

4 May 2017

The Manager
Company Notices Section
ASX Limited
Exchange Centre
20 Bridge Street
SYDNEY NSW 2000

Dear Sir

QBE GROUP LIMITED EMPLOYEE EQUITY GRANTS

In accordance with Listing Rule 3.10.3, we advise of the Grants of Conditional Rights under the QBE Insurance Group Limited (QBE) Short Term Incentive (STI) Plan.

Grant of Conditional Rights under the STI Plan

1. Class of securities

Conditional Rights in respect of QBE shares.

A Conditional Right is a contractual promise by QBE to acquire one fully paid ordinary QBE Share (or, at the discretion of the Remuneration Committee, the equivalent Market Value in cash), where certain conditions are met.

2. Number of Securities

The Grant of 4,686,427 Conditional Rights including notional dividends occurred on 28 April 2017.

3. Principal terms of the Conditional Rights Grant

The following is a summary of the principal terms of the Conditional Rights Grants.

Each Grant is divided into two equal tranches which have the following Vesting Dates:

- First vesting date (Tranche 1): 5 March 2018
- Second vesting date (Tranche 2): 5 March 2019

Conditional Rights held by a participant will vest on the relevant vesting date unless;

- The participant ceases employment for Cause, resignation or poor performance;
- The Remuneration Committee applies malus in accordance with the STI Plan Rules.

Subject to satisfaction of the vesting conditions under the STI Plan Rules, other than for participants in the UK, the Board has determined that a Conditional Right does not require exercise and that upon vesting, participants will automatically become entitled to receive QBE Shares on the applicable vesting date.

4. Issue Price

No consideration is payable on the grant of the Conditional Rights or, following vesting, on the delivery of the QBE Shares.

5. Purpose of the Issue

Remuneration of staff.

6. Shareholder Approval

Shareholder approval is not required for the purpose of the Grants. The Grants to Executive Directors will be made in reliance of Listing Rule 10.15B and any QBE Shares delivered on vesting are required to be purchased on market.

Yours sincerely



Carolyn Scobie
Group General Counsel & Company Secretary