

Announcement Summary

Entity name

QANTAS AIRWAYS LIMITED

Date of this announcement

Friday September 17, 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	3,338,000	17/09/2021

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

Registration number

ABN

16009661901

1.3 ASX issuer code

QAN

1.4 The announcement is

☑ New announcement

1.5 Date of this announcement

17/9/2021



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")



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

17/9/2021

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?

✓ Yes

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

Name of KMP	Name of registered holder	Number of +securities
Gareth Evans	Gareth Evans	220,500
Andrew David	Andrew David	208,000
Vanessa Hudson	Vanessa Hudson	208,000
Olivia Wirth	Olivia Wirth	176,500

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.gantas.com/investors/?page=annual-reports

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





Issue details

Number of +securities

3,338,000



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 20,068,088



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?
 ☑ Yes
- 5.1a Select the number of the applicable exception in Listing Rule 7.2

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