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## Update on CEO transition and board renewal

ANZ today announced the start date for its incoming Chief Executive Officer, Nuno Matos, has been brought forward to Monday 12 May 2025.

Mr Matos will also be appointed to the boards of ANZ Group Holdings Limited and Australia and New Zealand Banking Group Limited as an Executive Director from this date.

Shayne Elliott will continue to serve as Chief Executive Officer until 11 May and will provide handover support until 30 September, as outlined in the announcement of 9 December 2024.

ANZ Group Chairman Paul O’Sullivan said: “With the leadership transition well progressed, we are pleased that Nuno has been able to secure the early fulfilment of his commitments with his previous employer and bring forward his start date.

“I would like to thank Shayne for leading an orderly handover as we enter the second half of our financial year,” Mr O’Sullivan said.

Mr Matos said: “I’m looking forward to moving to Melbourne and getting started on the next phase of ANZ’s evolution.”

Mr Matos, 57, joins from HSBC where he was most recently CEO of Wealth and Personal Banking, responsible for 87,000 employees serving approximately 40 million customers across 35 markets.

Further to the announcement on 9 December 2024, Mr Matos’ remuneration will be adjusted on a pro-rata basis to reflect his new commencement date of 12 May 2025, including an increase to his pro-rata FY2025 STVR plan award and the “top up” of Mr Matos’ FY2026 LTVR award, which will be subject to ANZ shareholder approval at the 2025 Annual General Meeting.

ANZ today also announced Jane Halton AO PSM will be finishing in her role as a Director of the ANZ Group and of other controlled entities effective today with Alison Gerry to join the ANZ Group and Bank Boards from 9 May 2025.

Ms Halton first joined the ANZ Group Board in 2016 and has chaired the Digital Business & Technology Committee, the Ethics, Environment, Social & Governance Committee and the Suncorp Bank company Board, Norfina Limited.

Mr O’Sullivan said: “After a distinguished career in the public service, Jane has made a valuable contribution to the Board and shareholders over many years. Her experience in public health was particularly beneficial as we navigated the COVID pandemic and we thank her for her service.”

Ms Gerry, who has been a director of ANZ Bank New Zealand Limited since 2019, has extensive experience in the financial services and infrastructure sectors. Her significant experience in financial services spans her career, including early roles at Macquarie Bank and HSBC, and more recently as a former director at Kiwibank Ltd and NZX Ltd. Ms Gerry is currently a director of Air New Zealand and is the Chair of Infratil Ltd and Sharesies Ltd.

Mr O’Sullivan added: “On behalf of all shareholders, I’d like to welcome Alison to the Group and Bank Boards and know that she will make a valuable contribution given her extensive financial services experience, particularly in the areas of finance, risk and trading.”

Ms Gerry has a Masters of Applied Finance from Macquarie University and a Bachelor of Management Studies from Waikato University. She is also a Fellow of INFINZ and Fellow of the Institute of Directors in New Zealand.

Ms Gerry will retire from the Board of ANZ Bank New Zealand Limited on 1 April 2025 and will stand for election at the 2025 Annual General Meeting.

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*Approved for distribution by ANZ's Group Chairman*