



Announcement Summary

**Entity name**

BANK OF QUEENSLAND LIMITED.

**Date of this announcement**

Monday February 03, 2025

**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
BOQAAG	PERFORMANCE RIGHTS	1,297,213	28/01/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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**1.1 Name of entity**

BANK OF QUEENSLAND 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**

32009656740

**1.3 ASX issuer code**

BOQ

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

3/2/2025

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Part 2 - Issue details

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**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")

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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

**ASX +security code and description**

BOQAAG : PERFORMANCE RIGHTS

**Date the +securities the subject of this notification were issued**

28/1/2025

**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?**

Yes

**Provide details of the KMP or +associates being issued +securities.**

Name of KMP	Name of registered holder	Number of +securities
Gregory Boyle	Gregory Boyle	167,622
Rod Finch	Rod Finch	167,622
Racheal Kellaway	Racheal Kellaway	173,210
Craig Ryman	Craig Roderick Ryman	184,385
Christopher Screen	Christopher Screen	56,488
Rachel Stock	Rachel Stock	151,978
Alexandra Taylor	Alexandra Taylor	156,448

**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**

Equity Incentive Plan Rules:

<https://www.boq.com.au/content/dam/boq/files/shareholder-centre/my-shareholding/boq-equity-incentive-plan-rules.pdf>

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

Executive Performance Rights granted on 28 January 2025 as part of the total variable remuneration opportunity, subject to the terms of BOQ's Equity Incentive Plan Rules and the Award Terms. Vesting will occur on 6 December 2028. 50% of Shares allocated on vesting and exercise will not be subject to further Dealing restrictions. 50% of Shares allocated on vesting and exercise will be subject to Dealing restrictions for one year from vesting (i.e. until 6 December 2029).



## Issue details

**Number of +securities**

1,057,753

**ASX +security code and description**

BOQAAG : PERFORMANCE RIGHTS

**Date the +securities the subject of this notification were issued**

28/1/2025

**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?**

Yes

**Provide details of the KMP or +associates being issued +securities.**

Name of KMP	Name of registered holder	Number of +securities
Patrick Allaway	Patrick Allaway	239,460

**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**

BOQ's 2024 Notice of Annual General Meeting (pages 12-14):

<https://www.boq.com.au/content/dam/boq/files/shareholder-centre/my-shareholding/boq-2024-nom.pdf>

Equity Incentive Plan Rules:

<https://www.boq.com.au/content/dam/boq/files/shareholder-centre/my-shareholding/boq-equity-incentive-plan-rules.pdf>**Any other information the entity wishes to provide about the +securities the subject of this notification**

Executive Performance Rights granted to the Managing Director and Chief Executive Officer on 28 January 2025 as part of the total variable remuneration opportunity, subject to the terms of BOQ's Equity Incentive Plan Rules and the Award Terms. Vesting will occur on 6 December 2028. 33% of Shares allocated on vesting and exercise will not be subject to further Dealing restrictions. 33% of Shares allocated on vesting and exercise will be subject to Dealing restrictions for one year from vesting (i.e. until 6 December 2029) and 34% will be subject to Dealing restrictions for two years from vesting (i.e. until 6 December 2030).

## Issue details

**Number of +securities**

239,460



## Part 4 - +Securities on issue

**Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities 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 issued and quoted on ASX)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
BOQ : ORDINARY FULLY PAID	661,469,455
BOQPF : CAP NOTE 3-BBSW+3.80% PERP NON-CUM RED T-05-27	2,600,000
BOQPG : CAP NOTE 3-BBSW+3.40% PERP NON-CUM RED T-12-28	4,000,000

**4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
BOQAAG : PERFORMANCE RIGHTS	2,366,008
BOQAY : DEFERRED AWARD RIGHTS	3,174,576
BOQAAA : OPTION EXPIRING VARIOUS DATES EX \$9.3337	1,987,868
BOQAU : TRANSFORMATION AWARD RIGHTS	4,374
BOQAS : DEFERRED AWARD RIGHT	67,651
BOQAV : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	9,277,235
BOQAX : DEFERRED AWARD RIGHTS	104,737
BOQAAC : CEO AND CHAIR AWARD RIGHTS	679,808



Part 5 - Other Listing Rule requirements

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**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?**

Yes

**5.1a Select the number of the applicable exception in Listing Rule 7.2**

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