

# 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>	John Patrick Mullen
<b>Date of last notice</b>	23 September 2024

### 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>	Indirect
<b>Nature of indirect interest (including registered holder)</b>  <small>Note: Provide details of the circumstances giving rise to the relevant interest.</small>	<ol style="list-style-type: none"> <li>Conversion of Rights previously granted under the Qantas Non-Executive Director Fee Sacrifice Share Plan (<b>NED Plan</b>), to restricted Ordinary Shares. Under the NED Plan a Non- Executive Director sacrifices a percentage of their base or total fees to acquire Shares.</li> <li>Granting of Rights under the NED Plan.</li> </ol> <p>The indirect interest is held by Pacific Custodians Pty Ltd as trustee of the Employee Share Plan (<b>ESP</b>) Trust. The Shares and Rights are held on behalf of Mr Mullen in the ESP Trust.</p>
<b>Date of change</b>	<ol style="list-style-type: none"> <li>28 February 2025 (relating to the conversion of Rights previously granted under the NED Plan to restricted Ordinary Shares).</li> <li>7 March 2025 (relating to a new grant of Rights under the NED Plan).</li> </ol>
<b>No. of securities held prior to change</b>	12,859 Rights under the NED Plan. 70,000 Ordinary Shares held by Mullen SMSF Pty Ltd.
<b>Class</b>	<ol style="list-style-type: none"> <li>Ordinary Shares</li> <li>Rights under the NED Plan.</li> </ol>
<b>Number acquired</b>	<ol style="list-style-type: none"> <li>12,859 Ordinary Shares (held by the ESP Trust)</li> <li>9,266 Rights under the NED Plan.</li> </ol>
<b>Number disposed</b>	Nil

<p><b>Value/Consideration</b></p> <p>Note: If consideration is non-cash, provide details and estimated valuation</p>	<ol style="list-style-type: none"> <li>1. Nil. Automatic conversion of Rights granted under the NED Plan on 6 September 2024.</li> <li>2. \$91,500 cash equivalent using the volume weighted average price of QAN Shares over the seven calendar days immediately following the announcement of Qantas Airways Limited's (<b>Qantas</b>) HY25 results on 27 February 2025. The VWAP for the period was \$9.8738.</li> </ol>
<p><b>No. of securities held after change</b></p>	<p>9,266 Rights under the NED Plan.</p> <p>12,859 Ordinary Shares (held by the ESP Trust).</p> <p>70,000 Ordinary Shares held by Mullen SMSF Pty Ltd.</p>
<p><b>Nature of change</b></p> <p>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</p>	<ol style="list-style-type: none"> <li>1. Conversion of Rights granted on 6 September 2024 under the NED Plan to restricted Ordinary Shares.</li> <li>2. Granting of Rights under the NED Plan – Subject to the rules of the Plan, Rights will convert to Shares on the Conversion Date which will be approximately six months from the Grant Date, following the end of the “blackout” period leading up to the release of Qantas’ FY25 results.</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.

<p><b>Detail of contract</b></p>	Not applicable.
<p><b>Nature of interest</b></p>	
<p><b>Name of registered holder (if issued securities)</b></p>	
<p><b>Date of change</b></p>	
<p><b>No. and class of securities to which interest related prior to change</b></p> <p>Note: Details are only required for a contract in relation to which the interest has changed</p>	
<p><b>Interest acquired</b></p>	
<p><b>Interest disposed</b></p>	
<p><b>Value/Consideration</b></p> <p>Note: If consideration is non-cash, provide details and an estimated valuation</p>	
<p><b>Interest after change</b></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.

**Authorised for release by the Company Secretary.**

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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>	Belinda Jane Hutchinson
<b>Date of last notice</b>	12 September 2024

### 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>	Indirect
<b>Nature of indirect interest (including registered holder)</b>  <small>Note: Provide details of the circumstances giving rise to the relevant interest.</small>	<ol style="list-style-type: none"> <li>Conversion of Rights previously granted under the Qantas Non-Executive Director Fee Sacrifice Share Plan (<b>NED Plan</b>), to restricted Ordinary Shares. Under the NED Plan a Non- Executive Director sacrifices a percentage of their base or total fees to acquire Shares.</li> <li>Granting of Rights under the NED Plan.</li> </ol> <p>The indirect interest is held by Pacific Custodians Pty Ltd as trustee of the Employee Share Plan (<b>ESP</b>) Trust. The Shares and Rights are held on behalf of Ms Hutchinson in the ESP Trust.</p>
<b>Date of change</b>	<ol style="list-style-type: none"> <li>28 February 2025 (relating to the conversion of Rights previously granted under the NED Plan to restricted Ordinary Shares).</li> <li>7 March 2025 (relating to a new grant of Rights under the NED Plan).</li> </ol>
<b>No. of securities held prior to change</b>	<p>4,871 Rights under the NED Plan.</p> <p>51,318 Ordinary Shares (held by the ESP Trust).</p> <p>25,633 Ordinary Shares (held directly by Ms Hutchinson).</p>
<b>Class</b>	<ol style="list-style-type: none"> <li>Ordinary Shares</li> <li>Rights under the NED Plan.</li> </ol>
<b>Number acquired</b>	<ol style="list-style-type: none"> <li>4,871 Ordinary Shares (held by the ESP Trust)</li> <li>3,323 Rights under the NED Plan.</li> </ol>

<b>Number disposed</b>	Nil
<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. Automatic conversion of Rights granted under the NED Plan on 6 September 2024.</li> <li>2. \$32,813 cash equivalent using the volume weighted average price of QAN Shares over the seven calendar days immediately following the announcement of Qantas Airways Limited's (<b>Qantas</b>) HY25 results on 27 February 2025. The VWAP for the period was \$9.8738.</li> </ol>
<b>No. of securities held after change</b>	<p>3,323 Rights under the NED Plan.</p> <p>56,189 Ordinary Shares (held by the ESP Trust).</p> <p>25,633 Ordinary Shares (held directly by Ms Hutchinson).</p>
<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>	<ol style="list-style-type: none"> <li>1. Conversion of Rights granted on 6 September 2024 under the NED Plan to restricted Ordinary Shares.</li> <li>2. Granting of Rights under the NED Plan – Subject to the rules of the Plan, Rights will convert to Shares on the Conversion Date which will be approximately six months from the Grant Date, following the end of the "blackout" period leading up to the release of Qantas' FY25 results.</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>	Not applicable.
<b>Nature of interest</b>	
<b>Name of registered holder (if issued securities)</b>	
<b>Date of change</b>	
<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>	
<b>Interest acquired</b>	
<b>Interest disposed</b>	
<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	
<b>Interest after change</b>	

**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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# Appendix 3Y

## 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>	James Todd Sampson
<b>Date of last notice</b>	12 September 2024

### 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>	Indirect
<b>Nature of indirect interest (including registered holder)</b>  <small>Note: Provide details of the circumstances giving rise to the relevant interest.</small>	<ol style="list-style-type: none"> <li>Conversion of Rights previously granted under the Qantas Non-Executive Director Fee Sacrifice Share Plan (<b>NED Plan</b>), to restricted Ordinary Shares. Under the NED Plan a Non- Executive Director sacrifices a percentage of their base or total fees to acquire Shares.</li> <li>Granting of Rights under the NED Plan.</li> </ol> <p>The indirect interest is held by Pacific Custodians Pty Ltd as trustee of the Employee Share Plan (<b>ESP</b>) Trust. The Shares and Rights are held on behalf of Mr Sampson in the ESP Trust.</p>
<b>Date of change</b>	<ol style="list-style-type: none"> <li>28 February 2025 (relating to the conversion of Rights previously granted under the NED Plan to restricted Ordinary Shares).</li> <li>7 March 2025 (relating to a new grant of Rights under the NED Plan).</li> </ol>
<b>No. of securities held prior to change</b>	<p>1,662 Rights under the NED Plan.</p> <p>22,091 Ordinary Shares (held by the ESP Trust).</p> <p>23,528 Ordinary Shares (held directly by Mr Sampson).</p>
<b>Class</b>	<ol style="list-style-type: none"> <li>Ordinary Shares</li> <li>Rights under the NED Plan.</li> </ol>
<b>Number acquired</b>	<ol style="list-style-type: none"> <li>1,662 Ordinary Shares (held by the ESP Trust)</li> <li>1,134 Rights under the NED Plan.</li> </ol>

<b>Number disposed</b>	Nil
<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. Automatic conversion of Rights granted under the NED Plan on 6 September 2024.</li> <li>2. \$11,200 cash equivalent using the volume weighted average price of QAN Shares over the seven calendar days immediately following the announcement of Qantas Airways Limited's (<b>Qantas</b>) HY25 results on 27 February 2025. The VWAP for the period was \$9.8738.</li> </ol>
<b>No. of securities held after change</b>	<p>1,134 Rights under the NED Plan.</p> <p>23,753 Ordinary Shares (held by the ESP Trust).</p> <p>23,528 Ordinary Shares (held directly by Mr Sampson).</p>
<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>	<ol style="list-style-type: none"> <li>1. Conversion of Rights granted on 6 September 2024 under the NED Plan to restricted Ordinary Shares.</li> <li>2. Granting of Rights under the NED Plan – Subject to the rules of the Plan, Rights will convert to Shares on the Conversion Date which will be approximately six months from the Grant Date, following the end of the "blackout" period leading up to the release of Qantas' FY25 results.</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>	Not applicable.
<b>Nature of interest</b>	
<b>Name of registered holder (if issued securities)</b>	
<b>Date of change</b>	
<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>	
<b>Interest acquired</b>	
<b>Interest disposed</b>	
<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	
<b>Interest after change</b>	



**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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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>	Dr Heather Joy Smith
<b>Date of last notice</b>	12 September 2024

### 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>	Indirect
<b>Nature of indirect interest (including registered holder)</b>  <small>Note: Provide details of the circumstances giving rise to the relevant interest.</small>	<ol style="list-style-type: none"> <li>Conversion of Rights previously granted under the Qantas Non-Executive Director Fee Sacrifice Share Plan (<b>NED Plan</b>), to restricted Ordinary Shares. Under the NED Plan a Non- Executive Director sacrifices a percentage of their base or total fees to acquire Shares.</li> <li>Granting of Rights under the NED Plan.</li> </ol> <p>The indirect interest is held by Pacific Custodians Pty Ltd as trustee of the Employee Share Plan (<b>ESP</b>) Trust. The Shares and Rights are held on behalf of Ms Smith in the ESP Trust.</p>
<b>Date of change</b>	<ol style="list-style-type: none"> <li>28 February 2025 (relating to the conversion of Rights previously granted under the NED Plan to restricted Ordinary Shares).</li> <li>7 March 2025 (relating to a new grant of Rights under the NED Plan).</li> </ol>
<b>No. of securities held prior to change</b>	<p>8,629 Rights under the NED Plan.</p> <p>10,000 Ordinary Shares (directly held jointly by Dr Martin Lee Parkinson and Dr Heather Joy Smith).</p>
<b>Class</b>	<ol style="list-style-type: none"> <li>Ordinary Shares</li> <li>Rights under the NED Plan.</li> </ol>
<b>Number acquired</b>	<ol style="list-style-type: none"> <li>8,629 Ordinary Shares (held by the ESP Trust)</li> <li>5,886 Rights under the NED Plan.</li> </ol>
<b>Number disposed</b>	Nil

<p><b>Value/Consideration</b></p> <p>Note: If consideration is non-cash, provide details and estimated valuation</p>	<ol style="list-style-type: none"> <li>1. Nil. Automatic conversion of Rights granted under the NED Plan on 6 September 2024.</li> <li>2. \$58,125 cash equivalent using the volume weighted average price of QAN Shares over the seven calendar days immediately following the announcement of Qantas Airways Limited's (<b>Qantas</b>) HY25 results on 27 February 2025. The VWAP for the period was \$9.8738.</li> </ol>
<p><b>No. of securities held after change</b></p>	<p>5,886 Rights under the NED Plan.</p> <p>8,629 Ordinary Shares (held by the ESP Trust).</p> <p>10,000 Ordinary Shares (directly held jointly by Dr Martin Lee Parkinson and Dr Heather Joy Smith).</p>
<p><b>Nature of change</b></p> <p>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</p>	<ol style="list-style-type: none"> <li>1. Conversion of Rights granted on 6 September 2024 under the NED Plan to restricted Ordinary Shares.</li> <li>2. Granting of Rights under the NED Plan – Subject to the rules of the Plan, Rights will convert to Shares on the Conversion Date which will be approximately six months from the Grant Date, following the end of the “blackout” period leading up to the release of Qantas’ FY25 results.</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.

<p><b>Detail of contract</b></p>	<p>Not applicable.</p>
<p><b>Nature of interest</b></p>	
<p><b>Name of registered holder (if issued securities)</b></p>	
<p><b>Date of change</b></p>	
<p><b>No. and class of securities to which interest related prior to change</b></p> <p>Note: Details are only required for a contract in relation to which the interest has changed</p>	
<p><b>Interest acquired</b></p>	
<p><b>Interest disposed</b></p>	
<p><b>Value/Consideration</b></p> <p>Note: If consideration is non-cash, provide details and an estimated valuation</p>	
<p><b>Interest after change</b></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.

**Authorised for release by the Company Secretary.**