QANTAS

28 August 2026

ASX Market Announcements Office
ASX Limited
Level 27, 39 Martin Place
SYDNEY NSW 2000

Lodged electronically via ASX Online

Change of Director's Interest Notice

Qantas Airways Limited (**Qantas**) attaches a Change of Director's Interest Notice for CEO and Managing Director Vanessa Hudson.

Qantas advises that Ms Hudson has sold 74,750 Qantas shares. The share sale was undertaken to meet an income tax liability.

The share sale was discussed with the Qantas Board and prior approval was sought and obtained from the Qantas Board Chair and Audit Committee Chair, under the requirements of Qantas' Share Trading Policy and Minimum Shareholding Guidelines.

Post the sale of Qantas shares, Ms Hudson continues to hold in excess of the Minimum Shareholding Guidelines.

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This announcement has been authorised for release by the Qantas Board Chair.

Rule 3.19A.2

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

Name of entity	**QANTAS AIRWAYS LIMITED**
ABN	**16 009 661 901**

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.

Name of Director	Vanessa Judith Hudson
Date of last notice	28 November 2025

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.

Direct or indirect interest	Direct and Indirect
Nature of indirect interest **(including registered holder)** Note: Provide details of the circumstances giving rise to the relevant interest.	Indirect interests in Qantas Ordinary Shares are held by Pacific Custodians Pty Ltd as trustee of the Employee Share Plan (**ESP**) Trust (**Restricted Shares**). The Rights and Restricted Shares are held on behalf of Ms Hudson in the ESP Trust.
Date of change	1. 27 August 2026 (relating to the vesting of 298,384 Rights (89.07%) to Restricted Shares and lapse of 36,616 Rights (10.93%), under the 2024-2026 Long Term Incentive Plan (**LTIP**)). 2. 28 August 2026 (relating to the sale of 74,750 Ordinary Shares to meet an income tax liability).
No. of securities held prior to change	1,069,000 Rights under all LTIPs in which Ms Hudson participates. 417,032 Restricted Shares held by the ESP Trust. 872,359 direct interest in Ordinary Shares held by Ms Hudson.
Class	Ordinary Shares.
Number acquired	1. 298,384 Restricted Shares (conversion of 89.07% of Rights held), under the 2024-2026 LTIP, subject to a one-year holding lock.
Number disposed	1. Lapse of 36,616 Rights (10.93% of Rights held) under the 2024-2026 LTIP. 2. 74,750 Ordinary Shares.

Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	1. The Rights under the 2024-2026 LTIP were granted for nil consideration, and 89.07% of these Rights vested, under the plan Terms and Conditions (**T&Cs**). 2. $9.58 per Ordinary Share.
No. of securities held after change	734,000 Rights under all LTIPs in which Ms Hudson participates. 715,416 Restricted Shares held by the ESP Trust. 797,609 direct interest in Ordinary Shares held by Ms Hudson.
Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	1. Vesting and conversion to Restricted Shares of 89.07%, and lapse of 10.93%, of Rights held under the 2024-2026 LTIP. 2. On-market trade.

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.

Detail of contract	2024-2026 LTIP.
Nature of interest	Conversion of 89.07% of Rights to Restricted Shares, under the T&Cs of the 2024-2026 LTIP.
Name of registered holder **(if issued securities)**	Not applicable.
Date of change	27 August 2026
No. and class of securities to which interest related prior to change Note: Details are only required for a contract in relation to which the interest has changed	1,069,000 Rights under all LTIPs in which Ms Hudson participates.
Interest acquired	298,384 Restricted Shares (conversion of 89.07% of Rights held), subject to a one-year holding lock, under the 2024-2026 LTIP.
Interest disposed	Lapse of 36,616 Rights (10.93% of Rights held) under the 2024-2026 LTIP.
Value/Consideration Note: If consideration is non-cash, provide details and an estimated valuation	The Rights under the 2024-2026 LTIP were granted for nil consideration and 89.07% of those Rights vested and converted to Restricted Shares, and 10.93% of those Rights lapsed, under the LTIP T&Cs.
Interest after change	734,000 Rights under all LTIPs in which Ms Hudson participates. 715,416 Restricted Shares held by the ESP Trust. 797,609 direct interest in Ordinary Shares held by Ms Hudson.

Part 3 – Closed Period

Were the interests in the securities or contracts detailed above traded during a closed period where prior written clearance was required?	No.
If so, was prior written clearance provided to allow the trade to proceed during this period?	Not applicable.
If prior written clearance was provided, on what date was this provided?	Not applicable.