



Announcement Summary

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**Entity name**

QANTAS AIRWAYS LIMITED

**Date of this announcement**

Tuesday January 09, 2024

**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**

<b>ASX +security code</b>	<b>Security description</b>	<b>Total number of +securities to be issued/transferred</b>	<b>Issue date</b>
QANAA	PERFORMANCE RIGHTS	18,500	29/12/2023

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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**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**

9/1/2024



Part 2 - Issue details

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**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

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**ASX +security code and description**

QANAA : PERFORMANCE RIGHTS

**Date the +securities the subject of this notification were issued**

29/12/2023

**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?**

No

**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 each year 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

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**Number of +securities**

18,500

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Part 4 - +Securities on issue

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**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)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
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)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
QANAA : PERFORMANCE RIGHTS	10,826,499
QANAB : NED RIGHTS	25,051



Part 5 - Other Listing Rule requirements

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**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