

## APPENDIX A

### 1. *How much money has Qantas Group received through the JobKeeper scheme?*

As of 31 December 2020, the Qantas Group had claimed \$726 million in JobKeeper payments since the start of the JobKeeper program (majority passed directly through to employees, less than half is wage subsidy).

### 2. *How much money has Qantas Group received from the Federal Government with respect to other government funding schemes associated with the COVID-19 pandemic, including but not limited to the Australian Airline Financial Relief Package (AAFRP), Domestic Aviation Network Support (DANS) program, Regional Airline Network Support (RANS) Program, COVID-19 Regional Airlines Funding Assistance Program, revenue from repatriation flights, and the International Freight Assistance Mechanism?*

Funding received as of 31 December 2020:

Support program	Total
AAFRP*	\$ 102 million
MVN, RANS, DANS and repatriation flights**	\$ 276 million
IFAM	\$ 110 million

\* Excludes waiver on Airservices Australia charges on domestic airline operations.

\*\* Underwritten by the Government on a cost offset basis. Recorded in net passenger revenue. The repatriation network included flights to London, Los Angeles, Auckland, Hong Kong, Chennai, Delhi, Frankfurt, Johannesburg and Paris.

The Qantas Group was not eligible to receive funding under the COVID-19 Regional Airlines Funding Assistance Program.

### 3. *What is the total cost incurred by Qantas Group as a result of its 8,500 job cuts, including the cost of redundancy pay, payment of outstanding entitlements owed, and other related expenses?*

Redundancy and related costs currently amount to approximately \$890 million, of which \$468 million was incurred in H1FY21.

### 4. *Reasons why Theo Seremetidis was directed not to attend work.*

Theo Seremetidis (Theo) was employed by Qantas Ground Services Pty Limited (QGS) as Ground Crew within Fleet Presentation at Sydney International Terminal.

On 2 February 2020, Theo was directed to not attend work on the basis of allegations of misconduct in accordance with the Standards of Conduct Policy. This decision was made as a result of a report that Theo had directed Fleet Presentation workers to not work on planes arriving from China based upon his "opinion" that it was unsafe. There were serious concerns that Theo was misrepresenting information to staff in his capacity as a Health and Safety Representative and was inciting unprotected industrial action.

Theo's workgroup had been provided with written information and live briefings with Qantas Medical on the risk controls that were in place. Theo attended two live briefings with Qantas Medical in the 48 hours

prior to 2 February 2020 to discuss the risks and the procedures that were in place. There was no new information (or none that the Company was aware of) that required a change to the risk assessment or the procedures in place to address those risks, so there was no reasonable basis for Theo to assert that it had suddenly become unsafe to work on planes from China.

On 7 February 2020, a misconduct investigation commenced into Theo's alleged misconduct. This investigation was paused because on 30 March 2020 and as a result of the COVID-19 pandemic, Theo was stood down pursuant to s524 of the Fair Work Act due to a stoppage of work in circumstances outside the control of the Company resulting in no useful work.

The investigation into alleged misconduct was never finalised as Theo ultimately left the business on the grounds of redundancy.