



Announcement Summary

Entity name

FLIGHT CENTRE TRAVEL GROUP LIMITED

Date of this announcement

Friday January 16, 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
FLTAP	PERFORMANCE RIGHTS	1,067,201	14/01/2026

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

FLIGHT CENTRE TRAVEL 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

25003377188

1.3 ASX issuer code

FLT

1.4 The announcement is

New announcement

1.5 Date of this announcement

16/1/2026



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")

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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**

FLTAP : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

14/1/2026

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
Graham Turner	Graham Turner	95,809
Adam Campbell	Adam Campbell	89,164
Greg Parker	Greg Parker	72,321
Christopher Galanty	Christopher Galanty	57,773
James Kavanagh	James Kavanagh	75,653

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the termshttps://cdn.prod.website-files.com/643e6b4601023f66d9745f21/68ec424b1e66093e63be0503_2025.10.10%20ASX%20Announcement%20Notice%20of%20AGM_Proxy%20Form.pdf**Any other information the entity wishes to provide about the +securities the subject of this notification**

Issue details

Number of +securities

1,067,201

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
FLT : ORDINARY FULLY PAID	212,659,812

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
FLTAP : PERFORMANCE RIGHTS	4,392,215
FLTAA : CONVERTIBLE NOTES	3,747



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?

1067201

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