



Announcement Summary

Entity name

QANTAS AIRWAYS LIMITED

Date of this announcement

Friday September 05, 2025

The +securities the subject of this notification are:

Unquoted options that have been exercised or other unquoted +convertible securities that have been converted

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
QAN	ORDINARY FULLY PAID	2,917,274	05/09/2025

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**

5/9/2025



## Part 2 - Issue details

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### **2.1 The +securities the subject of this notification are:**

Unquoted options that have been exercised or other unquoted +convertible securities that have been converted

### **2.2b The +securities being issued, transferred or re-classified as a result of the options being exercised or other +convertible securities being converted are:**

securities that have already been quoted on ASX ("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

**The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:**

A transfer of existing +securities

**The underlying securities being received by the holder are:**

Already quoted by ASX

**Existing +securities converting into an existing class**

**FROM (Existing Class)**

**ASX +Security code and description**

QANAA : PERFORMANCE RIGHTS

**TO (Existing Class)**

**ASX +Security code and description**

QAN : ORDINARY FULLY PAID

**Please state the number of options that were exercised or other +convertible securities that were converted**

2,917,274

**The first date the options were exercised or other +convertible securities were converted**

**The last date the options were exercised or other +convertible securities were converted**

5/9/2025

**Is this all of the options or other +convertible securities on issue of that type?**

No

**Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?**

Yes

**Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?**

Yes

**Provide details of the KMP or +associates who are exercising options or converting +convertible 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.	223,500
Rob Marcolina	Pacific Custodians Pty Ltd as trustee of the Qantas Employee Share Plan Trust.	97,000
Steph Tully	Pacific Custodians Pty Ltd as trustee of the Qantas Employee Share Plan Trust.	86,500
Markus Svensson	Pacific Custodians Pty Ltd as trustee of the Qantas Employee Share Plan Trust.	50,500
Andrew Glance		40,500



Pacific Custodians Pty Ltd as trustee  
of the Qantas Employee Share Plan  
Trust.

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

5/9/2025

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

Conversion of performance Rights to restricted Ordinary Shares pursuant to the achievement of Performance Conditions under the Qantas 2023-2025 Long Term Incentive Plan. Refer to the 2025 Remuneration Report contained in the Qantas 2025 Annual Report, which is available at <https://investor.qantas.com/investors/?page=annual-reports>, for further information.

Issue details

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**Number of +securities**

2,917,274

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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 notification, the +securities of the entity will comprise:**

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

**4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
QAN : ORDINARY FULLY PAID	1,513,199,279

**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	5,237,015
QANAC : NED RIGHTS	18,475