



## Announcement Summary

**Entity name**

BANK OF QUEENSLAND LIMITED.

**Date of this announcement**

Tuesday February 21, 2023

**The +securities the subject of this notification are:**

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

**Total number of +securities to be issued/transferred**

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
BOQAY	DEFERRED AWARD RIGHTS	1,964,305	06/01/2023
BOQAY	DEFERRED AWARD RIGHTS	5,470	15/02/2023
BOQAY	DEFERRED AWARD RIGHTS	49,738	02/02/2023
BOQAV	OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	6,505,506	15/02/2023
BOQAAC	CEO AND CHAIR AWARD RIGHTS	314,707	02/02/2023

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

---

**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**

21/2/2023



Part 2 - Issue details

---

**2.1 The +securities the subject of this notification are:**

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

**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

---

**Additional +securities in an existing class issued under an +employee incentive scheme**

**ASX +security code and description**

BOQAAC : CEO AND CHAIR AWARD RIGHTS

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

2/2/2023

**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**

CEO & Chair Award Rights granted on 2 February 2023 subject to the terms of BOQ's Equity Incentive Plan Rules and the Award Terms. Vesting will occur in three tranches with 20% vesting on 5 December 2023, 30% vesting on 6 December 2024, and 50% vesting on 8 December 2025.

Issue details

---

**Number of +securities**

314,707

**Additional +securities in an existing class issued under an +employee incentive scheme**

**ASX +security code and description**

BOQAY : DEFERRED AWARD RIGHTS



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

6/1/2023

**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 6 January 2023 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 6 December 2023, 35% vesting on 6 December 2024, and 30% vesting on 8 December 2025.

Issue details

---

**Number of +securities**

1,707,152

---

**Additional +securities in an existing class issued under an +employee incentive scheme**

**ASX +security code and description**

BOQAY : DEFERRED AWARD RIGHTS

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

6/1/2023

**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 6 January 2023 subject to the terms of BOQ's Equity Incentive Plan Rules and the Award Terms. Vesting will occur in four tranches with 30% vesting on 6 December 2023, 15% vesting on 6 December 2024, 15% vesting on 8 December 2025, and 40% vesting on 7 December 2026.

Issue details

**Number of +securities**

11,615

**Additional +securities in an existing class issued under an +employee incentive scheme**

**ASX +security code and description**

BOQAY : DEFERRED AWARD RIGHTS

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

15/2/2023

**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 15 February 2023 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 6 December 2023, 35% vesting on 6 December 2024, and 30% vesting on 8 December 2025.

Issue details

**Number of +securities**

5,470

**Additional +securities in an existing class issued under an +employee incentive scheme**

**ASX +security code and description**

BOQAY : DEFERRED AWARD RIGHTS

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

6/1/2023

**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 6 January 2023 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 6 December 2023, 35% vesting on 6 December 2024, and 30% vesting on 8 December 2025.



## Issue details

**Number of +securities**

245,538

**Additional +securities in an existing class issued under an +employee incentive scheme****ASX +security code and description**

BOQAV : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES

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

15/2/2023

**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>
Debra Eckersley	Debra Maree Eckersley	368,032
Martine Jager	Martine Jager	811,835
Racheal Kellaway	Racheal Kellaway	784,774
Paul Newham	Paul Newham	757,713
Craig Ryman	Craig Roderick Ryman	865,958
Christopher Screen	Christopher John Screen	784,774
David Watts	David Watts	920,080



**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**

Premium Priced Options granted on 15 February 2023 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 \$8.3143 and the Expiry Date is the 2nd anniversary of each tranche of the Options Vesting Date. Each exercised Premium Priced Option will be satisfied with one fully paid ordinary share.

Issue details

**Number of +securities**

6,505,506

**Additional +securities in an existing class issued under an +employee incentive scheme**

**ASX +security code and description**

BOQAY : DEFERRED AWARD RIGHTS

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

2/2/2023

**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 2 February 2023 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 6 December 2023, 35% vesting on 6 December 2024, and 30% vesting on 8 December 2025.



Issue details

---

**Number of +securities**

49,738

---



## 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)

ASX +security code and description	Total number of +securities on issue
BOQ : ORDINARY FULLY PAID	652,485,010
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
BOQPG : CAP NOTE 3-BBSW+3.40% PERP NON-CUM RED T-12-28	4,000,000

## 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
BOQAY : DEFERRED AWARD RIGHTS	3,216,549
BOQAAA : OPTION EXPIRING VARIOUS DATES EX \$9.3337	2,233,949
BOQAU : TRANSFORMATION AWARD RIGHTS	87,667
BOQAS : DEFERRED AWARD RIGHT	247,136
BOQAQ : PERFORMANCE AWARD RIGHT	466,436
BOQAV : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	12,411,237
BOQAX : DEFERRED AWARD RIGHTS	591,166
BOQAAD : DEFERRED RIGHTS	84,556
BOQAAC : CEO AND CHAIR AWARD RIGHTS	617,530



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?**

Yes

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

13