



Announcement Summary

Entity name

VIRGIN AUSTRALIA HOLDINGS LIMITED.

Date of this announcement

Tuesday October 07, 2025

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

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
New class - code to be confirmed	Performance Rights	1,557,124	30/09/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

VIRGIN AUSTRALIA HOLDINGS 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

54100686226

1.3 ASX issuer code

VGN

1.4 The announcement is

New announcement

1.5 Date of this announcement

7/10/2025



Part 2 - Issue details

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:

does not have an existing ASX security code ("new class")



Part 3C - number and type of +securities the subject of this notification (new class)

ASX +security code

New class - code to be confirmed

+Security description

Performance Rights

+Security type

Other

ISIN code

Date the +securities the subject of this notification were issued

30/9/2025

Will all the +securities issued in this class rank equally in all respects from their issue date?

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
Race Strauss	Race Strauss	152,519
Nicolas Rohrlach	Nicolas Rohrlach	126,190
David Emerson	David Emerson	300,360

Please provide a URL link for a document lodged with ASX setting out the material terms of the +securities being issued.

Refer to Replacement Prospectus lodged with ASX on 23 June 2025: <https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02959445-2A1603325&v=c2533a54e2514fb77a8f93f84db686e1125273e9>

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

Refer to Employee Incentive Scheme Plan Rules lodged with ASX on 23 June 2025: <https://cdn-api.markitdigital.com/apiman-gateway/ASX/asx-research/1.0/file/2924-02959449-2A1603328&v=c2533a54e2514fb77a8f93f84db686e1125273e9>

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

FY26 LTI Performance Rights are subject to a 3 year performance period commencing from 1 July 2025 and ending 30 June 2028.

Issue details

Number of +securities

1,557,124

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
VGN : ORDINARY FULLY PAID	781,990,466

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
VGNA : SHARE RIGHTS 2026	2,241,378
VGNA : SHARE RIGHTS 2027	1,206,896
New class - code to be confirmed : Performance Rights	1,557,124



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

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