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Nuno Matos to succeed Shayne Elliott as ANZ CEO

The Board of ANZ Group today announced that Nuno Matos will become Chief Executive Officer on 3 July 2025, succeeding Shayne Elliott who is retiring from ANZ after nine years in the role.

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.

With more than 30 years' experience across retail, commercial and wholesale banking, Mr Matos, 57, was most recently CEO of Wealth and Personal Banking at HSBC where he was responsible for 87,000 employees serving approximately 40 million customers across 35 markets.

Mr Matos joined HSBC in 2015 from Santander where he was most recently Global Head of Consumer in its Retail and Commercial Division. At HSBC Mr Matos held senior roles including Chief Executive Officer of HSBC Bank plc and HSBC Europe, where he oversaw the transformation of its European business. He had previously also served as CEO Mexico, one of HSBC's largest markets, and Regional Head of Retail Banking in Latin America.

Mr Matos began his career as an analyst in the banking supervision department of Banco de Portugal. He has worked in many different markets including Hong Kong, the United Kingdom, the United States, Spain, France, Brazil, Mexico and Peru.

Additional Tier 1 Capital as eligible bank capital

The Australian Prudential Regulation Authority (APRA) confirmed on 9 December 2024 that it will phase out the use of Additional Tier 1 (AT1) capital instruments to simplify and improve the effectiveness of bank capital in a crisis.

As set out in the APRA announcement, under APRA's proposed approach, large, internationally active banks will be able to replace 1.5 per cent AT1 with 1.25 per cent Tier 2 and 0.25 percent Common Equity Tier 1 (CET1) capital.

APRA will continue to consult industry on consequential amendments to the prudential framework. APRA intends to finalize changes to prudential standards before the end of 2025, with the updated framework to come into effect from 1 January 2027.

Correction to amount of ANZ Bank New Zealand's contingent capital instruments

In "Section 2: Information on the Group – Supervision and Regulation – New Zealand – New Zealand Regulatory Developments – Bank capital adequacy requirements" the reference to "NZ\$1,938" is deleted and replaced with "NZ\$938" in the following sentence: "As at 30 September 2024, ANZ Bank New Zealand had one NZ\$1,938 million AT1 instrument that will progressively lose eligible regulatory capital treatment over the transition period to July 2028."