



Announcement Summary

Entity name

QANTAS AIRWAYS LIMITED

Date of this announcement

Friday December 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
QANAA	PERFORMANCE RIGHTS	2,588,000	27/11/2023

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

1/12/2023



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

QANAA : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

27/11/2023

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
Vanessa Hudson	Pacific Custodians Pty Ltd as trustee of the Qantas Employee Share Plan Trust.	335,000
Olivia Wirth	Pacific Custodians Pty Ltd as trustee of the Qantas Employee Share Plan Trust.	147,000
Stephanie Tully	Pacific Custodians Pty Ltd as trustee of the Qantas Employee Share Plan Trust.	134,500
Cam Wallace	Pacific Custodians Pty Ltd as trustee of the Qantas Employee Share Plan Trust.	130,500
Markus Svensson	Pacific Custodians Pty Ltd as trustee of the Qantas Employee Share Plan Trust.	60,500

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 Long Term Incentive Plan (LTIP) 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

Each LTIP Right entitles its holder to receive one QAN ordinary share at the end of the relevant performance period, subject to the achievement of applicable performance conditions and service conditions, which is then subject to a one-year trading restriction.

Issue details

Number of +securities

2,588,000

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	10,807,999
QANAB : NED RIGHTS	25,051



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?

No

5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?

No

5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

No

5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?

N/A