Announcement Summary

Entity name

QANTAS AIRWAYS LIMITED

Date of this announcement

Friday October 08, 2021

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
QANAA	PERFORMANCE RIGHTS	3,369,988	30/09/2021

Refer to next page for full details of the announcement

For personal use only

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

8/10/2021

For personal use only

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")

For personal use only

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

QANAA : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

30/9/2021

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

Each right entitles its holder to receive one QAN ordinary share at the end of the relevant performance period, subject to the achievement of applicable performance conditions, which is then subject to a one-year trading restriction.
The details of the terms of the Long Term Incentive Plan are set out each year in the Qantas Annual Report, which is available at https://investor.qantas.com/investors/?page=annual-reports

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

Issues for employees of performance rights under the Long Term Incentive Plan for the period of 1 July 2021 to 30 September 2021 (3rd Quarter 2021).

Issue details

Number of +securities

3,369,988

For personal use only

Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this application, the +securities of the entity will comprise:
(A discrepancy in these figures compared to your own may be due to a matter of timing if there is more than one application for quotation/issuance currently with ASX for processing.)

4.1 Quoted +Securities (Total number of each +class of +securities quoted)

ASX +security code and description	Total number of +securities on issue
QAN : ORDINARY FULLY PAID	1,886,044,698

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	23,438,076

For personal use only

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?

☑ 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)?

☑ No

For personal use only