Form 603

Corporations Act 2001 Section 671B

Notice of initial substantial holder

| To Company Name/Scheme | Challenger Limited |
|--|--|
| ACN/ARSN | 106 842 371 |
| 1. Details of substantial holder (1) | |
| Name | Vanguard Group (The Vanguard Group, Inc. and its controlled entities including those |
| ACN/ARSN (if applicable) | listed in Annexure A). N/A |
| The holder became a substantial holder on | 17 May 2019* |
| *Vanguard recently updated its approach to the | e calculation of its substantial holding to include the relevant interests of separate Vanguard mu |

2. Details of voting power

The total number of votes attached to all the voting shares in the company or voting interests in the scheme that the substantial holder or an associate (2) had a relevant interest (3) in on the date the substantial holder became a substantial holder are as follows:

| Class of securities (4) | Number of securities | Person's votes (5) | Voting power (6) |
|-------------------------|----------------------|--------------------|------------------|
| Ordinary | 32,055,469 | 32,055,469 | 5.241% |

3. Details of relevant interests

The nature of the relevant interest the substantial holder or an associate had in the following voting securities on the date the substantial holder became a substantial holder are as follows:

| Holder of relevant interest | Nature of relevant interest (7) | Class and number of securities |
|-----------------------------|--|--------------------------------|
| Vanguard Group | Vanguard Group is the manager of various Mutual funds | Ordinary - 32,055,469 |
| - | and accounts and in that capacity has the power to dispose | |
| | of the shares. The other members of Vanguard Group have | |
| | a relevant interest under section 608(3) of the Corporations | |
| | Act. | ` |

4. Details of present registered holders

The persons registered as holders of the securities referred to in paragraph 3 above are as follows:

| Holder of relevant | Registered holder of | Person entitled to be | Class and |
|--------------------|-----------------------------|--|------------|
| interest | securities | registered as holder (8) | number of |
| | | | securities |
| Vanguard Group | Brown Brothers Harriman | Various funds and accounts of Vanguard Group | Ordinary – |
| | | | 1,423,650 |
| Vanguard Group | BNY Mellon | Various funds and accounts of Vanguard Group | Ordinary – |
| | | | 1,647,177 |
| Vanguard Group | Citibank | Various funds and accounts of Vanguard Group | Ordinary – |
| | | | 9,378 |
| Vanguard Group | JP Morgan Chase Bank, | Various funds and accounts of Vanguard Group | Ordinary – |
| | N.A. | | 15,689,567 |
| Vanguard Group | State Street Bank and Trust | Various funds and accounts of Vanguard Group | Ordinary - |
| | Company | | 4,045,593 |
| Vanguard Group | Various others | Various funds and accounts of Vanguard Group | Ordinary - |
| | | | 9,240,104 |

5. Consideration

The consideration paid for each relevant interest referred to in paragraph 3 above, and acquired in the four months prior to the day that the substantial holder became a substantial holder is as follows:

| Holder of relevant interest | Date of acquisition | Consideration (9) | Class and number of securities | | |
|-----------------------------|---------------------|-------------------|--------------------------------|--|--|
| See Annexure A | | | | | |

^{*}Vanguard recently updated its approach to the calculation of its substantial holding to include the relevant interests of separate Vanguard mutual funds and collective investment schemes that are managed by an external investment advisor. This is the date on which Vanguard updated the calculation.

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6. Associates

The reasons the persons named in paragraph 3 above are associates of the substantial holder are as follows:

| Name and ACN/ARSN (if applicable) | Nature of association |
|-----------------------------------|-----------------------|
| N/A | N/A |

7. Addresses

The addresses of persons named in this form are as follows:

| Name | Address |
|----------------|---|
| Vanguard Group | P.O. Box 2600, V26 Valley Forge, PA 19482 USA |

date 24 May 2019 To Company ACN/ARSN

Challenger Limited 106 842 371

Substantial Holder Name ACN/ARSN

Vanguard Group

N/A

| | | | Consideration | | | |
|-------------|--|--------------|-------------------|----------------------|----------------------|--------------------|
| | | Nature of | given in relation | | Number of securities | |
| | | Change(6) | to change(7) | Class | affected | affected |
| | The Vanguard Group, Inc. | SELL | 9.36 | Ordinary | (4,674) | (4,674) |
| | The Vanguard Group, Inc. | BUY | 9.29 | Ordinary | 1,280 | 1,280 |
| | The Vanguard Group, Inc. | SELL | 9.29 | Ordinary Ordinary | (5,896) | (5,896) |
| | The Vanguard Group, Inc. | SELL SELL | 9.19 | Ordinary | (4,674) | (4,674) |
| | The Vanguard Group, Inc. The Vanguard Group, Inc. | BUY | 9.23 | Ordinary | 281 | 281 |
| | The Vanguard Group, Inc. The Vanguard Group, Inc. | SELL | 7.65 | Ordinary | (10,127) | (10,127) |
| | The Vanguard Group, Inc. | SELL | 7.41 | Ordinary | (10,127) | (10,127) |
| | The Vanguard Group, Inc. | BUY | 7.40 | Ordinary | 6,675 | 6,675 |
| | The Vanguard Group, Inc. | BUY | 7.50 | Ordinary | 790 | 790 |
| | The Vanguard Group, Inc. | BUY | 7.54 | Ordinary | 135,000 | 135,000 |
| | The Vanguard Group, Inc. | SELL | 7.47 | Ordinary | (5,862) | (5,862) |
| | The Vanguard Group, Inc. | SELL | 7.47 | Ordinary | (14,801) | (14,801) |
| | The Vanguard Group, Inc. | SELL | 7.47 | Ordinary | (6,232) | (6,232) |
| | The Vanguard Group, Inc. | SELL | 7.47 | Ordinary | (6,232) | (6,232) |
| 29-Jan-2019 | The Vanguard Group, Inc. | SELL | 7.47 | Ordinary | (3,908) | (3,908) |
| 30-Jan-2019 | The Vanguard Group, Inc. | SELL | 7.32 | Ordinary | (5,862) | (5,862 |
| 30-Jan-2019 | The Vanguard Group, Inc. | BUY | 7.27 | Ordinary | 13,977 | · 13,977 |
| 31-Jan-2019 | The Vanguard Group, Inc. | SELL | 7.26 | Ordinary | (16,609) | (16,609) |
| 31-Jan-2019 | The Vanguard Group, Inc. | BUY | 7.27 | Ordinary | 450,700 | 450,700 |
| 31-Jan-2019 | The Vanguard Group, Inc. | BUY | 7.24 | Ordinary | 373 | 373 |
| 7-Feb-2019 | The Vanguard Group, Inc. | SELL | 7.93 | Ordinary | (4,808) | (4,808) |
| | The Vanguard Group, Inc. | SELL | 7.93 | Ordinary | (3,908) | (3,908) |
| 7-Feb-2019 | The Vanguard Group, Inc. | SELL | 7.93 | Ordinary | (3,908) | (3,908) |
| | The Vanguard Group, Inc. | BUY | 7.95 | Ordinary | 41,666 | 41,666 |
| | The Vanguard Group, Inc. | SELL | 7.97 | Ordinary | (12,701) | (12,701 |
| | The Vanguard Group, Inc. | BUY | 7.96 | Ordinary | 8,131 | 8,131 |
| | The Vanguard Group, Inc. | BUY | 7.96 | Ordinary | 19,623 | 19,623 |
| | The Vanguard Group, Inc. | SELL | 7.83 | Ordinary | (8,793) | (8,793) |
| | The Vanguard Group, Inc. | BUY | 7.83 | Ordinary | 10,970 | 10,970 (28,583) |
| | The Vanguard Group, Inc. | SELL SELL | 7.92 | Ordinary Ordinary | (28,583) (5,862) | (5,862 |
| | The Vanguard Group, Inc. | BUY | 7.88 | Ordinary | 1,229 | 1,229 |
| | The Vanguard Group, Inc. The Vanguard Group, Inc. | SELL | 7.47 | Ordinary | (312) | (312) |
| | The Vanguard Group, Inc. | BUY | 7.70 | Ordinary | 11,223 | 11,223 |
| | The Vanguard Group, Inc. | SELL | 7.56 | Ordinary | (4,386) | (4,386 |
| | The Vanguard Group, Inc. | BUY | 7.81 | Ordinary | 97,572 | 97,572 |
| | The Vanguard Group, Inc. | SELL | 7,97 | Ordinary | (4,885) | (4,885 |
| | The Vanguard Group, Inc. | BUY | 8.05 | Ordinary | 3,895 | 3,895 |
| | The Vanguard Group, Inc. | BUY | 7.88 | Ordinary | 814 | 814 |
| 27-Feb-2019 | The Vanguard Group, Inc. | BUY | 7.91 | Ordinary | 373 | 373 |
| 28-Feb-2019 | The Vanguard Group, Inc. | SELL | 7.90 | Ordinary | (17,334) | (17,334 |
| 28-Feb-2019 | The Vanguard Group, Inc. | SELL | 8.05 | Ordinary | (18,946) | (18,946 |
| 1-Mar-2019 | The Vanguard Group, Inc. | SELL | 8.30 | Ordinary | (17,392) | |
| | The Vanguard Group, Inc. | BUY | 8.30 | | 512 | 512 |
| | The Vanguard Group, Inc. | SELL | 8.38 | | (4,363) | (4,363 |
| | The Vanguard Group, Inc. | BUY | 8.42 | | 83,123 | 83,123 |
| | The Vanguard Group, Inc. | BUY | 8.46 | Ordinary | 979 | 979 |
| | The Vanguard Group, Inc. | BUY | 8.53 | | 4,674 | 4,674 |
| | The Vanguard Group, Inc. | SELL | 8.51 | Ordinary | (4,244) | (4,244 |
| | The Vanguard Group, Inc. | BUY | 8.38 | Ordinary | 778 | 778 |
| | The Vanguard Group, Inc. | BUY | 8.12 | Ordinary | 3,895 | 3,895 373 |
| | The Vanguard Group, Inc. | BUY SELL | 8.05 | | 373 (17,831) | (17,831 |
| | The Vanguard Group, Inc. | BUY | 7.79 | | 8,656 | 8,656 |
| | The Vanguard Group, Inc. | BUY | 7.76 | | 457 | 457 |
| | The Vanguard Group, Inc. | SELL | 7.76 | | (1,606) | (1,606 |
| | The Vanguard Group, Inc. The Vanguard Group, Inc. | BUY | 7.76 | | 5,161 | 5,161 |
| | The Vanguard Group, Inc. | BUY | 7.73 | | 2,337 | 2,337 |
| | The Vanguard Group, Inc. | BUY | 8.00 | | 872 | 872 |
| | The Vanguard Group, Inc. | BUY | 8.28 | | 373 | 373 |
| | The ranguage Group, mer | SELL | 8.28 | | (9,051) | |

| Data of drawns | Davis uhas valeunt interest shanged | Nature of | Consideration given in relation to change(7) | Class | Number of securities | Person's votes |
|----------------|---|-------------|--|----------------------|----------------------|--------------------|
| Date of change | Person whose relevant interest changed The Vanguard Group, Inc. | Change(6) | 8.07 | Ordinary | 3,861 | 3,861 |
| | The Vanguard Group, Inc. | BUY | 8.12 | Ordinary | 3,116 | 3,116 |
| <u> </u> | The Vanguard Group, Inc. | BUY | 8.12 | Ordinary | 872 | 872 |
| | The Vanguard Group, Inc. | BUY | 8.11 | Ordinary | 87,451 | 87,451 |
| | The Vanguard Group, Inc. | BUY | 8.14 | Ordinary | 45,955 | 45,955 |
| | The Vanguard Group, Inc. | BUY | 8.12 | Ordinary | 1,172 | 1,172 |
| 4-Apr-2019 | The Vanguard Group, Inc. | SELL | 8.12 | Ordinary | (4,404) | (4,404) |
| 5-Apr-2019 | The Vanguard Group, Inc. | BUY | 7.96 | Ordinary | 872 | 872 |
| 8-Apr-2019 | The Vanguard Group, Inc. | BUY | 7.77 | Ordinary | 872 | 872 |
| | The Vanguard Group, Inc. | SELL | 7.70 | Ordinary | (4,425) | (4,425) |
| | The Vanguard Group, Inc. | BUY | 7.65 | Ordinary | 14,574 | 14,574 |
| | The Vanguard Group, Inc. | BUY | 7.93 | Ordinary | 698 373 | 698 373 |
| | The Vanguard Group, Inc. | BUY | 7.96 | Ordinary Ordinary | 6,914 | 6,914 |
| | The Vanguard Group, Inc. The Vanguard Group, Inc. | SELL | 7.79 | Ordinary | (3,010) | (3,010) |
| | The Vanguard Group, Inc. | BUY | 8.15 | Ordinary | 1,662 | 1,662 |
| | The Vanguard Group, Inc. | BUY | 8.14 | Ordinary | 3,895 | 3,895 |
| | The Vanguard Group, Inc. | SELL | 8.09 | Ordinary | (585) | (585) |
| | The Vanguard Group, Inc. | BUY | 8.21 | Ordinary | 1,047 | 1,047 |
| | The Vanguard Group, Inc. | BUY | 8.20 | Ordinary | 91,828 | 91,828 |
| | The Vanguard Group, Inc. | BUY | 8.21 | Ordinary | 1,172 | 1,172 |
| 6-May-2019 | The Vanguard Group, Inc. | SELL | 8.05 | Ordinary | - (3,606) | (3,606) |
| | The Vanguard Group, Inc. | BUY | 7.90 | Ordinary | 1,172 | 1,172 |
| | The Vanguard Group, Inc. | SELL | 7.82 | Ordinary | (3,606) | (3,606) |
| | The Vanguard Group, Inc. | BUY | 7.82 | Ordinary | 1,047 | 1,047 |
| | The Vanguard Group, Inc. | BUY | 8.13 | Ordinary | 4,674 | 4,674 |
| | The Vanguard Group, Inc. | BUY | 8.13 | Ordinary | 864 | 864 |
| | The Vanguard Group, Inc. | BUY | 8.12 | Ordinary | 2,395 | 2,395 |
| | The Vanguard Group, Inc. | SELL BUY | 8.03 | Ordinary Ordinary | (8,770) 735 | (8,770) 735 |
| | The Vanguard Group, Inc. The Vanguard Group, Inc. | SELL | 7.77 | Ordinary | (3,606) | (3,606) |
| | The Vanguard Group, Inc. | BUY | 7.78 | Ordinary | 119,509 | 119,509 |
| | The Vanguard Group, Inc. | BUY | 7.77 | Ordinary | 3,840 | 3,840 |
| | The Vanguard Group, Inc. | BUY | 7.77 | Ordinary | 432 | 432 |
| | The Vanguard Group, Inc. | BUY | 7.79 | Ordinary | 373 | 373 |
| | The Vanguard Group, Inc. | BUY | 7.79 | Ordinary | 7,253 | 7,253 |
| 16-May-2019 | The Vanguard Group, Inc. | BUY | 7.90 | Ordinary | 85,644 | 85,644 |
| 18-Jan-2019 | Vanguard Investments Australia Ltd. | BUY | 9.24 | Ordinary | 5,903 | 5,903 |
| | Vanguard Investments Australia Ltd. | SELL | 9.26 | Ordinary | (3,624) | (3,624) |
| | Vanguard Investments Australia Ltd. | BUY | 7.48 | Ordinary | 17,723 | 17,723 |
| | Vanguard Investments Australia Ltd. | BUY | 7.27 | Ordinary | 2,168 | 2,168 |
| | Vanguard Investments Australia Ltd. | BUY SELL | 7.21 | Ordinary | 15,788 (37,940) | 15,788 (37,940) |
| | Vanguard Investments Australia Ltd. | SELL | | Ordinary Ordinary | (17,103) | (17,103) |
| | Vanguard Investments Australia Ltd. Vanguard Investments Australia Ltd. | BUY | 7.67 | | 36,270 | 36,270 |
| | Vanguard Investments Australia Ltd. | BUY | 7.44 | Ordinary | 5,962 | 5,962 |
| | Vanguard Investments Australia Ltd. | BUY | 8.22 | Ordinary | 16,063 | 16,063 |
| | Vanguard Investments Australia Ltd. | BUY | 8.04 | | 5,420 | 5,420 |
| | Vanguard Investments Australia Ltd. | BUY | 8.51 | Ordinary | 34,688 | 34,688 |
| 11-Mar-2019 | Vanguard Investments Australia Ltd. | SELL | 8.05 | Ordinary | (8,806) | (8,806) |
| 15-Mar-2019 | Vanguard Investments Australia Ltd. | BUY | 7.76 | Ordinary | 794 | 794 |
| | Vanguard Investments Australia Ltd. | BUY | 7.76 | · · · · · · | 15,054 | 15,054 |
| | Vanguard Investments Australia Ltd. | BUY | 7.76 | | 355 | 355 |
| | Vanguard Investments Australia Ltd. | BUY | 7.76 | | 6,725 | 6,725 |
| | Vanguard Investments Australia Ltd. | SELL | 7.76 | | (4,277) | (4,277) |
| | Vanguard Investments Australia Ltd. | BUY SELL | 7.45 8.10 | | 18,243 (35,014) | 18,243 (35,014) |
| | Vanguard Investments Australia Ltd. Vanguard Investments Australia Ltd. | BUY | 8.10 | Ordinary | 19,973 | 19,973 |
| | Vanguard Investments Australia Ltd. | BUY | 8.11 | Ordinary | 21,623 | 21,623 |
| | Vanguard Investments Australia Ltd. | BUY | 8.11 | Ordinary | 23,740 | 23,740 |
| | Vanguard Investments Australia Ltd. | BUY | 8.03 | Ordinary | 3,801 | 3,801 |
| | Vanguard Investments Australia Ltd. | BUY | 7.75 | Ordinary | 4,344 | 4,344 |
| | Vanguard Investments Australia Ltd. | SELL | 7.70 | Ordinary | (2,830) | (2,830) |
| | Vanguard Investments Australia Ltd. | BUY | 7.70 | Ordinary | 176,822 | 176,822 |
| 16-Apr-2019 | Vanguard Investments Australia Ltd. | BUY | 7.96 | Ordinary | 30,982 | 30,982 |
| | Vanguard Investments Australia Ltd. | BUY | 8.22 | Ordinary | 6,552 | 6,552 |
| | Vanguard Investments Australia Ltd. | BUY | 8.17 | Ordinary | 603 | 603 |
| | Vanguard Investments Australia Ltd. | BUY | 8.20 | Ordinary | 26,493 | 26,493 |
| 1-May-2019 | Vanguard Investments Australia Ltd. | BUY | 8.17 | Ordinary | 716 | 716 |

Annexure A

| | | Nature of | Consideration given in relation | | Number of securities | Person's votes |
|----------------|--|-----------|---------------------------------|----------|----------------------|----------------|
| Date of change | Person whose relevant interest changed | Change(6) | to change(7) | Class | affected | affected |
| 1-May-2019 | Vanguard Investments Australia Ltd. | BUY | 8.20 | Ordinary | 31,328 | 31,328 |
| 10-May-2019 | Vanguard Investments Australia Ltd. | BUY | 8.04 | Ordinary | 3,597 | 3,597 |
| 10-May-2019 | Vanguard Investments Australia Ltd. | BUY | 8.03 | Ordinary | 4,914 | 4,914 |
| 15-May-2019 | Vanguard Investments Australia Ltd. | SELL | 7.78 | Ordinary | (15,875) | (15,875) |
| 16-May-2019 | Vanguard Investments Australia Ltd. | BUY | 7.89 | Ordinary | 18,713 | 18,713 |

This is Annexure A of 3 pages referred to in Form 603, Notice of initial substantial holder.

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| | | | | | |

Name: Shawn Acker

Capacity: Compliance Manager

Date: 24/05/2019