



Announcement Summary

Entity name

NATIONAL AUSTRALIA BANK LIMITED

Date of this announcement

Tuesday December 23, 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
NABAM	PERFORMANCE RIGHTS	655,363	16/12/2025
NABAM	PERFORMANCE RIGHTS	45,955	17/12/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

NATIONAL AUSTRALIA BANK 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

12004044937

1.3 ASX issuer code

NAB

1.4 The announcement is

New announcement

1.5 Date of this announcement

23/12/2025



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

NABAM : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

16/12/2025

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
Andrew Auerbach	Andrew Auerbach	42,530
Cathryn Carver	Cathryn Carver	50,100
Shane Conway	Shane Conway	32,168
Sharon Cook	Sharon Cook	5,706
Shaun Dooley	Shaun Dooley	52,456
Daniel Huggins	Daniel Huggins	47,626
Andrew Irvine	Andrew Irvine	96,276
Ana Marinkovic	Ana Marinkovic	47,500
Leslie Matheson	Leslie Matheson	48,134
Peter Steel	Peter Steel	40,208
Sarah White	Sarah White	38,494
Patrick Wright	Patrick Wright	58,234



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

The rights were granted under NAB's Employee Equity Plans. Further details on the terms of the Employee Equity Plans are set out on pages 227 - 232 of NAB's 2025 Annual Report, accessible at:

<https://www.nab.com.au/about-us/shareholder-centre/financial-disclosures-and-reporting/annual-reporting-suite>

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

Each right covered by this form entitles its holder to receive NAB ordinary shares at the end of the relevant performance period or restriction period (as applicable) up to a predetermined value and subject to the satisfaction of any applicable performance conditions.

Issue details

Number of +securities

655,363

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

ASX +security code and description

NABAM : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

17/12/2025

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

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No

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Issue details

Number of +securities

45,955



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
NAB : ORDINARY FULLY PAID	3,064,499,060
NABPI : CAP NOTE 3-BBSW+3.15% PERP NON-CUM RED T-12-29	20,000,000
NABPH : CAP NOTE 3-BBSW+3.50% PERP NON-CUM RED T-12-27	23,859,680
NABPF : CAP NOTE 3-BBSW+4.00% PERP NON-CUM RED T-06-26	18,740,582
NABPJ : CAP NOTE 3-BBSW+2.80% PERP NON-CUM RED T-09-30	12,500,000
NABPK : CAP NOTE 3-BBSW+2.60% PERP NON-CUM RED T-03-32	10,000,000
NABHJ : 4.37% COV BND MAT03-JUN-2030 MIN CONS \$5HT NC	1,750,000

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
NABAM : PERFORMANCE RIGHTS	3,798,805



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?

Yes

5.2b.1 How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

701,318

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)?

No