

Pendal Group Limited  
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Australia  
ABN 28 126 385 822

**PENDAL**  
GROUP

19 March 2021

Company Announcements Office  
ASX Limited  
20 Bridge Street  
SYDNEY NSW 2000

**Pendal Group Limited : CEO Succession**

Please see attached Shareholder Update for release.

Yours sincerely



Authorising Officer

Joanne Hawkins  
Group Company Secretary  
Pendal Group Limited  
Tel: +61 2 9220 2000

# Shareholder Update

19 March 2021

## Pendal Group CEO Succession

Dear Shareholder,

I wanted to write to you personally to inform you that the Group CEO of Pendal Group, Mr Emilio Gonzalez, is stepping down after 11 years in the role, and that Mr Nicholas Good, currently CEO of the J O Hambro Capital Management (JOHCM) operations in the USA, will be his successor.

The Board sincerely thanks Mr Gonzalez for his contribution, constancy, and commitment for over a decade and recognises his significant achievements, particularly the successful acquisition of JOHCM in 2011 that transformed the company into a global asset management business. Under Mr Gonzalez's leadership the business underwent a step-change in funds under management, scale, distribution, product offerings to clients, and importantly, shareholder returns.

Our robust succession plan has enabled the Board to appoint Mr Good as the new Group CEO of Pendal Group. Mr Good is a global leader in the funds management industry with a strong track record of building and growing businesses. He is an impressive strategist and has an inspiring leadership style.

Importantly, the biggest future potential for the Group is in the USA. With Mr Good on the ground there, and with the support of the talented Global Executive Team, including the regional CEOs, Pendal Group will be well-positioned and equipped as it transforms its business to take advantage of future growth opportunities. Mr Good will remain based in Boston, USA.

Mr Gonzalez has a six-month notice period and is committed to ensuring a smooth transition.

Mr Gonzalez will leave Pendal with acknowledgement and thanks for a job very well done and our best wishes for the future.

Yours sincerely,



James Evans  
Chairman