

The logo for QUBE, featuring the word "QUBE" in a bold, yellow, sans-serif font against a dark grey rectangular background.

24 March 2023

ASX Announcement

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Appendix 3H Late Lodgment

Qube Holdings Limited (**Qube**) refers to the attached Appendix 3H relating to the forfeiture of a number of share appreciation rights (SARs) in accordance with the terms of Qube's LTI (SAR) Plan by two non-KMP executives upon cessation of their employment in March 2022.

This SARs were forfeited and lapsed on 7 March 2022 and, accordingly, the Appendix 3H is being lodged outside the time prescribed by the ASX Listing Rules.

The late lodgment is the result of an administrative oversight due to Qube in CY22 implementing several new incentive plans as well as engaging a new provider for management of Qube's employee equity plans.

Qube has reviewed its processes and believes they are adequate to ensure that disclosures will be released to the ASX in accordance with the requirements of the Listing Rules.

Authorised for release by:

Adam Jacobs
Company Secretary, Qube Holdings Limited

Appendix 3H

Notification of cessation of +securities

Information and documents given to ASX become ASX's property and may be made public.

*Denotes minimum information required for first lodgement of this form.

Part 1 – Entity and announcement details

Question no	Question	Answer
1.1	*Name of entity We (the entity named above) provide the following information about our issued capital. ¹	QUBE HOLDINGS LIMITED
1.2	*Registration type and number Please supply your ABN, ARSN, ARBN, ACN or another registration type and number (if you supply another registration type, please specify both the type of registration and the registration number).	ACN 149 723 053
1.3	*ASX issuer code	QUB
1.4	*The announcement is Select whichever is applicable.	<input checked="" type="checkbox"/> New announcement <input type="checkbox"/> Update/amendment to previous announcement <input type="checkbox"/> Cancellation of previous announcement
1.4a	*Reason for update Answer this question if your response to Q 1.4 is "Update/amendment to previous announcement".	
1.4b	*Date of previous announcement to this update Answer this question if your response to Q 1.4 is "Update/amendment to previous announcement".	
1.4c	*Reason for cancellation Answer this question if your response to Q 1.4 is "Cancellation of previous announcement".	
1.4d	*Date of previous announcement to this cancellation Answer this question if your response to Q 1.4 is "Cancellation".	
1.5	*Date of this announcement	24 March 2023

¹ Listing rule 3.10.3E requires an entity to notify ASX of details of the cessation of:

- (a) any securities issued under an employee incentive scheme:
 - (i) to key management personnel or an associate, within 5 business days of their cessation;
 - (ii) to someone who is not key management personnel or an associate, within 10 business days of the end of the quarter in which the cessation occurred;
- (b) any other equity securities not otherwise notifiable to ASX under rule 3.8A, within 5 business days of their cessation;
- (c) any quoted debt securities, within 5 business days of their cessation.

The notification must be in the form of, or accompanied by, an Appendix 3H.

Listing rule 3.8A requires an entity to notify ASX of the cessation of securities pursuant to a buy-back by giving ASX an Appendix 3H:

- in the case of a minimum holding buy-back, within 5 business days of the completion of the buyback; or
- in all other cases, within 5 business days of giving ASX the final notice for the buy-back.

Part 2 – Details of +equity securities or quoted +debt securities that have ceased

Question No.	Question	Answer
2.1	*ASX +security code and description	QUBAO
2.2	*Number of securities that have ceased	488,889
2.3	<p>*Reason for cessation</p> <p><i>Note: the conversion of a convertible security (which is notifiable to ASX under Listing Rule 3.10.3B) is not regarded as the "cessation" of the convertible security for the purposes of this rule. Likewise, the payment up of a partly paid security resulting in it becoming a fully paid security (which is notifiable to ASX under Listing Rule 3.10.3D) is not regarded as the "cessation" of the partly paid security for the purposes of this rule.</i></p>	<p><input type="checkbox"/> Expiry of option or other convertible security without exercise or conversion</p> <p><input type="checkbox"/> Lapse of conditional right to securities because the conditions have not been, or have become incapable of being, satisfied</p> <p><input type="checkbox"/> Cancellation pursuant to a minimum holding buy-back</p> <p><input type="checkbox"/> Cancellation pursuant to an employee share scheme buy-back</p> <p><input type="checkbox"/> Cancellation pursuant to an on-market buy-back</p> <p><input type="checkbox"/> Cancellation pursuant to an equal access scheme buy-back</p> <p><input type="checkbox"/> Cancellation pursuant to a selective buy-back</p> <p><input type="checkbox"/> Cancellation pursuant to another form of buy back</p> <p><input type="checkbox"/> Cancellation pursuant to a reduction of capital</p> <p><input type="checkbox"/> Cancellation pursuant to a scheme of arrangement or other reconstruction</p> <p><input type="checkbox"/> Cancellation by agreement between the entity and the holder</p> <p><input type="checkbox"/> Repayment or redemption of +convertible debt security without conversion</p> <p><input type="checkbox"/> Repayment or redemption of quoted +debt security</p> <p><input type="checkbox"/> Redemption of redeemable preference securities</p> <p><input type="checkbox"/> Redemption of units</p> <p><input type="checkbox"/> Cancellation of partly paid +securities upon which a call or instalment has not been paid</p> <p><input checked="" type="checkbox"/> Other</p> <p><i>If you have selected 'other' please provide additional details regarding the reason for cessation here:</i></p> <p>A pro rata forfeiture of a number of share appreciation rights (SARs) in accordance</p>

		with the terms of Qube's LTI (SAR) Plan by two non-KMP executives upon cessation of their employment
2.4	*Date of cessation	7 March 2022
2.5	*Is the entity paying any consideration for the cessation? <i>Example: the payment of an amount to the holder of an option or right as consideration for the holder to agree to a cancellation of the option or right. The repayment of the principal amount of a convertible debt security or quoted debt security in accordance with its terms is not regarded as consideration paid for the cessation of that security.</i>	No
2.6	*In what currency is the consideration being paid? <i>Answer this question if your response to Q 2.5 is "Yes"</i>	
2.6a	*Consideration amount per +security paid by the entity for the cessation <i>Answer this question if your response to Q 2.5 is "Yes" The consideration amount per security should be provided per the currency specified in Q2.6. Note: This question is <u>not</u> applicable for buy-back events (i.e. Minimum Holding, Employee, On-Market, Equal Access, Selective),</i>	
2.6b	*Total consideration paid or payable for the securities <i>The total consideration amount should be provided per the currency specified in Q2.6. Note: This question <u>is</u> applicable to buy-back events only (i.e. minimum holding, employee share scheme, on-market, equal access scheme, selective or other),</i>	
2.7	Any other information the entity wishes to notify to ASX about the cessation?	

Repeat the above questions if you are advising the cessation of more than one security class.

Part 3 – Issued capital following changes

Following the cessation of the +securities the subject of this notification, the issued capital of the entity will comprise:							
3.1	*Quoted +equity securities and +debt securities (total number of each +class of +securities quoted on ASX)						
	<table border="1"> <thead> <tr> <th>ASX +security code and description</th> <th>Total number of +securities on issue</th> </tr> </thead> <tbody> <tr> <td>QUB Ordinary fully paid shares</td> <td>1,765,762,524</td> </tr> <tr> <td>QUBHA Subordinated Notes</td> <td>3,050,010</td> </tr> </tbody> </table>	ASX +security code and description	Total number of +securities on issue	QUB Ordinary fully paid shares	1,765,762,524	QUBHA Subordinated Notes	3,050,010
	ASX +security code and description	Total number of +securities on issue					
QUB Ordinary fully paid shares	1,765,762,524						
QUBHA Subordinated Notes	3,050,010						
3.2	*Unquoted +equity securities (total number of each +class of +equity securities issued but not quoted on ASX):						
	<table border="1"> <thead> <tr> <th>ASX +security code and description</th> <th>Total number of +securities on issue</th> </tr> </thead> <tbody> <tr> <td>QUBAO Share Appreciation Rights</td> <td>24,329,544 (remaining under the FY21 and FY22 SAR grants under the LTI (SAR) Plan)</td> </tr> <tr> <td>Share Rights</td> <td>5,035,873</td> </tr> </tbody> </table>	ASX +security code and description	Total number of +securities on issue	QUBAO Share Appreciation Rights	24,329,544 (remaining under the FY21 and FY22 SAR grants under the LTI (SAR) Plan)	Share Rights	5,035,873
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Share Rights	5,035,873						
<p><i>Note: the figures provided in the tables in sections 3.1 and 3.2 above are used to calculate the total market capitalisation of the entity published by ASX from time to time. Please make sure you include in the relevant table each class of securities issued by the entity.</i></p> <p><i>If you have quoted CHESS Depository Interests (CDIs) issued over your securities, include them in the table in section 3.1.</i></p> <p><i>Restricted securities should only be included in the table in section 3.1 if you are applying to have them quoted because the escrow period for the securities has expired or is about to expire. Otherwise include them in the table in section 3.2.</i></p>							

Introduced 05/06/21