



Announcement Summary

Entity name

QANTAS AIRWAYS LIMITED

Date of this announcement

Thursday August 27, 2026

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	1,793,169	27/08/2026

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

27/8/2026



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")



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

1,793,169

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

27/8/2026

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

27/8/2026

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 Qantas Employee Share Plan Trust	298,384
Rob Marcolina	Pacific Custodians Pty Ltd as Trustee of the Qantas Employee Share Plan Trust	62,349
Steph Tully	Pacific Custodians Pty Ltd as Trustee of the Qantas Employee Share Plan Trust	119,799
Markus Svensson	Pacific Custodians Pty Ltd as Trustee of the Qantas Employee Share Plan Trust	53,887
Andrew Glance		26,721



	Pacific Custodians Pty Ltd as Trustee of the Qantas Employee Share Plan Trust	
Cam Wallace	Pacific Custodians Pty Ltd as Trustee of the Qantas Employee Share Plan Trust	116,236

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

27/8/2026

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 2024-2026 Long Term Incentive Plan. Refer to the 2026 Remuneration Report contained in the Qantas 2026 Annual Report, which is available at <https://investor.qantas.com/investors/?page=annual-reports>, for further information.

Issue details

Number of +securities

1,793,169

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)

ASX +security code and description	Total number of +securities on issue
QAN : ORDINARY FULLY PAID	1,513,199,279

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	5,269,027
QANAC : NED RIGHTS	26,741