



Announcement Summary

Entity name

ANZ GROUP HOLDINGS LIMITED

Date of this announcement

Tuesday December 23, 2025

The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
ANZAA	OPTIONS/RIGHTS	1,718,365	18/12/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

ANZ GROUP HOLDINGS LIMITED

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

1.2 Registered number type

ABN

Registration number

16659510791

1.3 ASX issuer code

ANZ

1.4 The announcement is

New announcement

1.5 Date of this announcement

23/12/2025



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:

has an existing ASX security code ("existing class")



Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

ASX +security code and description

ANZAA : OPTIONS/RIGHTS

Date the +securities the subject of this notification were issued

18/12/2025

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
Elisa Clements	Elisa Clements	39,812
Farhan Faruqui	Farhan Faruqui	54,664
Clare Morgan	Clare Morgan	35,220
Mark Whelan	Mark Whelan	30,624
Antonia Watson	Antonia Watson	50,202
Stephen White	Stephen White	61,250
Pedro Rodeia	Pedro Rodeia	53,082

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

Refer to ANZ's 2025 Annual Report (pages 199 - 204) for details of the terms of ANZ's employee incentive schemes: <https://www.anz.com/content/dam/anzcom/shareholder/2025-annual-report/anz-2025-annual-report.pdf>.

The unquoted options/rights (ANZAA) have a grant date of 18/12/2025. 91,803 are 4 year Performance Rights and 91,803 are 5 year Performance Rights, all with vesting subject to the satisfaction of performance conditions. The remaining 1,534,759 are Deferred Share Rights and Restricted Rights which have been granted in tranches with different vesting periods and, in certain circumstances, retention periods.

Any other information the entity wishes to provide about the +securities the subject of this notification

Regarding Part 4.2, at 22/12/2025, the number of unquoted options/rights (ANZAA) was 5,955,957 with the discrepancy attributable to timing requirements for lodgement of certain ASX forms.



Issue details

Number of +securities

1,718,365

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Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)

ASX +security code and description	Total number of +securities on issue
ANZ : ORDINARY FULLY PAID	3,014,198,826

4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)

ASX +security code and description	Total number of +securities on issue
ANZAA : OPTIONS/RIGHTS	3,684,252



Part 5 - Other Listing Rule requirements

5.1 Were the +securities issued under an exception in Listing Rule 7.2 and therefore the issue did not need any security holder approval under Listing Rule 7.1?

No

5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?

No

5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

Yes

5.2b.1 How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

1,718,365

5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?

No