



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	18,475	01/09/2025

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

5/9/2025



Part 2 - Issue details

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

QANAC : NED 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

18,475

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

1/9/2025

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

Yes

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
John Patrick Mullen	Pacific Custodians Pty Ltd as trustee of the Qantas Employee Share Plan Trust.	9,266
Belinda Jane Hutchinson	Pacific Custodians Pty Ltd as trustee of the Qantas Employee Share Plan Trust.	3,323
Dr Heather Joy Smith	Pacific Custodians Pty Ltd as trustee of the Qantas Employee Share Plan Trust.	5,886

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

1/9/2025



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

Conversion of Rights previously granted under the Qantas Non-Executive Director Fee Sacrifice Share Plan (NED Plan) to restricted Ordinary Shares.

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

18,475

Part 4 - +Securities on issue

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)

ASX +security code and description	Total number of +securities on issue
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)

ASX +security code and description	Total number of +securities on issue
QANAA : PERFORMANCE RIGHTS	8,154,289
QANAC : NED RIGHTS	0