



## Announcement Summary

**Entity name**

QBE INSURANCE GROUP LIMITED

**Date of this announcement**

Thursday December 04, 2025

**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 |
|--------------------|-----------------------------|--|------------|
| QBEAL              | EMPLOYEE CONDITIONAL RIGHTS | 90,106   | 28/11/2025 |

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**

QBE INSURANCE GROUP 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**

28008485014

**1.3 ASX issuer code**

QBE

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

4/12/2025



Part 2 - Issue details

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**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**

QBEAL : EMPLOYEE CONDITIONAL RIGHTS

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

28/11/2025

**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 |
|---------------|---------------------------|-----------------------|
| Amanda Hughes | Amanda Hughes             | 31                    |
| Inder Singh   | Inderpreet Singh Pal      | 31                    |
| Jason Harris  | Jason Harris              | 36                    |
| Fiona Larnach | Margaret Fiona Larnach    | 31                    |
| Peter Burton  | Peter Burton              | 36                    |
| Sue Houghton  | Sue Houghton              | 31                    |

**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**

<https://www.qbe.com/investor-relations/qbe-employee-plan-rules>

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

QShare is a benefit program, launched in June 2023, to encourage share ownership and retention of QBE employees. Further information is available at the link above.

Issue details

**Number of +securities**

90,106



Part 4 - +Securities on issue

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

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

**4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)**

| ASX +security code and description | Total number of +securities on issue |
|------------------------------------|--------------------------------------|
| QBE : ORDINARY FULLY PAID          | 1,510,196,921                        |

**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 |
|--|--------------------------------------|
| QBEAL : EMPLOYEE CONDITIONAL RIGHTS    | 19,320,824                           |
| QBEAJ : SUBORDINATED CONVERTIBLE NOTES | 288,121                              |



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?**

No

**5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?**

No

**5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?**

No

**5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?**

N/A