

**2025
BOQ
TAX
REPORT.**

For the year ended 31 August 2025.

2025 BOQ Tax Report.

For the year ended 31 August 2025.

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Chief Financial Officer's Introduction

I am pleased to present the Bank of Queensland Limited (**BOQ** or **BOQ Group**) Tax Report for the year ended 31 August 2025 (**2025 year**). This Tax Report is published on a voluntary basis and meets the requirements set out in the Australian Board of Taxation's Voluntary Tax Transparency Code.

BOQ is a supporter of tax transparency, and prides itself on having open and honest relationships with the tax regulators in all jurisdictions in which it operates. BOQ takes its tax compliance responsibilities seriously and has policies and procedures in place to satisfy tax obligations in a lawful manner.

BOQ makes a wide range of tax-related payments to tax authorities in Australia and New Zealand (**NZ**). In addition to income tax, BOQ is also subject to fringe benefits tax (**FBT**), goods and services tax (**GST**) and payroll tax. BOQ also collects and pays 'pay as you go' (**PAYG**) taxes on behalf of its employees. Stamp duty and withholding taxes are also collected and paid on behalf of customers and investors.

In the 2025 financial year, the BOQ Group paid \$229 million in taxes and collected \$293 million in taxes (refer to Page 6 for composition). BOQ's income tax expense for accounting purposes of \$145 million represents an effective tax rate of 52.2 per cent.

Consistent with prior years, the BOQ effective tax rate remains above the corporate tax rate of 30 per cent. For the 2025 year, this is primarily attributable to the impairment of Goodwill and interest payable on Capital Notes, which are both non-deductible for tax purposes.

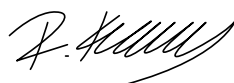
As a financial institution, a number of BOQ's products are classified as input taxed supplies (e.g. deposit accounts and loans) for GST purposes. As a result, GST is not included in amounts charged to customers (e.g. fees and interest) and BOQ is unable to recover input tax credits for the GST included in the price of purchases related to making these input taxed supplies. BOQ also makes supplies that are taxable (subject to GST). BOQ can recover the full amount of GST incurred on inputs related to taxable supplies. As a result of the mix of BOQ's business operations, GST is ordinarily a cost borne by BOQ. In the 2025 year, BOQ incurred \$51 million of GST that it was unable to recover.

In addition, for the personal income tax year ended 30 June 2025, \$126 million of PAYG withholding taxes were remitted to the Australian Taxation Office (**ATO**) on behalf of BOQ employees.

This report provides the following information in relation to BOQ:

- Overview of BOQ Group;
- Tax strategy and governance;
- Income taxes disclosed in BOQ's 2025 Annual Report;
- ATO tax transparency disclosure; and
- Taxes paid and collected.

The information in this report is in addition to information published in the BOQ 2025 Annual Report which was prepared in accordance with Australian Accounting Standards and complies with the International Financial Reporting Standards.



Racheal Kellaway
Chief Financial Officer

21 April 2026

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Overview of BOQ Group

BOQ is a full service financial institution, listed on the Australian Securities Exchange (**ASX**), regulated by the Australian Prudential Regulation Authority (**APRA**) as an authorised deposit-taking institution. During BOQ's long history, it has evolved from a Queensland focused, retail branch-based bank to a national diversified financial services business with a focus on niche commercial lending segments, highly specialised bankers, and branches run by small businesses owners who are anchored in their communities up until March 2025, where BOQ converted 114 franchised branches into corporate-owned outlets.

As a retail and business bank, BOQ's main operations include taking deposits from customers, and providing loan facilities to borrowers, as well as the provision of equipment finance. All of BOQ's profits are now earned within Australia. BOQ used to earn profits in NZ although the contributions were not material. The NZ assets were sold 31st March 2024, and the NZ operations are currently in wind-down. BOQ books profits and pays tax in the jurisdiction where the service is provided to the customer.

For Australian tax purposes, BOQ has elected to form an income tax consolidated group (the **BOQ Tax Consolidated Group**). The BOQ Tax Consolidated Group is made up of Bank of Queensland Limited (as the Head Company of the BOQ Tax Consolidated Group) and its wholly owned Australian subsidiaries. For income tax purposes, the members of the BOQ Tax Consolidated Group are treated as if they were a 'single taxpayer'.

BOQ generates franking credits in Australia in respect of income tax paid by the BOQ Group. These franking credits are passed on to shareholders in the form of franked dividends. Historically, dividends on ordinary shares and distributions on capital notes paid by BOQ have been fully franked.

BOQ employs over three thousand people in Australia and manages the employment related taxes in respect of these employees.

As at 31 August 2025 BOQ had two NZ subsidiary companies (one of which is dormant) and one NZ branch. These NZ entities are subject to the NZ tax regime. Profits of the NZ entities are taxed at the NZ corporate tax rate of 28 per cent (as compared to the Australian corporate tax rate of 30 per cent). BOQ has minor cross border charges related to management services and interest that are immaterial to BOQ's operations. From FY17, Country-by-Country (**CbC**) reporting applied to the BOQ Group.

Tax Strategy and Governance

BOQ's tax strategy is focused on integrity, compliance, certainty, and maximising shareholder value.

This strategy is implemented through BOQ's Tax Risk Management Policy (**TRM Policy**). The TRM Policy is approved by the Board of Directors and is subject to bi-annual review. The TRM Policy outlines the following governance parameters that are to be followed at all times:

- The commercial, social and customer-focused objectives of the BOQ Group are of the highest priority, and all tax planning and advice is to be undertaken in this context and with regard to these goals;
- The BOQ Group is committed to being a responsible corporate taxpayer in complying with all laws in respect of taxation applicable to the BOQ Group's business operations;
- The integrity of the BOQ Group, and both the financial and non-financial impacts of decisions are to be considered when assessing tax positions and strategies;
- The BOQ Group has an obligation to pay the legally correct amount of taxes due, as established by the laws in the jurisdictions in which it operates. This includes an obligation to lodge returns and pay taxes on time;
- The BOQ Group seeks to achieve certainty relating to all tax positions adopted, however acknowledges that this may not always be possible. All tax positions adopted by the BOQ Group are to be no less than "reasonably arguable".
However, it is the preference of the Board that significant tax positions adopted generally carry a higher level of certainty than "reasonably arguable", and the usual standard to be applied would be that the tax position has a high degree of probability of withstanding challenge; and
- The BOQ Group will not enter into artificial or contrived arrangements to achieve a tax benefit.

In accordance with the TRM Policy, BOQ undertakes regular reviews and testing of tax governance and controls, consistent with the broader BOQ Group operational risk framework.

BOQ has developed an open, cooperative and professional relationship with the ATO. This has been achieved by proactively engaging the ATO to discuss key tax issues and seeking private binding rulings on material tax issues that are considered uncertain. The BOQ Group has maintained this relationship throughout the tax risk and assurance reviews regularly undertaken by the ATO.

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Income Taxes Disclosed in BOQ's 2025 Annual Report

BOQ reported income tax expense of \$145 million in the 2025 financial year. BOQ's effective tax rate of 52.2 per cent for the 2025 financial year has been calculated by dividing BOQ's income tax expense by the statutory accounting profit before income tax. The primary drivers of BOQ's income tax expense and effective tax rate are as follows:

Reconciliation of statutory accounting profit to Income tax expense	%	\$m
Profit before income tax		278
Tax using BOQ's statutory tax rate ⁽¹⁾	30.0	83
Capital note distributions ⁽²⁾	4.0	11
Goodwill impairment ⁽³⁾	18.3	51
Loss on sale of New Zealand asset portfolio ⁽⁴⁾	(0.4)	(1)
Other items	0.3	1
Total income tax expense	52.2	145

Income tax expense is an accounting concept which represents the amount of income tax accrued for accounting purposes. Income tax expense includes both current and deferred tax (i.e. tax that will be paid / received in a later income year). As a result, there will usually be differences between the income tax expense and the amount of tax paid for the period to the relevant tax authorities.

The primary differences between BOQ's income tax expense and the amount of income tax paid by BOQ for the 2025 financial year are as follows:

Reconciliation of Income tax expense to Income tax paid	\$m
Income tax expense	145
Leasing adjustment ⁽⁵⁾	16
Movement in provisions for impairment	(3)
Movement in other provisions ⁽⁶⁾	7
Right to Operate Assets (OMB) ⁽⁶⁾	(16)
Other ⁽⁷⁾	(4)
Income tax paid	145

Notes:

Note 1 – Australian statutory tax rate is 30 per cent.

Note 2 – Capital Notes are treated as equity instruments for tax purposes. As a result, distributions are not deductible.

Note 3 – Goodwill impairment expense is non-deductible for tax purposes.

Note 4 – Loss on sale of New Zealand asset portfolio is non-deductible for tax purposes.

Note 5 – The leasing adjustment relates predominately to differences between the tax and accounting treatment of finance leases. For tax purposes, BOQ is required to treat all lease payments as assessable and is eligible to claim depreciation deductions in relation to the leased assets

Note 6 – Movements in various provisions including employee leave provisions

Note 7 – The termination payments to 114 franchised branches in 2025 are tax deductible upfront to the BOQ Tax Consolidated Group.

Note 8 – Includes movements in accruals, and unrealised income

ATO Tax Transparency Disclosure

Each year the ATO publishes information about the tax affairs of public companies with a total income of \$100 million or more. As BOQ is one of those companies, the ATO is expected to publish the following information about BOQ for the year ended 31 August 2025 in late-2025.

BOQ Tax Consolidated Group	\$m
Total income	5,808
Taxable income	483
Tax payable	145

Tax payable disclosed by the ATO will be equal to the Australian corporate income tax paid by the BOQ Group.

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Taxes Paid and Collected

The tables below illustrate the types of taxes paid and collected by the BOQ Group in the 2025 financial year to the Australian (Federal and State) and NZ tax authorities. The majority of BOQ's operations are in Australia.

Taxes paid by the BOQ Group

Tax Authority	Corporate income tax ⁽¹⁾ \$m	Employer / payroll taxes ⁽²⁾ \$m	Indirect taxes net of recoveries ⁽³⁾ \$m	Total taxes paid \$m
Australia (Federal)	145	1	51	197
Australia (State)	-	32	-	32
NZ ⁽⁴⁾	-	-	-	-
Total	145 ⁽⁵⁾	33	51	229

Taxes collected by the BOQ Group

Tax Authority	Employee taxes remitted ⁽⁶⁾ \$m	GST collected ⁽⁷⁾ \$m	Withholding taxes ⁽⁸⁾ \$m	Total taxes collected \$m
Australia	126	155	13	294
NZ ⁽⁴⁾	-	(1)	-	(1)
Total	126	154	13	293

Notes:

Note 1 – Corporate income tax relates to the year ended 31 August 2025, the relevant return period for the BOQ Group income tax returns in both Australia and New Zealand.

Note 2 – Consists of payroll and FBT taxes paid resulting from BOQ's role as an employer. Figures represent payroll tax (including mental health levies in jurisdictions where applicable) for the 30 June 2025 year and FBT for the 31 March 2025 year which are the relevant annual return periods for those taxes

Note 3 – Consists of GST which cannot be recovered from the ATO.

Note 4 – NZ taxes paid have been presented in Australian dollars using the conversion rate at 31 August 2025. Where NZ taxes paid are below \$500,000, the amount has been rounded down to nil.

Note 5 – Excludes amounts remitted and refunded.

Note 6 – Consists of PAYG withholding taxes collected on behalf of employees and paid by BOQ for the 30 June 2025 year which is the relevant annual return period for PAYG.

Note 7 – Consists of GST paid by BOQ Group customers and remitted to the relevant Tax Authority as GST payable.

Note 8 – Predominately consists of amounts withheld from customers during the year ended 30 June 2025 where they have not quoted a tax file number (TFN) or Australian business number (ABN) or informed the BOQ Group that they are exempt from quoting either a TFN or ABN.

**BOQ
GROUP**