Announcement Summary

Entity name

QBE INSURANCE GROUP LIMITED

Date of this announcement

Thursday October 08, 2026

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	263,312	02/10/2026

Refer to next page for full details of the announcement

Part 1 - Entity and announcement details

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

8/10/2026

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

QBEAL : EMPLOYEE CONDITIONAL RIGHTS

Date the +securities the subject of this notification were issued

2/10/2026

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	3,830
Chris Killourhy	Chris Killourhy	4,283
Fiona Larnach	Margaret Fiona Larnach	4,045
Jason Harris	Jason Harris	8,483
Julie Wood	Julia Wood	6,807
Peter Burton	Peter Burton	4,529
Sue Houghton	Sue Houghton	6,587
Andrew Horton	Andrew Horton	17,060

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

Issue details

Number of +securities

263,312

Part 4 - +Securities on issue

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	1,494,154,551

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
QBEAA : CAPITAL NOTES	500,000
QBEAL : EMPLOYEE CONDITIONAL RIGHTS	18,959,341
QBEAJ : SUBORDINATED CONVERTIBLE NOTES	240,500

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?
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