



Announcement Summary

Entity name

QANTAS AIRWAYS LIMITED

Date of this announcement

Friday September 01, 2023

The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
QANAB	NED RIGHTS	25,051	01/09/2023

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

QANTAS AIRWAYS LIMITED

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

1.2 Registered number type

ABN

Registration number

16009661901

1.3 ASX issuer code

QAN

1.4 The announcement is

New announcement

1.5 Date of this announcement

1/9/2023



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:

has an existing ASX security code ("existing class")



Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

ASX +security code and description

QANAB : NED RIGHTS

Date the +securities the subject of this notification were issued

1/9/2023

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class Yes**Were any of the +securities issued to +key management personnel (KMP) or an +associate?** Yes**Provide details of the KMP or +associates being issued +securities.**

Name of KMP	Name of registered holder	Number of +securities
Richard James Barr Goyder	Pacific Custodians Pty Ltd as trustee of the Qantas Employee Share Plan Trust.	15,192
Belinda Jane Hutchinson	Pacific Custodians Pty Ltd as trustee of the Qantas Employee Share Plan Trust.	6,979
James Todd Sampson	Pacific Custodians Pty Ltd as trustee of the Qantas Employee Share Plan Trust.	2,880

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

The details of the terms of the Qantas Non-Executive Director Fee Sacrifice Share Plan (NED Plan) are set out in the Qantas Annual Report, which is available at <https://investor.qantas.com/investors/?page=annual-reports>.

Any other information the entity wishes to provide about the +securities the subject of this notification

Allocation of Rights under the NED Plan. The Rights and Shares under the NED Plan are held on behalf of the named individuals by Pacific Custodians Pty Ltd as trustee of the Employee Share Plan Trust.



Issue details

Number of +securities

25,051

Part 4 - +Securities on issue

**Following the issue, conversion or payment up of the +securities the subject of this application, the +securities of the entity will comprise:
(A discrepancy in these figures compared to your own may be due to a matter of timing if there is more than one application for quotation/issuance currently with ASX for processing.)**

4.1 Quoted +Securities (Total number of each +class of +securities quoted)

ASX +security code and description	Total number of +securities on issue
QAN : ORDINARY FULLY PAID	1,724,454,680

4.2 Unquoted +Securities (Total number of each +class of +securities issued but not quoted on ASX)

ASX +security code and description	Total number of +securities on issue
QANAA : PERFORMANCE RIGHTS	62,160,243
QANAB : NED RIGHTS	48,710



Part 5 - Other Listing Rule requirements

5.1 Were the +securities issued under an exception in Listing Rule 7.2 and therefore the issue did not need any security holder approval under Listing Rule 7.1?

Yes

5.1a Select the number of the applicable exception in Listing Rule 7.2

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