

# Appendix 3X

## Initial 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 30/9/2001.

|                       |                               |
|-----------------------|-------------------------------|
| <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.1 and as agent for the director for the purposes of section 205G of the Corporations Act.

|                            |                       |
|----------------------------|-----------------------|
| <b>Name of Director</b>    | Vanessa Judith Hudson |
| <b>Date of appointment</b> | 5 May 2023            |

### Part 1 – Director's relevant interests in securities of which the director is the registered holder

*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>Number &amp; class of securities</b> |
| 116,501 Ordinary Shares                 |

### Part 2 – Director's relevant interests in securities of which the director is not the registered holder

*In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust*

|   |   |
|---|---|
| <b>Name of holder &amp; nature of interest</b><br>Note: Provide details of the circumstances giving rise to the relevant interest.<br><br>The indirect interest is held by Pacific Custodians Pty Ltd as trustee of the Qantas Employee Share Plan (ESP) Trust. | <b>Number &amp; class of Securities</b><br><br>74,750 Ordinary Shares |
|---|---|

**Part 3 – 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>                                    | Qantas Long Term Incentive and Recovery Retention Plans   |
| <b>Nature of interest</b>                                    | <p>Rights granted pursuant to the Terms and Conditions and Rules of the Qantas Long Term Incentive Plan (<b>LTIP</b>), and the Qantas Recovery Retention Plan (<b>RRP</b>).</p> <p>Each LTIP right entitles its holder to receive one Ordinary Share at the end of the relevant performance period, subject to the achievement of applicable performance conditions and service conditions, which is then subject to a one-year trading restriction.</p> <p>Each RRP right entitles its holder to receive one Ordinary Share at the end of the relevant performance period, subject to the achievement of applicable performance conditions and service conditions.</p> |
| <b>Name of registered holder (if issued securities)</b>      | Not Applicable  |
| <b>No. and class of securities to which interest relates</b> | <p><b><u>LTIP</u></b></p> <p>364,500 Rights under the 2021-2023 LTIP</p> <p>208,000 Rights under the 2022-2024 LTIP</p> <p>223,500 Rights under the 2023-2025 LTIP</p> <p><b><u>RRP</u></b></p> <p>262,500 Rights under the 2022-2023 RRP</p>   |



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Andrew Finch  
Group General Counsel and Company Secretary  
5 May 2023

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