

Appendix 3Y

Change of Director's Interest Notice

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/09/01 Amended 01/01/11

Name of entity	QANTAS AIRWAYS LIMITED
ABN	16 009 661 901

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	John Patrick Mullen
Date of last notice	7 March 2025

Part 1 - Change of director's relevant interests in securities

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Direct or indirect interest	Indirect
Nature of indirect interest (including registered holder) <small>Note: Provide details of the circumstances giving rise to the relevant interest.</small>	<ol style="list-style-type: none">1. Conversion of Rights previously granted under the Qantas Non-Executive Director Fee Sacrifice Share Plan (NED Plan), to restricted Ordinary Shares. Under the NED Plan a Non-Executive Director sacrifices a percentage of their base or total fees to acquire Shares.2. Granting of Rights under the NED Plan. <p>The indirect interest is held by Pacific Custodians Pty Ltd as trustee of the Employee Share Plan (ESP) Trust. The Shares and Rights are held on behalf of Mr Mullen in the ESP Trust.</p>
Date of change	<ol style="list-style-type: none">1. 1 September 2025 (relating to the conversion of Rights previously granted under the NED Plan to restricted Ordinary Shares).2. 5 September 2025 (relating to a new grant of Rights under the NED Plan).
No. of securities held prior to change	9,266 Rights under the NED Plan. 12,859 Ordinary Shares (held by the ESP Trust). 70,000 Ordinary Shares held by Mullen SMSF Pty Ltd.
Class	<ol style="list-style-type: none">1. Ordinary Shares2. Rights under the NED Plan.
Number acquired	<ol style="list-style-type: none">1. 9,266 Ordinary Shares (held by the ESP Trust)2. 7,840 Rights under the NED Plan.
Number disposed	Nil

Value/Consideration <small>Note: If consideration is non-cash, provide details and estimated valuation</small>	1. Nil. Automatic conversion of Rights granted under the NED Plan on 7 March 2025. 2. \$91,500 cash equivalent using the volume weighted average price of QAN Shares over the seven calendar days immediately following the announcement of Qantas' FY25 results on 28 August 2025. The VWAP for the period was \$11.6702.
No. of securities held after change	7,840 Rights under the NED Plan. 22,125 Ordinary Shares (held by the ESP Trust). 70,000 Ordinary Shares held by Mullen SMSF Pty Ltd.
Nature of change <small>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</small>	1. Conversion of Rights granted on 7 March 2025 under the NED Plan to restricted Ordinary Shares. 2. Granting of Rights under the NED Plan – Subject to the rules of the Plan, Rights will convert to Shares on the Conversion Date which will be approximately six months from the Grant Date, following the end of the "blackout" period leading up to the release of Qantas' HY26 results.

Part 2 – Change of director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

Detail of contract	Not applicable.
Nature of interest	
Name of registered holder (if issued securities)	
Date of change	
No. and class of securities to which interest related prior to change <small>Note: Details are only required for a contract in relation to which the interest has changed</small>	
Interest acquired	
Interest disposed	
Value/Consideration <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	
Interest after change	

Part 3 – Closed Period

Were the interests in the securities or contracts detailed above traded during a +closed period where prior written clearance was required?	No.
If so, was prior written clearance provided to allow the trade to proceed during this period?	Not applicable.
If prior written clearance was provided, on what date was this provided?	Not applicable.

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We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Belinda Jane Hutchinson
Date of last notice	7 March 2025

Part 1 - Change of director's relevant interests in securities

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Direct or indirect interest	Indirect
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	<ol style="list-style-type: none">1. Conversion of Rights previously granted under the Qantas Non-Executive Director Fee Sacrifice Share Plan (NED Plan), to restricted Ordinary Shares. Under the NED Plan a Non- Executive Director sacrifices a percentage of their base or total fees to acquire Shares.2. Granting of Rights under the NED Plan. <p>The indirect interest is held by Pacific Custodians Pty Ltd as trustee of the Employee Share Plan (ESP) Trust. The Shares and Rights are held on behalf of Ms Hutchinson in the ESP Trust.</p>
Date of change	<ol style="list-style-type: none">1. 1 September 2025 (relating to the conversion of Rights previously granted under the NED Plan to restricted Ordinary Shares).2. 5 September 2025 (relating to a new grant of Rights under the NED Plan).
No. of securities held prior to change	3,323 Rights under the NED Plan. 56,189 Ordinary Shares (held by the ESP Trust). 25,633 Ordinary Shares (held directly by Ms Hutchinson).
Class	<ol style="list-style-type: none">1. Ordinary Shares2. Rights under the NED Plan.
Number acquired	<ol style="list-style-type: none">1. 3,323 Ordinary Shares (held by the ESP Trust)2. 3,525 Rights under the NED Plan.

Number disposed	Nil
Value/Consideration <small>Note: If consideration is non-cash, provide details and estimated valuation</small>	<ol style="list-style-type: none"> 1. Nil. Automatic conversion of Rights granted under the NED Plan on 7 March 2025. 2. \$41,138 cash equivalent using the volume weighted average price of QAN Shares over the seven calendar days immediately following the announcement of Qantas' FY25 results on 28 August 2025. The VWAP for the period was \$11.6702.
No. of securities held after change	3,525 Rights under the NED Plan. 59,512 Ordinary Shares (held by the ESP Trust). 25,633 Ordinary Shares (held directly by Ms Hutchinson).
Nature of change <small>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</small>	<ol style="list-style-type: none"> 1. Conversion of Rights granted on 7 March 2025 under the NED Plan to restricted Ordinary Shares. 2. Granting of Rights under the NED Plan – Subject to the rules of the Plan, Rights will convert to Shares on the Conversion Date which will be approximately six months from the Grant Date, following the end of the "blackout" period leading up to the release of Qantas' HY26 results.

Part 2 – Change of director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

Detail of contract	Not applicable.
Nature of interest	
Name of registered holder (if issued securities)	
Date of change	
No. and class of securities to which interest related prior to change <small>Note: Details are only required for a contract in relation to which the interest has changed</small>	
Interest acquired	
Interest disposed	
Value/Consideration <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	
Interest after change	

Part 3 – Closed Period

Were the interests in the securities or contracts detailed above traded during a +closed period where prior written clearance was required?	No.
If so, was prior written clearance provided to allow the trade to proceed during this period?	Not applicable.
If prior written clearance was provided, on what date was this provided?	Not applicable.

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We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Dr Heather Joy Smith
Date of last notice	7 March 2025

Part 1 - Change of director's relevant interests in securities

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Direct or indirect interest	Indirect
Nature of indirect interest (including registered holder) <small>Note: Provide details of the circumstances giving rise to the relevant interest.</small>	Conversion of Rights previously granted under the Qantas Non-Executive Director Fee Sacrifice Share Plan (NED Plan), to restricted Ordinary Shares. Under the NED Plan a Non- Executive Director sacrifices a percentage of their base or total fees to acquire Shares. The indirect interest is held by Pacific Custodians Pty Ltd as trustee of the Employee Share Plan (ESP) Trust. The Shares and Rights are held on behalf of Ms Smith in the ESP Trust.
Date of change	1 September 2025 (relating to the conversion of Rights previously granted under the NED Plan to restricted Ordinary Shares).
No. of securities held prior to change	5,886 Rights under the NED Plan. 8,629 Ordinary Shares (held by the ESP Trust). 10,000 Ordinary Shares (directly held jointly by Dr Martin Lee Parkinson and Dr Heather Joy Smith).
Class	Ordinary Shares
Number acquired	5,886 Ordinary Shares (held by the ESP Trust)
Number disposed	Nil
Value/Consideration <small>Note: If consideration is non-cash, provide details and estimated valuation</small>	Nil. Automatic conversion of Rights granted under the NED Plan on 7 March 2025.

No. of securities held after change	<p>Nil Rights under the NED Plan.</p> <p>14,515 Ordinary Shares (held by the ESP Trust).</p> <p>10,000 Ordinary Shares (directly held jointly by Dr Martin Lee Parkinson and Dr Heather Joy Smith).</p>
Nature of change <small>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</small>	Conversion of Rights granted on 7 March 2025 under the NED Plan to restricted Ordinary Shares.

Part 2 – Change of director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

Detail of contract	Not applicable.
Nature of interest	
Name of registered holder (if issued securities)	
Date of change	
No. and class of securities to which interest related prior to change <small>Note: Details are only required for a contract in relation to which the interest has changed</small>	
Interest acquired	
Interest disposed	
Value/Consideration <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	
Interest after change	

Part 3 – Closed Period

Were the interests in the securities or contracts detailed above traded during a +closed period where prior written clearance was required?	No.
If so, was prior written clearance provided to allow the trade to proceed during this period?	Not applicable.
If prior written clearance was provided, on what date was this provided?	Not applicable.

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