



## Announcement Summary

**Entity name**

NATIONAL AUSTRALIA BANK LIMITED

**Announcement Type**

New announcement

**Date of this announcement**

Tuesday December 23, 2025

**The +securities to be quoted are:**

+Securities issued under an +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

**Total number of +securities to be quoted**

ASX +security code	Security description	Number of +securities to be quoted	Issue date
NAB	ORDINARY FULLY PAID	2,492,875	16/12/2025

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**

NATIONAL AUSTRALIA BANK LIMITED

We (the entity named above) apply for +quotation of the following +securities and agree to the matters set out in Appendix 2A of the ASX Listing Rules.

**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 - Type of Issue

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**2.1 The +securities to be quoted are:**

+Securities issued under an +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

**2.2 The +class of +securities to be quoted is:**

Additional +securities in a class that is already quoted on ASX ("existing class")

For personal use only



Part 3B - number and type of +securities to be quoted (existing class) where issue has not previously been notified to ASX in an Appendix 3B

**Additional +securities to be quoted in an existing class issued under an +employee incentive scheme**

**FROM (Existing Class)**

**ASX +security code and description**

No security currently exists

**FROM (Existing Class)**

**+Security description**

N/A

**TO (Existing Class)**

**ASX +security code and description**

NAB : ORDINARY FULLY PAID

**Please state the number of +securities issued under the +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer**

2,492,875

**Please provide details of a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms**

The shares are being granted to participants under NAB's 2025 Employee Equity Plans.

Each share granted to a participant will be subject to a deferral period, during which it will be held in trust for the participant and cannot be dealt with by the participant.

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>

**Are any of these +securities being 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
Peter Steel	Peter Steel	58,268
Shane Conway	Shane Conway	6,141

**Issue date**

16/12/2025

**Will the +securities to be quoted rank equally in all respects from their issue date with the existing issued +securities in that class?**

Yes



Issue details

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**Number of +securities to be quoted**

58,268

**Are the +securities being issued for a cash consideration?**

Yes

**In what currency is the cash consideration being paid?    What is the issue price per +security?**

AUD - Australian Dollar

AUD 38.76000000

**Any other information the entity wishes to provide about the +securities to be quoted**

**Number of +securities to be quoted**

2,422,745

**Are the +securities being issued for a cash consideration?**

Yes

**In what currency is the cash consideration being paid?    What is the issue price per +security?**

AUD - Australian Dollar

AUD 43.52000000

**Any other information the entity wishes to provide about the +securities to be quoted**

**Number of +securities to be quoted**

11,862

**Are the +securities being issued for a cash consideration?**

Yes

**In what currency is the cash consideration being paid?    What is the issue price per +security?**

AUD - Australian Dollar

AUD 43.83000000

**Any other information the entity wishes to provide about the +securities to be quoted**



## Part 4 - Issued capital following quotation

**Following the quotation of the +securities the subject of this application, the issued capital 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 quoted on ASX following the +quotation of the +securities subject of this application)**

ASX +security code and description	Total number of +securities on issue
NAB : ORDINARY FULLY PAID	3,066,991,935
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	3,097,487



Part 5 - Other Listing Rule requirements

**5.1 Are the +securities being issued under an exception in Listing Rule 7.2 and therefore the issue does 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?**

2,492,875

**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