



Announcement Summary

Entity name

WESTPAC BANKING CORPORATION

Date of this announcement

Tuesday January 20, 2026

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
WBCAB	SHARE RIGHTS	498,125	13/01/2026

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

WESTPAC BANKING CORPORATION

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

33007457141

1.3 ASX issuer code

WBC

1.4 The announcement is

New announcement

1.5 Date of this announcement

20/1/2026



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:

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

ASX +security code and description

WBCAB : SHARE RIGHTS

Date the +securities the subject of this notification were issued

13/1/2026

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
Donald Scott Collary	Same	47,206
Nell Hutton	Same	46,605
Carolyn McCann	Same	46,742
Peter Herbert	Same	31,331
Paul Fowler	Same	41,195
Ryan Zanin	Same	50,835
Catherine McGrath	Same	48,543
Kate Dee	Same	42,417
Nathan Goonan	Same	143,251

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

Please refer to pages 72 and 80 of Westpac's 2025 Annual Report for terms and details of the 2026 Long Term Variable Reward (LTVR) Award:

<https://www.westpac.com.au/content/dam/public/wbc/documents/pdf/aw/ic/wbc-annual-report-2025.pdf>

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

Donald Scott Collary 23,603 performance rights (PR) 23,603 restricted rights (RR) under the Equity Incentive Plan (EIP)

Nell Hutton 23,303 PR 23,302 RR under the EIP



Carolyn McCann 23,371 PR 23,371 RR under the EIP

Peter Herbert 15,666 PR 15,665 RR under the EIP

Paul Fowler 20,598 PR 20,597 RR under the EIP

Ryan Zanin 25,418 PR 25,417 RR under the EIP

Catherine McGrath 19,427 PR, 19,426 RR and 9,690 share rights under the EIP

Kate Dee 21,209 PR, 21,208 RR under the EIP. A portion of this award relates to buy out arrangements as outlined in Westpac's 2025 Annual Report.

Nathan Goonan 65,346 PR, 50,961 RR (2026 LTVR Award) and 14,384 PR, 12,560 RR (2025 LTVR Award), under the EIP. A portion of these awards relate to buy out arrangements with further information to be provided in Westpac's 2026 Annual Report.

Issue details

Number of +securities

498,125



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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
WBCPL : CAP NOTE 3-BBSW+3.40% PERP NON-CUM RED T-09-28	15,090,880
WBC : ORDINARY FULLY PAID	3,420,303,305
WBCHBN : 4.125% MAT 04-JUN-2026 MIN CONS \$5HT NC	42,500
WBCHBT : 0.76% MAT 09-JUN-2026 MIN CONS \$5HT NC	1,000,000
WBCHBO : 5.00% MAT 23-FEB-2046 MIN CONS \$5HT NC	5,000
WBCPJ : CAP NOTE 3-BBSW+3.40% PERP NON-CUM RED T-03-27	17,229,363
WBCPM : CAP NOTE 3-BBSW+3.10% PERP NON-CUM RED T-09-31	17,500,000
WBCHCL : 3.250% INSTRUMENTS MAT 4-SEP-2026 MIN CONS \$5HT NC	5,000
WBCHCG : 5.00% SUB INS MAT 02-MAR-2048 MIN CONS \$5HT NC	6,500
WBHCJ : 3.70% INSTRUMENTS MAT 29-JUN-2028 MIN CONS \$5HT NC	5,000
WBCHCE : 5.00% FIXED RATE INSTRUMENTS MAT 24-JAN-2048 MIN CONS \$5HT NC	9,250
WBCHDG : 4.65% SUB ORD INS MAT 07SEP2032 MIN CONS \$5HT NC	45,000
WBCPK : CAP NOTE 3-BBSW+2.90% PERP NON-CUM RED T-09-29	17,500,000
WBCHDF : 0.766% NOTES MAT 13-MAY-2031 MIN CONS \$5HT NC	100,000

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
WBCAB : SHARE RIGHTS	3,952,871
WBCAC : US\$ 5.0% FIXED RATE RESET PERP SUB CONV SECURITIES	1,250,000,000



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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?

498,125

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