Announcement Summary

Entity name

QANTAS AIRWAYS LIMITED

Date of this announcement

Monday November 23, 2026

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	2,425,000	23/11/2026

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

23/11/2026

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

23/11/2026

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	Pacific Custodians Pty Ltd as trustee of the Qantas Employee Share Plan Trust.	411,000
Rob Marcolina	Pacific Custodians Pty Ltd as trustee of the Qantas Employee Share Plan Trust.	104,500
Stephanie Tully	Pacific Custodians Pty Ltd as trustee of the Qantas Employee Share Plan Trust.	110,000
Markus Svensson	Pacific Custodians Pty Ltd as trustee of the Qantas Employee Share Plan Trust.	104,500
Cam Wallace	Pacific Custodians Pty Ltd as trustee of the Qantas Employee Share Plan Trust.	104,500
Andrew Glance	Pacific Custodians Pty Ltd as trustee of the Qantas Employee Share Plan Trust.	98,500

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

The details of the terms of the Qantas Long Term Incentive Plan (LTIP) are set out in the Qantas Annual Report, which is available at https://investor.qantas.com/investors/?page=annual-reports.

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

Each LTIP Right entitles its holder to receive one QAN ordinary share at the end of the relevant performance period, subject to the achievement of applicable performance conditions and service conditions, which is then subject to a one-year trading restriction.

Issue details

Number of +securities

2,425,000

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	7,457,338
QANAC : NED RIGHTS	32,654

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