



Announcement Summary

Entity name

QANTAS AIRWAYS LIMITED

Date of this announcement

Wednesday September 20, 2023

The +securities the subject of this notification are:

Unquoted options that have been exercised or other unquoted +convertible securities that have been converted

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
QAN	ORDINARY FULLY PAID	9,399,949	20/09/2023

Refer to next page for full details of the announcement



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

20/9/2023

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Part 2 - Issue details

2.1 The +securities the subject of this notification are:

- Unquoted options that have been exercised or other unquoted +convertible securities that have been converted

2.2b The +securities being issued, transferred or re-classified as a result of the options being exercised or other +convertible securities being converted are:

- securities that have already been quoted on ASX ("existing class")

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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

The right of the holder of the options or other +convertible securities to receive the +underlying securities is being satisfied by:

A transfer of existing +securities

The underlying securities being received by the holder are:

Already quoted by ASX

Existing +securities converting into an existing class

FROM (Existing Class)

ASX +Security code and description

QANAA : PERFORMANCE RIGHTS

TO (Existing Class)

ASX +Security code and description

QAN : ORDINARY FULLY PAID

Please state the number of options that were exercised or other +convertible securities that were converted

9,399,949

The first date the options were exercised or other +convertible securities were converted

The last date the options were exercised or other +convertible securities were converted

20/9/2023

Is this all of the options or other +convertible securities on issue of that type?

No

Were the options being exercised or other +convertible securities being converted issued under an +employee incentive scheme?

Yes

Are any of the options being exercised or other +convertible securities being converted held by +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or associates who are exercising options or converting convertible securities.

Name of KMP	Name of registered holder	Number of +securities
Vanessa Hudson	Pacific Custodians Pty Ltd as trustee of the Employee Share Plan (ESP) Trust. The Restricted Ordinary Shares are held on behalf of Ms Hudson in the ESP Trust.	364,500
Andrew David	Pacific Custodians Pty Ltd as trustee of the Employee Share Plan (ESP) Trust. The Restricted Ordinary Shares are held on behalf of Mr David in the ESP Trust.	364,500
Olivia Wirth		309,500

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Pacific Custodians Pty Ltd as trustee of the Employee Share Plan (ESP) Trust. The Restricted Ordinary Shares are held on behalf of Ms Wirth in the ESP Trust.

Stephanie Tully

Pacific Custodians Pty Ltd as trustee of the Employee Share Plan (ESP) Trust. The Restricted Ordinary Shares are held on behalf of Ms Tully in the ESP Trust.

178,500

Date the +securities the subject of this notification were issued/transferred

20/9/2023

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

Conversion of performance Rights to restricted Ordinary Shares pursuant to the achievement of Performance Conditions under the Qantas 2021-2023 Long Term Incentive Plan. Refer to the 2023 Remuneration Report contained in the Qantas 2023 Annual Report for further information.

Issue details

Number of +securities

9,399,949

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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	1,724,454,680

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	8,559,890
QANAB : NED RIGHTS	25,051