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	11 September 2026

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	Not applicable
Nature of indirect interest **(including registered holder)** Note: Provide details of the circumstances giving rise to the relevant interest.	
Date of change	
No. of securities held prior to change	
Class	
Number acquired	
Number disposed	
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	
No. of securities held after change	
Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	

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	1. Short Term Incentive Plan (**STIP**) Offer for the 2026/27 performance period. 2. Long Term Incentive Plan (**LTIP**) Rights grant for the 2027-2029 performance period.
Nature of interest	1. STIP Offer pursuant to the STIP Terms and Conditions (**T&Cs**) for the 2026/27 performance period. The STIP is an annual short-term incentive plan for senior Qantas executives. A STIP Offer confers a contractual right to an award under the relevant STIP which is subject to certain restrictions. If applicable individual and Qantas Group performance measures are achieved, a STIP Award may be made at the end of the applicable performance year (subject to the discretion of the Qantas Board). It is currently intended that any STIP Award made under the 2026/27 STIP Offer will be delivered as follows: • 50 per cent in cash; and • 50 per cent in Qantas Ordinary Shares, which will be subject to a two-year deferral period. 2. LTIP Rights granted pursuant to the LTIP T&Cs for the 2027-2029 performance period. LTIP Rights will vest if, and to the extent that, the three-year performance and service conditions are achieved. For LTIP Rights which vest, Ms Hudson will be automatically allocated Qantas Ordinary Shares on a one-for-one basis and those shares will be subject to a one-year holding lock period. Rights which do not vest will automatically lapse.
Name of registered holder **(if issued securities)**	Pacific Custodians Pty Ltd, as trustee of the Qantas Employee Share Plan (**ESP**) Trust. The Rights granted under the LTIP will be held on behalf of Ms Hudson by the ESP Trust.
Date of change	23 November 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	734,000 Rights under all LTIPs in which Ms Hudson participates.
Interest acquired	1. The value of Ms Hudson's 2026/27 STIP Award is dependent on individual and Qantas Group performance. The total of any vested STIP Award to Ms Hudson will be calculated by multiplying her STIP opportunity by the individual and Qantas Group performance outcomes for the 2026/27 STIP Offer. 1. 411,000 Rights under the T&Cs of the 2027-2029 LTIP.
Interest disposed	Nil
Value/Consideration Note: If consideration is non-cash, provide details and an estimated valuation	1. Nil. 2. Nil – Shareholders approved the grant of the LTIP Rights at Qantas' Annual General Meeting held on 06 November 2026.

Interest after change	Right to receive an award of shares under the 2026/27 STIP Offer subject to individual and Qantas Group performance. 1,145,000 Rights under all LTIPs in which Ms Hudson participates. 742,140 Restricted Shares held by the ESP Trust. 842,309 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.

Authorised for release by the Group General Counsel and Company Secretary.