b><br><small>Note: Provide details of the circumstances giving rise to the relevant interest.</small> | <ol style="list-style-type: none"> <li>Conversion of Rights previously granted under the Qantas Non-Executive Director Fee Sacrifice Share Plan (<b>NED Plan</b>), to restricted Ordinary Shares. Under the NED Plan a Non-Executive Director sacrifices a percentage of their base or total fees to acquire Shares.</li> <li>Granting of Rights under the NED Plan.</li> </ol> <p>The indirect interest is held by Pacific Custodians Pty Ltd as trustee of the Employee Share Plan (<b>ESP</b>) Trust. The Shares and Rights are held on behalf of Mr Goyder in the ESP Trust.</p> <p>Mr Goyder also has an indirect interest in Ordinary Shares held by Invia Custodian Pty Limited, which holds the shares for and on behalf of the following accounts: Warrangi Trust and R &amp; J Goyder Superannuation Fund.</p> |
| <b>Date of change</b>   | <ol style="list-style-type: none"> <li>29 August 2022 (relating to the conversion of Rights previously granted under the NED Plan to restricted Ordinary Shares).</li> <li>2 September 2022 (relating to a new grant of Rights under the NED Plan).</li> </ol>   |

|  |  |
|--|--|
| <b>No. of securities held prior to change</b>  | 17,934 Rights under the NED Plan.<br><br>36,170 Ordinary Shares (held by the ESP Trust).<br><br>126,933 ordinary shares held by Invia Custodian Pty Limited as trustee for the Warrangi Trust.<br><br>12,500 ordinary shares held by Invia Custodian Pty Limited as trustee for the R & J Goyder Superannuation Fund.  |
| <b>Class</b>   | 1. Ordinary Shares.<br><br>2. Rights under the NED Plan.   |
| <b>Number acquired</b>   | 1. 17,934 Ordinary Shares (held by the ESP Trust).<br><br>2. 17,525 Rights under the NED Plan.   |
| <b>Number disposed</b>   | Nil  |
| <b>Value/Consideration</b><br><small>Note: If consideration is non-cash, provide details and estimated valuation</small>   | 1. Nil. Automatic conversion of Rights granted under the NED Plan on 4 March 2022.<br><br>2. \$91,500 cash equivalent using the volume weighted average price of QAN Shares over the seven calendar days immediately following the announcement of Qantas Airways Limited's ( <b>Qantas</b> ) FY22 results on 25 August 2022. The VWAP for the period was \$5.2211.                                  |
| <b>No. of securities held after change</b>   | 17,525 Rights under the NED Plan.<br><br>54,104 Ordinary Shares (held by the ESP Trust).<br><br>126,933 ordinary shares held by Invia Custodian Pty Limited as trustee for the Warrangi Trust.<br><br>12,500 ordinary shares held by Invia Custodian Pty Limited as trustee for the R & J Goyder Superannuation Fund.  |
| <b>Nature of change</b><br><small>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</small> | 1. Conversion of Rights granted on 4 March 2022 under the NED Plan to restricted Ordinary Shares.<br><br>2. Granting of Rights under the NED Plan – Subject to the rules of the Plan, Rights will convert to Shares on the Conversion Date which will be approximately six months from the Grant Date, following the end of the “blackout” period leading up to the release of Qantas’ HY23 results. |

**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>   | Not applicable |
| <b>Nature of interest</b>   |                |
| <b>Name of registered holder (if issued securities)</b>   |                |
| <b>Date of change</b>   |                |
| <b>No. and class of securities to which interest related prior to change</b><br><small>Note: Details are only required for a contract in relation to which the interest has changed</small> |                |
| <b>Interest acquired</b>  |                |
| <b>Interest disposed</b>  |                |
| <b>Value/Consideration</b><br><small>Note: If consideration is non-cash, provide details and an estimated valuation</small>   |                |
| <b>Interest after change</b>  |                |

**Part 3 – Closed Period**

|   |                |
|---|----------------|
| <b>Were the interests in the securities or contracts detailed above traded during a <sup>+</sup>closed period where prior written clearance was required?</b> | No             |
| <b>If so, was prior written clearance provided to allow the trade to proceed during this period?</b>  | Not applicable |
| <b>If prior written clearance was provided, on what date was this provided?</b>   | Not applicable |



Andrew Finch  
**Group General Counsel & Company Secretary**  
2 September 2022

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Introduced 30/09/01 Amended 01/01/11

|                       |                               |
|-----------------------|-------------------------------|
| <b>Name of entity</b> | <b>QANTAS AIRWAYS LIMITED</b> |
| <b>ABN</b>            | <b>16 009 661 901</b>         |

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>    | Jacqueline Cherie Hey |
| <b>Date of last notice</b> | 4 March 2022          |

### 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>   | Indirect   |
| <b>Nature of indirect interest (including registered holder)</b><br>Note: Provide details of the circumstances giving rise to the relevant interest. | <p>Conversion of Rights previously granted under the Qantas Non-Executive Director Fee Sacrifice Share Plan (<b>NED Plan</b>), to restricted Ordinary Shares. Under the NED Plan a Non-Executive Director sacrifices a percentage of their base or total fees to acquire Shares.</p> <p>The indirect interest is held by Pacific Custodians Pty Ltd as trustee of the Employee Share Plan (<b>ESP</b>) Trust. The Shares are held on behalf of Ms Hey in the ESP Trust.</p> <p>Ms Hey also has an indirect interest in Ordinary Shares held by Jasperch Pty Ltd, Trustee of the Jaspercody Family Trust (Trust), of which Ms Hey is a Director, Shareholder and Beneficiary.</p> |
| <b>Date of change</b>  | 29 August 2022 (relating to the conversion of Rights previously granted under the NED Plan to restricted Ordinary Shares).   |
| <b>No. of securities held prior to change</b>  | <p>3,096 Rights under the NED Plan.</p> <p>14,128 Ordinary Shares (held by the ESP Trust).</p> <p>47,603 Ordinary Shares (held by Jasperch Pty Ltd, Trustee of the Jaspercody Family Trust, of which Ms Hey is a Director, Shareholder and Beneficiary).</p>   |

|   |   |
|---|---|
| <b>Class</b>  | Ordinary Shares   |
| <b>Number acquired</b>  | 3,096 Ordinary Shares (held by the ESP Trust).  |
| <b>Number disposed</b>  | Nil   |
| <b>Value/Consideration</b><br>Note: If consideration is non-cash, provide details and estimated valuation   | Nil. Automatic conversion of Rights granted under the NED Plan on 4 March 2022.   |
| <b>No. of securities held after change</b>  | 17,224 Ordinary Shares (held by the ESP Trust).<br><br>47,603 Ordinary Shares (held by Jasperch Pty Ltd, Trustee of the Jaspercody Family Trust, of which Ms Hey is a Director, Shareholder and Beneficiary). |
| <b>Nature of change</b><br>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back | Conversion of Rights granted on 4 March 2022 under the NED Plan to restricted Ordinary Shares.  |

**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>  | Not applicable |
| <b>Nature of interest</b>  |                |
| <b>Name of registered holder (if issued securities)</b>  |                |
| <b>Date of change</b>  |                |
| <b>No. and class of securities to which interest related prior to change</b><br>Note: Details are only required for a contract in relation to which the interest has changed |                |
| <b>Interest acquired</b>   |                |
| <b>Interest disposed</b>   |                |
| <b>Value/Consideration</b><br>Note: If consideration is non-cash, provide details and an estimated valuation   |                |
| <b>Interest after change</b>   |                |

**Part 3 – 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?   | Not applicable |
| If prior written clearance was provided, on what date was this provided?  | Not applicable |



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Andrew Finch  
**Group General Counsel & Company Secretary**  
2 September 2022

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|                       |                               |
|-----------------------|-------------------------------|
| <b>Name of entity</b> | <b>QANTAS AIRWAYS LIMITED</b> |
| <b>ABN</b>            | <b>16 009 661 901</b>         |

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>    | Belinda Jane Hutchinson |
| <b>Date of last notice</b> | 4 March 2022            |

### 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>  | Indirect   |
| <b>Nature of indirect interest (including registered holder)</b><br><small>Note: Provide details of the circumstances giving rise to the relevant interest.</small> | <ol style="list-style-type: none"> <li>Conversion of Rights previously granted under the Qantas Non-Executive Director Fee Sacrifice Share Plan (<b>NED Plan</b>), to restricted Ordinary Shares. Under the NED Plan a Non-Executive Director sacrifices a percentage of their base or total fees to acquire Shares.</li> <li>Granting of Rights under the NED Plan.</li> </ol> <p>The indirect interest is held by Pacific Custodians Pty Ltd as trustee of the Employee Share Plan (<b>ESP</b>) Trust. The Shares and Rights are held on behalf of Ms Hutchinson in the ESP Trust.</p> |
| <b>Date of change</b>   | <ol style="list-style-type: none"> <li>29 August 2022 (relating to the conversion of Rights previously granted under the NED Plan to restricted Ordinary Shares).</li> <li>2 September 2022 (relating to a new grant of Rights under the NED Plan).</li> </ol>   |
| <b>No. of securities held prior to change</b>   | <p>8,379 Rights under the NED Plan.</p> <p>21,566 Ordinary Shares (held by the ESP Trust).</p> <p>25,633 Ordinary Shares (held directly by Ms Hutchinson).</p>   |

|  |  |
|--|--|
| <b>Class</b>   | <ol style="list-style-type: none"> <li>1. Ordinary Shares.</li> <li>2. Rights under the NED Plan.</li> </ol>   |
| <b>Number acquired</b>   | <ol style="list-style-type: none"> <li>1. 8,379 Ordinary Shares (held by the ESP Trust).</li> <li>2. 7,879 Rights under the NED Plan.</li> </ol>   |
| <b>Number disposed</b>   | Nil  |
| <b>Value/Consideration</b><br><small>Note: If consideration is non-cash, provide details and estimated valuation</small>   | <ol style="list-style-type: none"> <li>1. Nil. Automatic conversion of Rights granted under the NED Plan on 4 March 2022.</li> <li>2. \$41,138 cash equivalent using the volume weighted average price of QAN Shares over the seven calendar days immediately following the announcement of Qantas Airways Limited's (<b>Qantas</b>) FY22 results on 25 August 2022. The VWAP for the period was \$5.2211.</li> </ol>                                    |
| <b>No. of securities held after change</b>   | <p>7,879 Rights under the NED Plan.</p> <p>29,945 Ordinary Shares (held by the ESP Trust).</p> <p>25,633 Ordinary Shares (held directly by Ms Hutchinson).</p>   |
| <b>Nature of change</b><br><small>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</small> | <ol style="list-style-type: none"> <li>1. Conversion of Rights granted on 4 March 2022 under the NED Plan to restricted Ordinary Shares.</li> <li>2. Granting of Rights under the NED Plan – Subject to the rules of the Plan, Rights will convert to Shares on the Conversion Date which will be approximately six months from the Grant Date, following the end of the “blackout” period leading up to the release of Qantas’ HY23 results.</li> </ol> |

**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>   | Not applicable |
| <b>Nature of interest</b>   |                |
| <b>Name of registered holder (if issued securities)</b>   |                |
| <b>Date of change</b>   |                |
| <b>No. and class of securities to which interest related prior to change</b><br><small>Note: Details are only required for a contract in relation to which the interest has changed</small> |                |
| <b>Interest acquired</b>  |                |
| <b>Interest disposed</b>  |                |



|  |  |
|--|--|
| <b>Value/Consideration</b><br>Note: If consideration is non-cash, provide details and an estimated valuation |  |
| <b>Interest after change</b>   |  |

**Part 3 – Closed Period**

|  |                |
|--|----------------|
| <b>Were the interests in the securities or contracts detailed above traded during a +closed period where prior written clearance was required?</b> | No             |
| <b>If so, was prior written clearance provided to allow the trade to proceed during this period?</b>   | Not applicable |
| <b>If prior written clearance was provided, on what date was this provided?</b>  | Not applicable |



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Andrew Finch  
**Group General Counsel & Company Secretary**  
2 September 2022

# Appendix 3Y

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Introduced 30/09/01 Amended 01/01/11

|                       |                               |
|-----------------------|-------------------------------|
| <b>Name of entity</b> | <b>QANTAS AIRWAYS LIMITED</b> |
| <b>ABN</b>            | <b>16 009 661 901</b>         |

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>    | James Todd Sampson |
| <b>Date of last notice</b> | 4 March 2022       |

### 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>  | Indirect  |
| <b>Nature of indirect interest (including registered holder)</b><br><small>Note: Provide details of the circumstances giving rise to the relevant interest.</small> | <ol style="list-style-type: none"> <li>Conversion of Rights previously granted under the Qantas Non-Executive Director Fee Sacrifice Share Plan (<b>NED Plan</b>), to restricted Ordinary Shares. Under the NED Plan a Non-Executive Director sacrifices a percentage of their base or total fees to acquire Shares.</li> <li>Granting of Rights under the NED Plan.</li> </ol> <p>The indirect interest is held by Pacific Custodians Pty Ltd as trustee of the Employee Share Plan (<b>ESP</b>) Trust. The Shares and Rights are held on behalf of Mr Sampson in the ESP Trust.</p> |
| <b>Date of change</b>   | <ol style="list-style-type: none"> <li>29 August 2022 (relating to the conversion of Rights previously granted under the NED Plan to restricted Ordinary Shares).</li> <li>2 September 2022 (relating to a new grant of Rights under the NED Plan).</li> </ol>  |
| <b>No. of securities held prior to change</b>   | <p>3,096 Rights under the NED Plan.</p> <p>10,255 Ordinary Shares (held by the ESP Trust).</p> <p>23,528 Ordinary Shares (held directly by Mr Sampson).</p>   |

|  |  |
|--|--|
| <b>Class</b>   | <ol style="list-style-type: none"> <li>1. Ordinary Shares.</li> <li>2. Rights under the NED Plan.</li> </ol>   |
| <b>Number acquired</b>   | <ol style="list-style-type: none"> <li>1. 3,096 Ordinary Shares (held by the ESP Trust).</li> <li>2. 3,208 Rights under the NED Plan.</li> </ol>   |
| <b>Number disposed</b>   | Nil  |
| <b>Value/Consideration</b><br><small>Note: If consideration is non-cash, provide details and estimated valuation</small>   | <ol style="list-style-type: none"> <li>1. Nil. Automatic conversion of Rights granted under the NED Plan on 4 March 2022.</li> <li>2. \$16,750 cash equivalent using the volume weighted average price of QAN Shares over the seven calendar days immediately following the announcement of Qantas Airways Limited's (<b>Qantas</b>) FY22 results on 25 August 2022. The VWAP for the period was \$5.2211.</li> </ol>                                    |
| <b>No. of securities held after change</b>   | <p>3,208 Rights under the NED Plan.</p> <p>13,351 Ordinary Shares (held by the ESP Trust).</p> <p>23,528 Ordinary Shares (held directly by Mr Sampson).</p>  |
| <b>Nature of change</b><br><small>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</small> | <ol style="list-style-type: none"> <li>1. Conversion of Rights granted on 4 March 2022 under the NED Plan to restricted Ordinary Shares.</li> <li>2. Granting of Rights under the NED Plan – Subject to the rules of the Plan, Rights will convert to Shares on the Conversion Date which will be approximately six months from the Grant Date, following the end of the “blackout” period leading up to the release of Qantas’ HY23 results.</li> </ol> |

**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>   | Not applicable |
| <b>Nature of interest</b>   |                |
| <b>Name of registered holder (if issued securities)</b>   |                |
| <b>Date of change</b>   |                |
| <b>No. and class of securities to which interest related prior to change</b><br><small>Note: Details are only required for a contract in relation to which the interest has changed</small> |                |
| <b>Interest acquired</b>  |                |
| <b>Interest disposed</b>  |                |

|  |  |
|--|--|
| <b>Value/Consideration</b><br>Note: If consideration is non-cash, provide details and an estimated valuation |  |
| <b>Interest after change</b>   |  |

**Part 3 – Closed Period**

|  |                |
|--|----------------|
| <b>Were the interests in the securities or contracts detailed above traded during a +closed period where prior written clearance was required?</b> | No             |
| <b>If so, was prior written clearance provided to allow the trade to proceed during this period?</b>   | Not applicable |
| <b>If prior written clearance was provided, on what date was this provided?</b>  | Not applicable |



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Andrew Finch  
**Group General Counsel & Company Secretary**  
2 September 2022