



Announcement Summary

Entity name

QANTAS AIRWAYS LIMITED

Date of this announcement

Friday June 10, 2022

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	42,931,072	09/06/2022

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

10/6/2022



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

9/6/2022

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
Vanessa Hudson	Vanessa Hudson	262,500
Gareth Evans	Gareth Evans	278,500
Andrew David	Andrew David	262,500
Olivia Wirth	Olivia Wirth	223,500

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 performance period, being August 2023, subject to the achievement of applicable performance and service conditions. A summary of the terms of the Recovery and Retention Plan were announced alongside the Qantas Group's HY22 results, which can be accessed here: <https://investor.qantas.com/DownloadFile.axd?file=/Report/ComNews/20220224/02490813.pdf>

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



Issue details

Number of +securities

42,931,072



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	61,196,053
QANAB : NED RIGHTS	32,505



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?

No

5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?

No

5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

No

5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?

N/A