



Announcement Summary

Entity name

BANK OF QUEENSLAND LIMITED.

Date of this announcement

Thursday January 29, 2026

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
BOQAAG	PERFORMANCE RIGHTS	1,202,804	23/01/2026

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

BANK OF QUEENSLAND 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

32009656740

1.3 ASX issuer code

BOQ

1.4 The announcement is

New announcement

1.5 Date of this announcement

29/1/2026



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

BOQAAG : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

23/1/2026

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
Gregory Boyle	Gregory David Boyle	136,162
Rod Finch	Rod Finch	136,162
Racheal Kellaway	Racheal Kellaway	154,317
Craig Ryman	Craig Roderick Ryman	149,778
Keith Strachan	Keith Strachan	127,085
Rachel Stock	Rachel Stock	123,454
Alexandra Taylor	Alexandra Taylor	131,623

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

Equity Incentive Plan Rules

<https://www.boq.com.au/content/dam/boq/files/shareholder-centre/my-shareholding/boq-equity-incentive-plan-rules.pdf>**Any other information the entity wishes to provide about the +securities the subject of this notification**

Executive Performance Rights granted on 23 January 2026 as part of the total variable remuneration opportunity, subject to the terms of BOQ's Equity Incentive Plan Rules and the Award Terms. Vesting will occur on 6 December 2029. 50% of Shares allocated on vesting and exercise will not be subject to further Dealing restrictions. 50% of Shares allocated on vesting and exercise will be subject to Dealing restrictions for one year from vesting (i.e. until 6 December 2030).



Issue details

Number of +securities

958,581

ASX +security code and description

BOQAAG : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

23/1/2026

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

Equity Incentive Plan Rules

<https://www.boq.com.au/content/dam/boq/files/shareholder-centre/my-shareholding/boq-equity-incentive-plan-rules.pdf>

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

Executive Performance Rights granted on 23 January 2026 as part of the total variable remuneration opportunity, subject to the terms of BOQ's Equity Incentive Plan Rules and the Award Terms. Vesting will occur on 6 December 2029. 50% of Shares allocated on vesting and exercise will not be subject to further Dealing restrictions. 50% of Shares allocated on vesting and exercise will be subject to Dealing restrictions for one year from vesting (i.e. until 6 December 2030).

Issue details

Number of +securities

36,738

ASX +security code and description

BOQAAG : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

23/1/2026

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
Patrick Allaway	Patrick James Allaway	207,485

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

BOQ's 2025 Notice of Annual General Meeting (pages 12-15):

<https://www.boq.com.au/content/dam/boq/files/shareholder-centre/my-shareholding/2025/BOQ-2025-Notice-of-Meeting.pdf>

Equity Incentive Plan Rules:

<https://www.boq.com.au/content/dam/boq/files/shareholder-centre/my-shareholding/boq-equity-incentive-plan-rules.pdf>

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

Executive Performance Rights granted to the Managing Director and Chief Executive Officer on 23 January 2026 as part of the total variable remuneration opportunity, subject to the terms of BOQ's Equity Incentive Plan Rules and the Award Terms. Vesting will occur on 6 December 2029. 33% of Shares allocated on vesting and exercise will not be subject to further Dealing restrictions. 33% of Shares allocated on vesting and exercise will be subject to Dealing restrictions for one year from vesting (i.e. until 6 December 2030) and 34% will be subject to Dealing restrictions for two years from vesting (i.e. until 6 December 2031).

Issue details

Number of +securities

207,485



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
BOQ : ORDINARY FULLY PAID	661,469,455
BOQPF : CAP NOTE 3-BBSW+3.80% PERP NON-CUM RED T-05-27	2,600,000
BOQPG : CAP NOTE 3-BBSW+3.40% PERP NON-CUM RED T-12-28	4,000,000

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
BOQAAG : PERFORMANCE RIGHTS	3,542,986
BOQAY : DEFERRED AWARD RIGHTS	2,563,382
BOQAAA : OPTION EXPIRING VARIOUS DATES EX \$9.3337	1,966,725
BOQAU : TRANSFORMATION AWARD RIGHTS	4,374
BOQAS : DEFERRED AWARD RIGHT	62,244
BOQAV : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	8,851,901
BOQAX : DEFERRED AWARD RIGHTS	73,748
BOQAAC : CEO AND CHAIR AWARD RIGHTS	499,968



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?

Yes

5.1a Select the number of the applicable exception in Listing Rule 7.2

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