News Release

For Release: 9 November 2026

ANZ Non-Executive Director Fee Sacrifice Plan

ANZ Group Holdings Limited (**ANZ**) (ASX: ANZ) advises that its Board has approved the introduction of a Non-Executive Director Fee Sacrifice Plan (**NED Plan**) under which non-executive directors (**NEDs**) have the opportunity to acquire ANZ ordinary shares by sacrificing their pre-tax director fees.

The key terms of the NED Plan are:

Objective	To further align the interests of the NEDs who participate in the NED Plan (each a **Participant**) with those of shareholders.
Plan year	In FY2027, the NED Plan will run from 1 January 2027 to 30 September 2027. From FY2028, the NED Plan will run from 1 October to the following 30 September, in line with ANZ's financial year.
Participation amount	Participation is voluntary. A Participant may sacrifice up to 100% of their pre-tax base director fees (excluding Committee fees) in return for share rights to acquire fully paid ordinary ANZ shares.
Grant of share rights	In FY2027, the share rights will be granted to each Participant in December (subject to the Trading in ANZ Securities Policy). From FY2028, the share rights will be granted to each Participant shortly after the release of the ANZ full year results (subject to the Trading in ANZ Securities Policy). The number of share rights granted will be equal to the fees sacrificed divided by the arithmetic average of the daily volume weighted average price of ANZ shares traded on the ASX over the 5 trading day period ending on the grant date of the share rights.
Vesting of share rights	The share rights are expected to vest 6 monthly (other than during the initial part-year period), shortly following the release of ANZ's half year and full year results (subject to the applicable fee deductions having been made and the Trading in ANZ Securities Policy). The Participants will be allocated one restricted share for each share right that vests.
Restriction period	Each Participant must nominate a restriction period between one and 15 years from the anniversary of the share rights grant date. The Participant will not be able to deal with restricted shares allocated under the NED Plan until the end of the nominated restriction period (unless the Board determines otherwise and subject to the Trading in ANZ Securities Policy).

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Retirement as a NED	If a Participant ceases to be a director before vesting of the share rights, the Participant's share rights will lapse, and the Participant will be paid their director fees (unless the Board determines otherwise).

Dates are subject to change.

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Approved for distribution by ANZ's Continuous Disclosure Committee