



## Announcement Summary

**Entity name**

BANK OF QUEENSLAND LIMITED.

**Date of this announcement**

Monday February 07, 2022

**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**

<b>ASX +security code</b>	<b>Security description</b>	<b>Total number of +securities to be issued/transferred</b>	<b>Issue date</b>
BOQAY	DEFERRED AWARD RIGHTS	94,144	31/01/2022
BOQAZ	PERFORMANCE SHARES	787,711	31/01/2022
BOQAV	OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	5,341,989	31/01/2022

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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**1.1 Name of entity**

BANK OF QUEENSLAND 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**

32009656740

**1.3 ASX issuer code**

BOQ

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

7/2/2022



Part 2 - Issue details

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**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**

BOQAV : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES

**Date the +securities the subject of this notification were issued**

31/1/2022

**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
George Frazis	George Frazis	996,928
Debra Eckersley	Debra Maree Eckersley	378,742
Martine Jager	Martine Jager	405,372
Adam McAnalen	Adam Lee McAnalen	399,454
Craig Ryman	Craig Roderick Ryman	443,838
Christopher Screen	Christopher John Screen	390,577
Ewen Stafford	Ewen Kenneth Stafford	473,427

**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**

Please refer to Item 3 (and Annexure A) and Item 4 (and Annexure B) of the Explanatory Statement included in BOQ's 2021 Notice of Annual General Meeting:

[https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02447351-2A1336258?access\\_token=83ff96335c2d45a094df02a206a39ff4](https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02447351-2A1336258?access_token=83ff96335c2d45a094df02a206a39ff4)

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

Premium Priced Options granted on 31 January 2022 as part of the total variable remuneration opportunity, subject to the terms of BOQ's Equity Incentive Plan Rules and the Award Terms. The Exercise Price is \$9.5861 and the Expiry Date is



the 2nd anniversary of the Vesting Date for each tranche (for the MD & CEO) and the 1st anniversary of the Vesting Date for each tranche (all other participants). Each exercised Premium Priced Option will be satisfied with one fully paid ordinary share.

## Issue details

### Number of +securities

5,341,989

### ASX +security code and description

BOQAY : DEFERRED AWARD RIGHTS

### Date the +securities the subject of this notification were issued

31/1/2022

### 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?

No

### 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

Please refer to pages 22-24 and 28-30 of BOQ's 2021 Notice of Annual General Meeting:

[https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02447351-2A1336258?access\\_token=83ff96335c2d45a094df02a206a39ff4](https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02447351-2A1336258?access_token=83ff96335c2d45a094df02a206a39ff4)

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

Deferred Award Rights granted on 31 January 2022 subject to the terms of BOQ's Equity Incentive Plan Rules and the Award Terms. Vesting will occur in three tranches with 35% vesting on 5 December 2022, 35% vesting on 6 December 2023, and 30% vesting on 6 December 2024.



## Issue details

**Number of +securities**

94,144

**ASX +security code and description**

BOQAZ : PERFORMANCE SHARES

**Date the +securities the subject of this notification were issued**

31/1/2022

**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.**

<b>Name of KMP</b>	<b>Name of registered holder</b>	<b>Number of +securities</b>
George Frazis	George Frazis	164,489
Debra Eckersley	Debra Maree Eckersley	62,491
Martine Jager	Martine Jager	66,885
Adam McAnalen	Adam Lee McAnalen	65,909
Craig Ryman	Craig Roderick Ryman	73,232
Christopher Screen	Christopher John Screen	64,444
Ewen Stafford	Ewen Kenneth Stafford	78,114



**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**

Please refer to Item 3 (and Annexure A) and Item 4 (and Annexure B) of the Explanatory Statement included in BOQ's 2021 Notice of Annual General Meeting:

[https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02447351-2A1336258?access\\_token=83ff96335c2d45a094df02a206a39ff4](https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02447351-2A1336258?access_token=83ff96335c2d45a094df02a206a39ff4)

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

Performance Shares granted on 31 January 2022 as part of the total variable remuneration opportunity, subject to the terms of BOQ's Equity Incentive Plan Rules and the Award Terms. Vesting will occur in three tranches with 33% vesting on 6 December 2023, 33% vesting on 6 December 2024, and 34% vesting on 8 December 2025.

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Issue details

**Number of +securities**

787,711

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## Part 4 - +Securities on issue

**Following the issue, conversion or payment up of the +securities the subject of this application, the +securities of the entity will comprise:**

**(A discrepancy in these figures compared to your own may be due to a matter of timing if there is more than one application for quotation/issuance currently with ASX for processing.)**

#### 4.1 Quoted +Securities (Total number of each +class of +securities quoted)

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
BOQ : ORDINARY FULLY PAID	642,625,584
BOQPF : CAP NOTE 3-BBSW+3.80% PERP NON-CUM RED T-05-27	2,600,000
BOQPE : CAP NOTE 3-BBSW+3.75% PERP NON-CUM RED T-08-24	3,500,000

#### 4.2 Unquoted +Securities (Total number of each +class of +securities issued but not quoted on ASX)

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
BOQAY : DEFERRED AWARD RIGHTS	1,376,629
BOQAZ : PERFORMANCE SHARES	828,705
BOQAAA : OPTION EXPIRING VARIOUS DATES EX \$9.3337	2,689,395
BOQAU : TRANSFORMATION AWARD RIGHTS	250,927
BOQAS : DEFERRED AWARD RIGHT	667,785
BOQAAQ : PERFORMANCE AWARD RIGHT	1,133,109
BOQAAB : DEFERRED RIGHTS	82,857
BOQAV : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	10,037,137
BOQAX : DEFERRED AWARD RIGHTS	897,735



Part 5 - Other Listing Rule requirements

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**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?**

Yes

**5.1a Select the number of the applicable exception in Listing Rule 7.2**

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