

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: Bank of Queensland Limited
ABN: 32 009 656 740

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	Patrick Newton James Allaway
Date of last notice	5 February 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	Direct and Indirect
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	Pacific Custodian Pty Ltd as trustee for the BOQ Employee Share Plan Trust Pacific Custodian Pty Ltd (BOQ Plans Control A/C)
Date of change	23 January 2026 and 8 December 2025

+ See chapter 19 for defined terms.

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No. of securities held prior to change	(i) Direct: <ul style="list-style-type: none"> a) 498,810 Executive Performance Rights; and b) 796,562 Premium Priced Options (ii) Indirect: <ul style="list-style-type: none"> a) 128,327 Ordinary Shares held by Venuston Pty Ltd as trustee for the Allaway Family Super Fund; b) 90,959 Ordinary Shares held by Venuston Pty Ltd as trustee for the Allaway Discretionary Trust; c) 14,846 Ordinary Shares held by Pacific Custodian Pty Ltd (BOQ Plans Control A/C); d) 8,610 Ordinary Shares held by Pacific Custodian Pty Ltd as trustee for the BOQ Employee Share Plan Trust; and e) 86,206 Restricted Shares held by Pacific Custodian Pty Ltd as trustee for the BOQ Employee Share Plan Trust
Class	Executive Performance Rights and Restricted Shares
Number acquired	207,485 Executive Performance Rights 81,406 Restricted Shares
Number disposed	Nil
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	N/A granted as remuneration under the BOQ Equity Incentive Plan

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<p>No. of securities held after change</p>	<p>(i) Direct:</p> <ul style="list-style-type: none"> a) 706,295 Executive Performance Rights; and b) 796,562 Premium Priced Options <p>(ii) Indirect:</p> <ul style="list-style-type: none"> a) 128,327 Ordinary Shares held by Venuston Pty Ltd as trustee for the Allaway Family Super Fund; b) 90,959 Ordinary Shares held by Venuston Pty Ltd as trustee for the Allaway Discretionary Trust; c) 32,087 Ordinary Shares held by Pacific Custodian Pty Ltd (BOQ Plans Control A/C); d) 8,610 Ordinary Shares held by Pacific Custodian Pty Ltd as trustee for the BOQ Employee Share Plan Trust; and e) 150,371 Restricted Shares held by Pacific Custodian Pty Ltd as trustee for the BOQ Employee Share Plan Trust
<p>Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</p>	<p>(i) Direct:</p> <ul style="list-style-type: none"> a) FY26 Long-Term Variable Reward granted as 207,485 Executive Performance Rights on 23 January 2026 under BOQ's Employee Incentive Plan. <p>(ii) Indirect:</p> <ul style="list-style-type: none"> e) Deferred FY25 Short-Term Variable Reward granted as 81,406 Restricted Shares on 23 January 2026 under BOQ's Employee Incentive Plan; and <p>17,241 Restricted Shares were transferred off-market from being indirectly held by Pacific Custodian Pty Ltd as trustee for the BOQ Employee Share Plan Trust to being indirectly held by Pacific Custodian Pty Ltd (BOQ Plans Control A/C) on 8 December 2025.</p>

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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	N/A
Nature of interest	N/A
Name of registered holder (if issued securities)	N/A
Date of change	N/A
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>	N/A
Interest acquired	N/A
Interest disposed	N/A
Value/Consideration <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	N/A
Interest after change	N/A

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?	N/A
If prior written clearance was provided, on what date was this provided?	N/A

⁺ See chapter 19 for defined terms.