



Announcement Summary

Entity name

QBE INSURANCE GROUP LIMITED

Announcement Type

New announcement

Date of this announcement

Thursday February 26, 2026

The +securities to be quoted are:

+Securities issued under an +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

Total number of +securities to be quoted

ASX +security code	Security description	Number of +securities to be quoted	Issue date
QBE	ORDINARY FULLY PAID	4,500,000	23/02/2026

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

QBE INSURANCE GROUP LIMITED

We (the entity named above) apply for +quotation of the following +securities and agree to the matters set out in Appendix 2A of the ASX Listing Rules.

1.2 Registered number type

ABN

Registration number

28008485014

1.3 ASX issuer code

QBE

1.4 The announcement is

New announcement

1.5 Date of this announcement

26/2/2026



Part 2 - Type of Issue

2.1 The +securities to be quoted are:

+Securities issued under an +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

2.2 The +class of +securities to be quoted is:

Additional +securities in a class that is already quoted on ASX ("existing class")



Part 3B - number and type of +securities to be quoted (existing class) where issue has not previously been notified to ASX in an Appendix 3B

Additional +securities to be quoted in an existing class issued under an +employee incentive scheme

FROM (Existing Class)

ASX +security code and description

QBEAL : EMPLOYEE CONDITIONAL RIGHTS

TO (Existing Class)

ASX +security code and description

QBE : ORDINARY FULLY PAID

Please state the number of +securities issued under the +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

5,260,288

Please provide details of a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

The Conditional Rights will vest between 25 February 2026 and 2 March 2026.
A summary of the terms of the QBE Conditional Rights is included in QBE's 2025 Annual Report (refer to pages 64-86) [https://www.qbe.com/media/qbe/group/document-listing/2026/02/19/21/01/2025-qbe-annual-report---with-signatures\(11277941\).pdf?rev=338bab83982e4b6d99479c365ed83d7f](https://www.qbe.com/media/qbe/group/document-listing/2026/02/19/21/01/2025-qbe-annual-report---with-signatures(11277941).pdf?rev=338bab83982e4b6d99479c365ed83d7f)

Are any of these +securities being 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
Andrew Horton	Andrew Horton	265,170
Peter Burton	Peter Burton	51,833
Jason Harris	Jason Harris	155,443
Sue Houghton	Sue Houghton	122,550
Amanda Hughes	Amanda Hughes	67,301
Chris Killoury	Chris Killoury	60,710
Fiona Larnach	Margaret Fiona Larnach	96,952
Julie Wood	Julia Wood	61,167



Issue date

23/2/2026

Will the +securities to be quoted rank equally in all respects from their issue date with the existing issued +securities in that class?

Yes

Issue details

Number of +securities to be quoted

4,500,000

Are the +securities being issued for a cash consideration?

No

Please describe the consideration being provided for the +securities

Issued Fully Paid Ordinary Shares and on market purchased Fully Paid Ordinary Shares will be used to meet the vestings during the course of 2026.

Please provide an estimate (in AUD) of the value of the consideration being provided per +security for the +securities to be quoted

0.000000

Any other information the entity wishes to provide about the +securities to be quoted

The answer to the question immediately above is "not applicable" as the value of the consideration per security to be quoted varies.

The shares to satisfy the 265,170 conditional rights vest for Andrew Horton, Group Chief Executive Officer, shares for the API vest were purchased on market. The LTI vest were part of the issuance of shares. These are due to vest on 26 and 27 February 2026.



Part 4 - Issued capital following quotation

Following the quotation of the +securities the subject of this application, the issued capital 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 quoted on ASX following the +quotation of the +securities subject of this application)

ASX +security code and description	Total number of +securities on issue
QBE : ORDINARY FULLY PAID	1,510,058,631

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
QBEAL : EMPLOYEE CONDITIONAL RIGHTS	13,126,243
QBEAJ : SUBORDINATED CONVERTIBLE NOTES	288,121



Part 5 - Other Listing Rule requirements

5.1 Are the +securities being issued under an exception in Listing Rule 7.2 and therefore the issue does not need any security holder approval under Listing Rule 7.1?

No

5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?

No

5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

No

5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?

N/A