

# 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

<b>Name of entity</b>	<b>QANTAS AIRWAYS LIMITED</b>
<b>ABN</b>	<b>16 009 661 901</b>

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.

<b>Name of Director</b>	Paul Ashley Rayner
<b>Date of last notice</b>	2 September 2020

### 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.

<b>Direct or indirect interest</b>	Indirect
<b>Nature of indirect interest (including registered holder)</b> <small>Note: Provide details of the circumstances giving rise to the relevant interest.</small>	<ol style="list-style-type: none"> <li>Conversion of Rights previously granted under the Qantas Non-Executive Director Fee Sacrifice Share Plan (<b>NED Plan</b>), to restricted Ordinary Shares. Under the NED Plan a Non-Executive Director sacrifices a percentage of their base or total fees to acquire Shares.</li> <li>Granting of Rights under the NED Plan.</li> </ol> <p>The indirect interest is held by Pacific Custodians Pty Ltd as trustee of the Employee Share Plan (<b>ESP</b>) Trust. The Shares and Rights are held on behalf of Mr Rayner in the ESP Trust.</p> <p>Mr Rayner also has an indirect interest in Ordinary Shares held by Yarradale Investments Pty Ltd and Invia Custodian Pty Ltd which holds the shares for and on behalf of Bigpar Pty Ltd (the trustee of the PaulJul Super Fund).</p>
<b>Date of change</b>	<ol style="list-style-type: none"> <li>26 February 2021 (relating to the conversion of Rights granted on 1 September 2020 under the NED Plan to restricted Ordinary Shares).</li> <li>5 March 2021 (relating to a new grant of Rights under the NED Plan).</li> </ol>

<p><b>No. of securities held prior to change</b></p>	<p>8,020 Rights under the NED Plan.</p> <p>67,254 Ordinary Shares held by Yarradale Investments Pty Ltd.</p> <p>230,088 Ordinary Shares held by Invia Custodian Pty Ltd.</p>
<p><b>Class</b></p>	<ol style="list-style-type: none"> <li>1. Ordinary Shares</li> <li>2. Rights under the NED Plan</li> </ol>
<p><b>Number acquired</b></p>	<ol style="list-style-type: none"> <li>1. 8,020 Ordinary Shares (held by the ESP Trust)</li> <li>2. 6,336 Rights under the NED Plan</li> </ol>
<p><b>Number disposed</b></p>	<p>Nil</p>
<p><b>Value/Consideration</b>  <small>Note: If consideration is non-cash, provide details and estimated valuation</small></p>	<ol style="list-style-type: none"> <li>1. Nil. Automatic conversion of Rights granted under the NED Plan on 1 September 2020.</li> <li>2. \$31,600 cash equivalent using the volume weighted average price of QAN Shares over the seven calendar days immediately following the announcement of Qantas Airways Limited's (<b>Qantas</b>) half-year results on 25 February 2021. The VWAP for the period was \$4.9871.</li> </ol>
<p><b>No. of securities held after change</b></p>	<p>6,336 Rights under the NED Plan.</p> <p>8,020 Ordinary Shares (held by the ESP Trust).</p> <p>67,254 Ordinary Shares held by Yarradale Investments Pty Ltd.</p> <p>230,088 Ordinary Shares held by Invia Custodian Pty Ltd.</p>
<p><b>Nature of change</b>  <small>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</small></p>	<ol style="list-style-type: none"> <li>1. Conversion of Rights granted on 1 September 2020 under the NED Plan to restricted Ordinary Shares.</li> <li>2. Granting of Rights under the NED Plan.</li> </ol> <p>Subject to the rules of the Plan, Rights will convert to restricted Ordinary Shares on the Conversion Date which will be approximately six months from the Grant Date, following the end of the "blackout period" leading up to the release of Qantas' FY21 results.</p>

**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.

<b>Detail of contract</b>	Not applicable
<b>Nature of interest</b>	
<b>Name of registered holder (if issued securities)</b>	
<b>Date of change</b>	
<b>No. and class of securities to which interest related prior to change</b> <small>Note: Details are only required for a contract in relation to which the interest has changed</small>	
<b>Interest acquired</b>	
<b>Interest disposed</b>	
<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	
<b>Interest after change</b>	

**Part 3 – Closed Period**

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



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Andrew Finch  
**Group General Counsel & Company Secretary**  
5 March 2021