

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	30 August 2024

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	Indirect
Nature of indirect interest (including registered holder) <small>Note: Provide details of the circumstances giving rise to the relevant interest.</small>	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	<ol style="list-style-type: none"> 1. 6 September 2024 (relating to the vesting of 179,108 Rights to Restricted Shares, under the 2022-2024 Long Term Incentive Plan (LTIP)). 2. 6 September 2024 (relating to the award of 76,269 Restricted Shares, under the 2023/24 Short Term Incentive Plan (STIP)).
No. of securities held prior to change	<p>766,500 Rights under all LTIPs in which Ms Hudson participates.</p> <p>29,711 Restricted Shares held by the ESP Trust.</p> <p>818,251 direct interest in Ordinary Shares held by Ms Hudson.</p>
Class	Ordinary Shares.
Number acquired	<ol style="list-style-type: none"> 1. 179,108 Restricted Shares, subject to a one-year holding lock, under the 2022-2024 LTIP. 2. 76,269 Restricted Shares, subject to a one-year holding lock, under the 2023/24 STIP.
Number disposed	<ol style="list-style-type: none"> 1. 208,000 Rights under the 2022-2024 LTIP (86.11% of which converted to restricted Shares, with the remaining having lapsed).

<p>Value/Consideration</p> <p>Note: If consideration is non-cash, provide details and estimated valuation</p>	<ol style="list-style-type: none"> The rights under the 2022-2024 LTIP were granted for nil consideration and vested under the plan Terms and Conditions (T&Cs). The value per share of the Restricted Shares awarded under the 2023/24 STIP is \$6.7358.
<p>No. of securities held after change</p>	<p>558,500 Rights under all LTIPs in which Ms Hudson participates.</p> <p>285,088 Restricted Shares held by the ESP Trust.</p> <p>818,251 direct interest in Ordinary Shares held by Ms Hudson.</p>
<p>Nature of change</p> <p>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</p>	<ol style="list-style-type: none"> Vesting and conversion to Restricted Shares of 86.11% of Rights held under the 2022-2024 LTIP. Award of 76,269 Restricted Shares under the 2023/24 STIP. These Restricted Shares were purchased on-market and are held on behalf of Ms Hudson in the ESP Trust.

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.

<p>Detail of contract</p>	<ol style="list-style-type: none"> 2022-2024 LTIP. 2023/24 STIP.
<p>Nature of interest</p>	<ol style="list-style-type: none"> Conversion of 86.11% of Rights to Restricted Shares, under the T&Cs of the 2022-2024 LTIP. 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 T&Cs of the relevant STIP and which are 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). An award of Restricted Shares was made under the terms of the 2023/24 STIP Offer.
<p>Name of registered holder (if issued securities)</p>	<p>Not applicable.</p>
<p>Date of change</p>	<p>6 September 2024</p>
<p>No. and class of securities to which interest related prior to change</p> <p>Note: Details are only required for a contract in relation to which the interest has changed</p>	<ol style="list-style-type: none"> 766,500 Rights under all LTIPs in which Ms Hudson participates. Not applicable.
<p>Interest acquired</p>	<ol style="list-style-type: none"> 179,108 Restricted Shares, subject to a one-year holding lock, under the 2022-2024 LTIP. Nil.
<p>Interest disposed</p>	<ol style="list-style-type: none"> The 2022-2024 LTIP vested at 86.11%. 179,108 Rights under the LTIP vested and converted to Restricted Shares, and 28,892 Rights lapsed. Interest in the 2023/24 STIP Offer lapsed upon making the STIP Award.

Value/Consideration Note: If consideration is non-cash, provide details and an estimated valuation	Nil
Interest after change	558,500 Rights under all LTIPs in which Ms Hudson participates. 285,088 Restricted Shares held by the ESP Trust. 818,251 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.