

# 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

<b>Name of entity</b>	<b>QANTAS AIRWAYS LIMITED</b>
<b>ABN</b>	<b>16 009 661 901</b>

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.

<b>Name of Director</b>	Alan Joseph Joyce
<b>Date of last notice</b>	6 June 2023

### 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.

<b>Direct or indirect interest</b>	Direct and Indirect
<b>Nature of indirect interest (including registered holder)</b> Note: Provide details of the circumstances giving rise to the relevant interest.	Indirect interests in Qantas Ordinary Shares are held by Pacific Custodians Pty Ltd as trustee of the Employee Share Plan ( <b>ESP</b> ) Trust ( <b>Restricted Shares</b> ). The Restricted Shares are held on behalf of Mr Joyce in the ESP Trust.  Mr Joyce also holds indirect interests in Alan Joyce Pty Ltd as trustee of the Alan Joyce Family Trust. Mr Joyce is a director and shareholder of the trustee.
<b>Date of change</b>	<ol style="list-style-type: none"><li>25 August 2023 (relating to the 698,000 Rights held under the 2022-2023 Recovery Retention Plan (<b>RRP</b>)).</li><li>25 August 2023 (relating to the 687,000 Rights held under the 2018-2020 Long Term Incentive Plan (<b>LTIP</b>)).</li><li>25 August 2023 (relating to the 651,000 Rights held under the 2019-2021 LTIP).</li><li>25 August 2023 (relating to the 743,000 Rights held under the 2020-2022 LTIP).</li></ol>

<b>No. of securities held prior to change</b>	698,000 Rights under the RRP.  5,189,000 Rights under all LTIPs in which Mr Joyce participates.  228,924 indirect interest in Ordinary Shares held by the Alan Joyce Family Trust.  261,319 direct interest in Ordinary Shares held by Mr Joyce.
<b>Class</b>	Performance Rights and Ordinary Shares.
<b>Number acquired</b>	1,738,500 direct interest in Ordinary Shares (conversion of 100% of Rights under the RRP noted in 1 above and 50% of the LTIPs noted in 2 – 4 above).
<b>Number disposed</b>	Lapse of 1,040,500 Rights (50% of the LTIPs noted in 2 – 4 above).
<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and estimated valuation</small>	<ol style="list-style-type: none"> <li>1. Nil. Shareholders approved the grant of the 2022-2023 RRP Rights at the Qantas 2022 Annual General Meeting (<b>AGM</b>).</li> <li>2. Nil. Shareholders approved the grant of the 2018-2020 LTIP Rights at the Qantas 2017 AGM.</li> <li>3. Nil. Shareholders approved the grant of the 2019-2021 LTIP Rights at the Qantas 2018 AGM.</li> <li>4. Nil. Shareholders approved the grant of the 2020-2022 LTIP Rights at the Qantas 2019 AGM.</li> </ol>
<b>No. of securities held after change</b>	Nil Rights under the RRP.  3,108,000 Rights under all LTIPs in which Mr Joyce participates.  228,924 indirect interest in Ordinary Shares held by the Alan Joyce Family Trust.  1,999,819 direct interest in Ordinary Shares held by Mr Joyce.
<b>Nature of change</b> <small>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</small>	1.-4. Vesting to Mr Joyce of Rights held under the RRP and LTIPs as detailed above.

**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.

<b>Detail of contract</b>	<ol style="list-style-type: none"> <li>1. 2022-2023 RRP.</li> <li>2. 2018-2020 LTIP.</li> <li>3. 2019-2021 LTIP.</li> <li>4. 2020-2022 LTIP.</li> </ol>
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<b>Nature of interest</b>	<ol style="list-style-type: none"> <li>1. RRP Rights granted under the Terms and Conditions (T&amp;Cs) of the 2022-2023 RRP.</li> <li>2. LTIP Rights granted under the T&amp;Cs of the 2018-2020 LTIP.</li> <li>3. LTIP Rights granted under the T&amp;Cs of the 2019-2021 LTIP.</li> <li>4. LTIP Rights granted under the T&amp;Cs of the 2020-2022 LTIP.</li> </ol>
<b>Name of registered holder (if issued securities)</b>	Not applicable
<b>Date of change</b>	25 August 2023.
<b>No. and class of securities to which interest related prior to change</b> <small>Note: Details are only required for a contract in relation to which the interest has changed</small>	<p>698,000 Rights under the RRP.</p> <p>5,189,000 Rights under all LTIPs in which Mr Joyce participates.</p>
<b>Interest acquired</b>	1,738,500 direct interest in Ordinary Shares (conversion of 100% of Rights under the RRP noted in 1 above and 50% of the LTIPs noted in 2 – 4 above).
<b>Interest disposed</b>	<ol style="list-style-type: none"> <li>1. The 2022-2023 RRP vested at 100%. 698,000 Rights under the RRP vested and converted to Ordinary Shares.</li> <li>2. The 2018-2020 LTIP vested at 50%. 343,500 Rights vested and converted to Ordinary Shares, and 343,500 Rights lapsed.</li> <li>3. The 2019-2021 LTIP vested at 50%. 325,500 Rights vested and converted to Ordinary Shares, and 325,500 Rights lapsed.</li> <li>4. The 2020-2022 LTIP vested at 50%. 371,500 Rights vested and converted to Ordinary Shares, and 371,500 Rights lapsed.</li> </ol>
<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	Nil
<b>Interest after change</b>	<p>Nil Rights under the RRP.</p> <p>3,108,000 Rights under all LTIPs in which Mr Joyce participates.</p> <p>228,924 indirect interest in Ordinary Shares held by the Alan Joyce Family Trust.</p> <p>1,999,819 direct interest in Ordinary Shares held by Mr Joyce.</p>

**Part 3 – Closed Period**

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



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Andrew Finch  
Group General Counsel and Company Secretary  
Date: 1 September 2023

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## Change of Director's Interest Notice

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

<b>Name of entity</b>	<b>QANTAS AIRWAYS LIMITED</b>
<b>ABN</b>	<b>16 009 661 901</b>

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.

<b>Name of Director</b>	Vanessa Judith Hudson
<b>Date of last notice</b>	5 May 2023

### 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.

<b>Direct or indirect interest</b>	Direct and Indirect
<b>Nature of indirect interest (including registered holder)</b> Note: Provide details of the circumstances giving rise to the relevant interest.	Indirect interests in Qantas Ordinary Shares are held by Pacific Custodians Pty Ltd as trustee of the Employee Share Plan (ESP) Trust (Restricted Shares). The Restricted Shares are held on behalf of Ms Hudson in the ESP Trust.
<b>Date of change</b>	<ol style="list-style-type: none"> <li>25 August 2023 (relating to the 262,500 Rights held under the 2022-2023 Recovery Retention Plan (RRP)).</li> <li>25 August 2023 (relating to the release of 74,750 Restricted Shares under the 2020-2022 Long Term Incentive Plan (LTIP)).</li> </ol>
<b>No. of securities held prior to change</b>	<p>262,500 Rights under the RRP.</p> <p>74,750 Restricted Shares under the 2020-2022 LTIP held by the ESP Trust.</p> <p>796,000 Rights under all LTIPs in which Ms Hudson participates.</p> <p>116,501 direct interest in Ordinary Shares held by Ms Hudson.</p>
<b>Class</b>	Performance Rights and Ordinary Shares.

<b>Number acquired</b>	<ol style="list-style-type: none"> <li>262,500 direct interest in Ordinary Shares (conversion of 100% of Rights under the RRP).</li> <li>74,750 direct interest in Ordinary Shares following the release of the Restricted Shares held under the 2020-2022 LTIP.</li> </ol>
<b>Number disposed</b>	<ol style="list-style-type: none"> <li>The 2022-2023 RRP vested at 100%. 262,500 Rights under the RRP vested and converted to Ordinary Shares.</li> <li>74,750 Restricted Shares under the 2020-2022 LTIP held by the ESP Trust.</li> </ol>
<b>Value/Consideration</b> Note: If consideration is non-cash, provide details and estimated valuation	Nil. The Rights under each plan were granted for nil consideration and vested under the respective plan Terms and Conditions (T&Cs).
<b>No. of securities held after change</b>	<p>Nil Rights under the RRP.</p> <p>796,000 Rights under all LTIPs in which Ms Hudson participates.</p> <p>453,751 direct interest in Ordinary Shares held by Ms Hudson.</p>
<b>Nature of change</b> Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	<ol style="list-style-type: none"> <li>Vesting to Ms Hudson of Rights held under the RRP as detailed above.</li> <li>Automatic expiry of restriction period and transfer of 74,750 Restricted Shares from the Trustee of the ESP Trust to Ms Hudson.</li> </ol>

**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.

<b>Detail of contract</b>	<ol style="list-style-type: none"> <li>2022-2023 RRP.</li> <li>2020-2022 LTIP.</li> </ol>
<b>Nature of interest</b>	<ol style="list-style-type: none"> <li>RRP Rights granted under the T&amp;Cs of the 2022-2023 RRP.</li> <li>Restricted Shares held by the ESP Trust under the 2020-2022 LTIP.</li> </ol>
<b>Name of registered holder (if issued securities)</b>	Not applicable.
<b>Date of change</b>	25 August 2023.
<b>No. and class of securities to which interest related prior to change</b> Note: Details are only required for a contract in relation to which the interest has changed	<p>262,500 Rights under the RRP.</p> <p>74,750 Restricted Shares under the 2020-2022 LTIP held by the ESP Trust.</p>
<b>Interest acquired</b>	<ol style="list-style-type: none"> <li>262,500 direct interest in Ordinary Shares (conversion of 100% of Rights under the RRP).</li> <li>74,750 direct interest in Ordinary Shares following the release of the Restricted Shares held under the 2020-2022 LTIP.</li> </ol>

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<b>Interest disposed</b>	<ol style="list-style-type: none"> <li>1. The 2022-23 RRP vested at 100%. 262,500 Rights under the RRP vested and converted to Ordinary Shares.</li> <li>2. 74,750 Restricted Shares following the release of the Restricted Shares held under the 2020-2022 LTIP.</li> </ol>
<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	Nil
<b>Interest after change</b>	<p>Nil Rights under the RRP.</p> <p>796,000 Rights under all LTIPs in which Ms Hudson participates.</p> <p>453,751 direct interest in Ordinary Shares held by Ms Hudson.</p>

**Part 3 – Closed Period**

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



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Andrew Finch  
Group General Counsel and Company Secretary  
Date: 1 September 2023

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