ANZ-Indeed Australian Job Ads

12 January 2026

This is not personal advice. It does not consider your financial situation or goals. Please refer to the Important Notice.

Contributors

Aaron Luk
Economist
Aaron.Luk@anz.com

Adelaide Timbrell
Senior Economist
Adelaide.Timbrell@anz.com

Media & distribution
ANZ Media Relations
mediarel@anz.com

Contact
research@anz.com

Bloomberg <DS ANZ>

Next release:
January 2026 data

Expected release date:
Monday 2 February 2026

Small decline

ANZ-Indeed Australian Job Ads fell 0.5% m/m in December following a downwardly revised 1.5% m/m decline in November. The trend series fell 0.9% m/m, after a 1.3% m/m fall in November.

ANZ-Indeed Job Ads (seasonally adjusted)		
% m/m	% y/y	% vs 2010–19 average
-0.5	-7.4	+6.2

See page 4 for technical details

ANZ Economist, Aaron Luk, commented:

ANZ-Indeed Australian Job Ads edged down 0.5% m/m in December, marking the smallest monthly decline of the last six months. Job ads trended lower through the second half of 2025 and were down 7.8% in the six months to December.

The unemployment rate held steady at 4.3% in November, though the underlying data were softer. Full-time employment fell 56.5k, and hours worked was flat. The detailed labour force release also showed subdued employment growth across the non-market sector in the three months to November, while the hours-based underutilisation rate (a broader measure of spare capacity) picked up slightly.

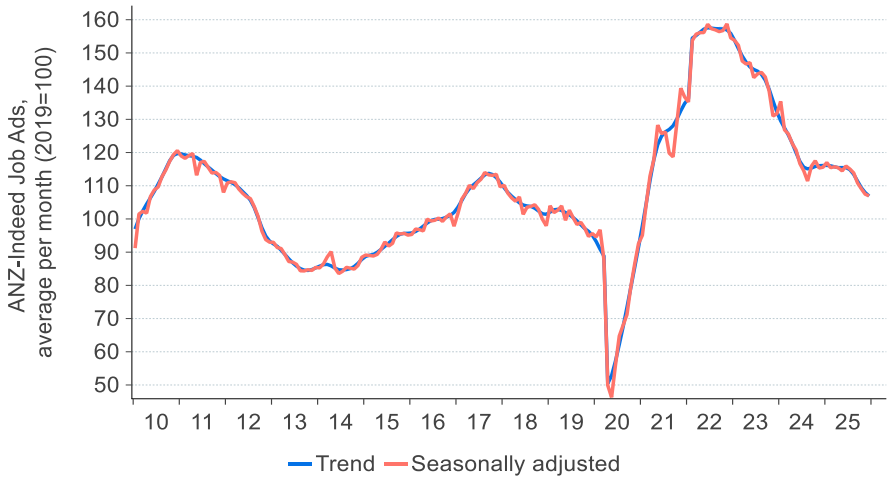
With the unemployment rate printing at 4.3% in both October and November, the Q4 quarterly average will likely come in a little below the RBA's forecast in November's Statement on Monetary Policy of 4.4%. The minutes of the RBA's December meeting noted that Board members "were presented with some refinements to how labour market indicators were being incorporated into the staff's assessment of conditions relative to full employment", with the new analysis supporting the staff's assessment that conditions remained a little tight.

Indeed Senior Economist, Callam Pickering, commented:

Job Ads in New South Wales underperformed in December offsetting gains in Victoria and Western Australia. Job Ads were broadly unchanged in Queensland and South Australia. Over the past year, the fall in Job Ads was concentrated in Queensland and Victoria.

Seasonal hiring wound down throughout December, with retail, sales and food preparation opportunities declining significantly. Hiring in a small number of occupations, led by logistics, beauty & wellness, engineering and physicians & surgeons, rose in December.

ANZ-Indeed Australian Job Ads fell 0.5% m/m in December



Source: ANZ-Indeed Australian Job Ads, Macrobond

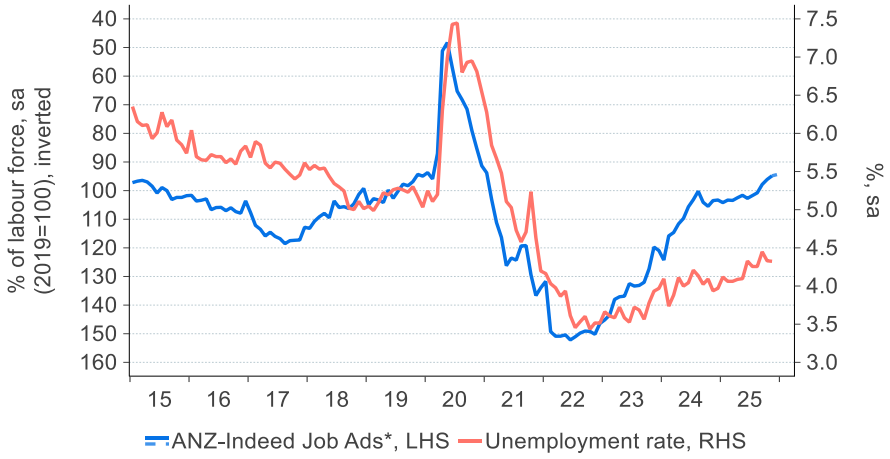
ANZ-Indeed Australian Job Ads, monthly average, index: 2019 = 100

	Original	Seasonally adjusted			Trend		
			Per cent change			Per cent change	
Date	Index	Index	Month	Year	Index	Month	Year
2014	86.1	86.1		-1.5	85.7		-1.9
2015	92.2	92.2		7.1	92.3		7.7
2016	98.6	98.7		7.0	99.0		7.3
2017	110.1	110.1		11.6	110.3		11.3
2018	104.2	104.2		-5.4	104.6		-5.1
2019	100.0	100.0		-4.0	100.0		-4.4
2020	74.5	74.5		-25.5	74.4		-25.6
2021	121.1	121.2		62.7	121.5		63.3
2022	154.6	154.7		27.6	154.9		27.5
2023	143.4	143.5		-7.2	144.1		-7.0
2024	119.7	119.9		-16.5	119.7		-16.9
Jan 2021	81.0	95.1	2.7	0.5	97.9	7.0	5.0
Feb 2021	104.8	104.3	9.8	7.9	104.6	6.9	15.1
Mar 2021	115.1	113.0	8.3	28.7	111.6	6.7	25.7
Apr 2021	115.6	117.9	4.4	136.3	117.9	5.6	133.7
May 2021	125.1	128.3	8.8	177.2	122.4	3.8	131.8
Jun 2021	125.0	125.7	-2.0	124.8	124.9	2.1	118.8
Jul 2021	125.9	126.2	0.5	95.0	126.3	1.1	102.9
Aug 2021	122.4	119.8	-5.1	76.2	127.0	0.6	87.9
Sep 2021	124.3	118.7	-0.9	66.7	128.1	0.9	74.6
Oct 2021	134.2	129.1	8.8	62.2	130.1	1.6	64.0
Nov 2021	147.2	139.4	8.0	61.4	132.6	1.9	55.4
Dec 2021	132.3	136.8	-1.9	47.7	134.8	1.6	47.3
Jan 2022	121.8	135.2	-1.1	42.2	136.3	1.1	39.3
Feb 2022	154.2	153.7	13.7	47.3	154.5	13.3	47.7
Mar 2022	157.9	155.7	1.3	37.8	155.2	0.5	39.1
Apr 2022	152.8	156.1	0.3	32.4	156.2	0.6	32.5
May 2022	153.1	156.1	0.0	21.7	157.2	0.6	28.4
Jun 2022	158.0	158.6	1.6	26.2	157.6	0.3	26.1
Jul 2022	155.7	157.3	-0.9	24.6	157.5	-0.1	24.7
Aug 2022	159.9	156.9	-0.2	31.0	157.3	-0.1	23.9
Sep 2022	162.4	156.4	-0.3	31.8	157.3	0.0	22.8
Oct 2022	162.1	156.7	0.2	21.4	157.2	0.0	20.9
Nov 2022	167.3	158.8	1.3	13.9	157.0	-0.2	18.4
Dec 2022	149.6	154.5	-2.7	13.0	155.9	-0.7	15.7
Jan 2023	141.2	153.8	-0.5	13.7	153.8	-1.3	12.8
Feb 2023	152.8	152.3	-1.0	-0.9	151.3	-1.6	-2.1
Mar 2023	149.9	147.6	-3.1	-5.2	149.1	-1.5	-4.0
Apr 2023	142.4	146.7	-0.6	-6.1	147.2	-1.2	-5.8
May 2023	144.4	147.1	0.3	-5.8	145.8	-1.0	-7.2
Jun 2023	141.9	142.6	-3.1	-10.1	145.0	-0.5	-8.0
Jul 2023	141.8	143.7	0.8	-8.6	144.5	-0.4	-8.2
Aug 2023	147.5	144.2	0.3	-8.1	143.6	-0.7	-8.8
Sep 2023	148.5	142.7	-1.0	-8.7	141.8	-1.2	-9.8
Oct 2023	144.3	138.5	-3.0	-11.6	139.0	-1.9	-11.6
Nov 2023	139.8	131.0	-5.5	-17.5	135.6	-2.5	-13.6
Dec 2023	125.8	131.7	0.5	-14.8	132.3	-2.4	-15.1
Jan 2024	123.7	135.4	2.8	-11.9	129.6	-2.0	-15.7
Feb 2024	127.7	126.8	-6.3	-16.7	127.4	-1.7	-15.8
Mar 2024	126.7	125.6	-1.0	-14.9	125.3	-1.7	-15.9
Apr 2024	118.8	122.8	-2.3	-16.3	122.8	-2.0	-16.6
May 2024	118.6	120.8	-1.6	-17.9	120.0	-2.3	-17.7
Jun 2024	114.8	116.7	-3.4	-18.2	117.3	-2.2	-19.1
Jul 2024	112.6	114.5	-1.9	-20.3	115.6	-1.5	-20.0
Aug 2024	114.6	111.4	-2.7	-22.7	115.1	-0.4	-19.8
Sep 2024	121.8	115.9	4.0	-18.8	115.3	0.2	-18.7
Oct 2024	124.0	117.5	1.4	-15.2	115.8	0.4	-16.7
Nov 2024	123.6	115.3	-1.9	-11.9	116.0	0.2	-14.4
Dec 2024	109.8	115.6	0.2	-12.2	116.1	0.0	-12.2
Jan 2025	106.4	117.0	1.2	-13.6	116.1	0.0	-10.4
Feb 2025	116.4	115.4	-1.3	-9.0	116.0	-0.1	-8.9
Mar 2025	116.9	115.7	0.2	-7.9	115.7	-0.2	-7.6
Apr 2025	111.5	115.4	-0.3	-6.0	115.5	-0.2	-6.0
May 2025	111.8	114.5	-0.8	-5.2	115.5	0.0	-3.8
Jun 2025	114.1	116.0	1.3	-0.6	115.5	0.0	-1.6
Jul 2025	113.3	115.0	-0.8	0.5	114.8	-0.5	-0.6
Aug 2025	116.6	113.9	-1.0	2.2	113.4	-1.2	-1.4
Sep 2025	117.3	110.9	-2.6	-4.3	111.4	-1.8	-3.4
Oct 2025	116.0	109.1	-1.6	-7.2	109.4	-1.8	-5.5
Nov 2025	115.0	107.5	-1.5	-6.8	107.9	-1.3	-7.0
Dec 2025	101.2	107.0	-0.5	-7.4	106.9	-0.9	-7.9

Source: ANZ-Indeed Australian Job Ads

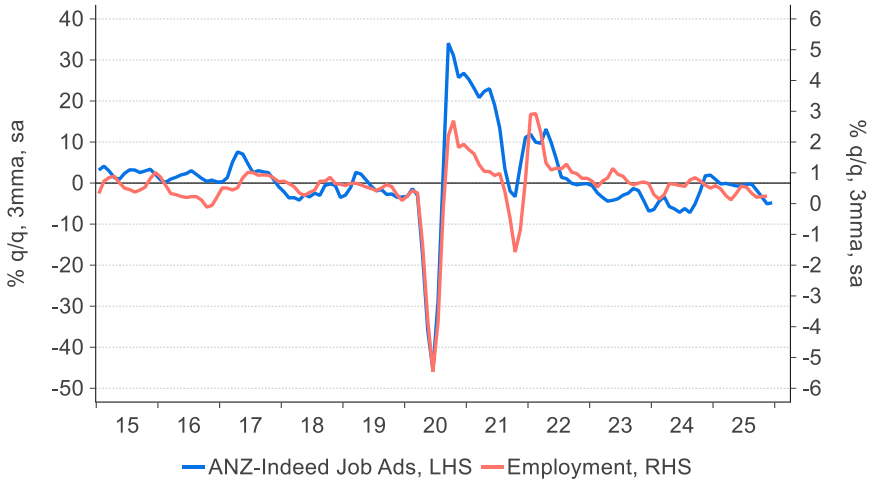
Charts

Figure 1. ANZ-Indeed Australian Job Ads and the unemployment rate



*Last observation uses previous month's labour force as a proxy.
Source: ANZ-Indeed Australian Job Ads, ABS, Macrobond

Figure 2. ANZ-Indeed Australian Job Ads and employment growth



Source: ANZ-Indeed Australian Job Ads, ABS, Macrobond

Figure 3. ANZ-Indeed Australian Job Ads per unemployed person (index)

*Last observation uses previous month's unemployment as a proxy.
Source: ANZ-Indeed Australian Job Ads, ABS, Macrobond

Appendix

Data sources

The internet series counts the average number of job ads carried by each of the sites contributing to the series on the same day of each week in the month indicated. The day (which is not necessarily the same for each site) is selected by the site operator as broadly representative of its activity levels. The data are based on information provided by the operators of the following sites:

- Indeed (au.indeed.com); 2018–ongoing
- Workforce Australia, Department of Employment and Workplace Relations (workforceaustralia.gov.au) and previous iterations; 1999-ongoing
- SEEK (seek.com.au); 1999–2022
- Newspaper job ads; 1975–2018
- Historical data going back to 1975 is published here.

Seasonal adjustment and trend

X-11 ARIMA is used for seasonal adjustment and trend estimates. New and revised original monthly data can result in revisions to the seasonal factors for historical estimates.

Important notice

Last updated: 25 June 2025

The opinions and research contained in this document are not personal financial advice. It is provided for information only, is general in nature and does not take into account your financial situation or goals. This document (in the form of text, image, video or audio) should not be forwarded, copied or distributed.

This document may be restricted by law in certain jurisdictions. Recipients must observe all relevant restrictions.

Disclaimer for all jurisdictions: This document is prepared and distributed in your country/region by Australia and New Zealand Banking Group Limited (ABN11 005 357 522) (**ANZ**), a company incorporated in Australia or (if otherwise stated), by its subsidiary or branch (herein collectively referred to as **ANZ Group**). The views expressed in it are those of ANZ Research, an independent research team of Australia and New Zealand Banking Group Limited.

This document is distributed on the basis that it is only for the information of the specified recipient or permitted user of the relevant website (**recipients**).

This document is solely for informational purposes and nothing in it is intended to be an invitation, solicitation or offer by ANZ Group to sell, or buy, receive or provide any product or service, or to participate in a particular trading strategy.

Distribution of this document to you is only as may be permissible by the laws of your jurisdiction, and is not directed to or intended for distribution or use by recipients resident or located in jurisdictions where its use or distribution would be contrary to those laws or regulations, or in jurisdictions where ANZ Group would be subject to additional licensing or registration requirements. Further, any products and services mentioned in this document may not be available in all countries.

ANZ Group in no way provides any personal financial, legal, taxation or investment advice to you in connection with any product or service discussed in this document. Before making any investment decision, recipients should seek independent financial, legal, tax and other relevant advice having regard to their particular circumstances.

Whilst care has been taken in the preparation of this document and the information contained within is believed to be accurate and made on reasonable grounds on the date it was published, ANZ Group does not represent or warrant the accuracy or completeness of the information. Further, ANZ Group does not accept any responsibility to inform you of any matter that subsequently comes to its notice which may affect the accuracy of the information in this document.

This document may contain forward looking statements or opinions including statements regarding our intent, belief or current expectations regarding economic and market conditions, financial instruments and credit markets. Words such as ‘forecast’, ‘anticipate’, ‘likely’, ’unlikely’, ‘believe’, ‘expect’, ‘may’, ‘probability’, ‘risk’, ‘will’, ‘seek’, ‘would’, ‘could’, ‘should’ and similar expressions, are intended to identify forward-looking statements or opinions. Such statements are usually predictive in character, subject to assumptions that may prove inaccurate or unknown risks and uncertainties, and should not be relied upon when making investment decisions. Past performance is not a reliable indicator of future performance. ANZ does not accept any responsibility to inform you of any revisions to these forward-looking statements to reflect events or circumstances occurring after the date of this document.

Preparation of this document and the opinions expressed in it may involve material elements of subjective judgement and analysis. Unless specifically stated otherwise: they are current on the date of this document and are subject to change without notice; and, all price information is indicative only. Any opinions expressed in this document are subject to change at any time without notice.

This document may contain climate-related statements, such as climate-related risks and opportunities, goals and ambitions, scenarios and projections. Where present, such content is subject to significant uncertainty and risk, and may ultimately prove to be incorrect, inaccurate or incomplete.

ANZ Group does not guarantee the performance of any product mentioned in this document. All investments entail a risk and may result in both profits and losses. Any products and services described in this document may not be suitable for all investors, and transacting in these products or services may be considered risky.

ANZ Group expressly disclaims any responsibility and shall not be liable for any loss, damage, claim, liability, proceedings, cost or expense (**Liability**) arising directly or indirectly and whether in tort (including negligence), contract, equity or otherwise (including infringement of any third party rights) out of or in connection with this document and your use of it to the extent permissible under relevant law. The contents of this document have not been reviewed by any regulatory body or authority in any jurisdiction.

ANZ Group may have an interest in the subject matter of this document. They may receive fees from customers for dealing in any products or services described in this document, and their staff and introducers of business may share in such fees or remuneration that may be influenced by total sales, at all times received and/or apportioned in accordance with local regulatory requirements. Further, they or their customers may have or have had interests or long or short positions in any products or services described in this document, and may at any time make purchases and/or sales in them as principal or agent, as well as act (or have acted) as a market maker in such products. This document is published in accordance with ANZ Group’s policies on conflicts of interest and ANZ Group maintains appropriate information barriers to control the flow of information between businesses within the group.

Your ANZ Group point of contact can assist with any questions about this document including for further information on these disclosures of interest.

Australia. ANZ holds an Australian Financial Services licence no. 234527. For a copy of ANZ's Financial Services Guide please click here or request from your ANZ point of contact.

Brazil. This document is distributed on a cross border basis and only following request by the recipient. No securities are being offered or sold in Brazil under this document, and no securities have been and will not be registered with the Securities Commission - CVM.

Brunei, Japan, Kuwait, Malaysia, Switzerland, Taiwan. This document is distributed in each of these jurisdictions by ANZ on a cross-border basis.

Cambodia. The information contained in this document is confidential and is provided solely for your use upon your request. This does not constitute or form part of an offer or solicitation of any offer to engage services, nor should it or any part of it form the basis of, or be relied in any connection with, any contract or commitment whatsoever. ANZ does not have a licence to undertake banking operations or securities business or similar business, in Cambodia. By requesting financial services from ANZ, you agree, represent and warrant that you are engaging our services wholly outside of Cambodia and subject to the laws of the contract governing the terms of our engagement.

Canada. This document is provided for general information purposes only. It is intended solely for use by institutional or otherwise sophisticated clients and prospective clients, and is not intended for retail investors or the general public. It is not tailored to the needs and circumstances of any recipient, nor is it intended as an offer or solicitation to purchase or sell any security or financial instrument or to employ any specific investment strategy. If you are not an institutional client, prospective institutional client, or a permitted client (as defined under Canadian securities law), you should not rely on or act upon the information contained herein.

Chile. You understand and agree that ANZ is not regulated by Chilean Authorities and that the provision of this document is not subject to any Chilean supervision and is not guaranteed by any regulatory or governmental agency in Chile.

Fiji. For Fiji regulatory purposes, this document and any views and recommendations are not to be deemed as investment advice. Fiji investors must seek licensed professional advice should they wish to make any investment in relation to this document.

Hong Kong. This document is issued or distributed in Hong Kong by the Hong Kong branch of ANZ, which is registered at the Hong Kong Monetary Authority to conduct Type 1 (dealing in securities), Type 4 (advising on securities) and Type 6 (advising on corporate finance) regulated activities. The contents of this document have not been reviewed by any regulatory authority in Hong Kong. If you are in any doubt about any of the contents of this document, you should obtain independent professional advice.

India. If this document is received in India, only you (the specified recipient) may print it provided that before doing so, you specify on it your name and place of printing.

Israel. ANZ is not a holder of a licence granted in Israel pursuant to the Regulation of Investment Advising, Investment Marketing and Portfolio Management Law, 1995 ("Investment Advice Law") and does not hold the insurance coverage required of a licensee pursuant to the Investment Advice Law. This publication has been prepared exclusively for Qualified Clients as such term is defined in the First Schedule to the Investment Advice Law. As a prerequisite to the receipt of a copy of this publication a recipient will be required to provide confirmation and evidence that it is a Qualified Client. Nothing in this publication should be considered Investment Advice or Investment Marketing as defined in the Investment Advice Law. Recipients are encouraged to seek competent investment advice from a locally licensed investment adviser prior to making any investment.

Macau. Click here to read the disclaimer for all jurisdictions in Mandarin. 澳门. 点击此处阅读所有司法管辖区的免责声明的中文版。

Myanmar. This document is intended to be general and part of ANZ's customer service and marketing activities when implementing its functions as a licensed bank. This document is not Securities Investment Advice (as that term is defined in the Myanmar Securities Transaction Law 2013).

New Zealand. This document is provided by ANZ on the basis that you are a 'wholesale client' for the purpose of the Financial Markets Conduct Act 2013 (NZ). We recommend you seek advice about your financial situation and goals before acquiring or disposing of (or not acquiring or disposing of) a financial product.

Oman. ANZ neither has a registered business presence nor a representative office in Oman and does not undertake banking business or provide financial services in Oman. Consequently, ANZ is not regulated by either the Central Bank of Oman (**CBO**) or Oman's Capital Market Authority (**CMA**). The information contained in this document is for discussion purposes only and neither constitutes an offer of securities in Oman as contemplated by the Commercial Companies Law of Oman (Royal Decree 4/74) or the Capital Market Law of Oman (Royal Decree 80/98), nor does it constitute an offer to sell, or the solicitation of any offer to buy non-Omani securities in Oman as contemplated by Article 139 of the Executive Regulations to the Capital Market Law (issued vide CMA Decision 1/2009). ANZ does not solicit business in Oman and the only circumstances in which ANZ sends information or material describing financial products or financial services to recipients in Oman, is where such information or material has been requested from ANZ and the recipient understands, acknowledges and agrees that this document has not been approved by the CBO, the CMA or any other regulatory body or authority in Oman. ANZ does not market, offer, sell or distribute any financial or investment products or services in Oman and no subscription to any securities, products or financial services may or will be consummated within Oman. Nothing contained in this document is intended to constitute Omani investment, legal, tax, accounting or other professional advice.

People's Republic of China (PRC). This document may be distributed by either ANZ or Australia and New Zealand Bank (China) Company Limited (**ANZ China**). Recipients must comply with all applicable laws and regulations of PRC, including any prohibitions on speculative transactions and CNY/CNH arbitrage trading. If this document is distributed by ANZ or an Affiliate (other than ANZ China), the following statement and the text below is applicable: No action has been taken by ANZ or any affiliate which would permit a public offering of any products or services of such an entity or distribution or re-distribution of this document in the PRC. So, the products and services of such entities are not being offered or sold within the PRC by means of this document or any other document. This document may not be distributed, re-distributed or published in the PRC, except under circumstances that will result in compliance with any applicable laws and regulations. If and when the material accompanying this document relates to the products and/or services of ANZ China, the following statement and the text below is applicable: This document is distributed by ANZ China in the Mainland of the PRC.

Peru. The information contained in this document has not been, and will not be, registered with or approved by the Peruvian Superintendency of the Securities Market (Superintendencia del Mercado de Valores, **SMV**) or the Lima Stock Exchange (Bolsa de Valores de Lima, **BVL**) or under the Peruvian Securities Market Law (Legislative Decree 6 861), and will not be subject to Peruvian laws applicable to public offerings in Peru. To the extent this information refers to any securities or interests, it should be noted the securities or interests may not be offered or sold in Peru, except if (i) such securities or interests were previously registered with the Peruvian Superintendency of the Securities Market, or (ii) such offering is considered a private offering in Peru under the securities laws and regulation of Peru.

Qatar. This document has not been, and will not be:

- lodged or registered with, or reviewed or approved by, the Qatar Central Bank (**QCB**), the Qatar Financial Centre (**QFC**) Authority, QFC Regulatory Authority or any other authority in the State of Qatar (**Qatar**); or
- authorised or licensed for distribution in Qatar, and the information contained in this document does not, and is not intended to, constitute a public offer or other invitation in respect of securities in Qatar or the QFC.

The financial products or services described in this document have not been, and will not be:

- registered with the QCB, QFC Authority, QFC Regulatory Authority or any other governmental authority in Qatar; or
- authorised or licensed for offering, marketing, issue or sale, directly or indirectly, in Qatar.

Accordingly, the financial products or services described in this document are not being, and will not be, offered, issued or sold in Qatar, and this document is not being, and will not be, distributed in Qatar. The offering, marketing, issue and sale of the financial products or services described in this document and distribution of this document is being made in, and is subject to the laws, regulations and rules of, jurisdictions outside of Qatar and the QFC. Recipients of this document must abide by this restriction and not distribute this document in breach of this restriction. This document is being sent/issued to a limited number of institutional and/or sophisticated investors (i) upon their request and confirmation that they understand the statements above; and (ii) on the condition that it will not be provided to any person other than the original recipient, and is not for general circulation and may not be reproduced or used for any other purpose.

Singapore. To the extent that this document contains any statements of opinion and/or recommendations related to an investment product or class of investment product (as defined in the Financial Advisers Act 2001), this document is distributed in Singapore by ANZ solely for the information of "accredited investors", "expert investors" or (as the case may be) "institutional investors" (each term as defined in the Securities and Futures Act 2001 of Singapore). ANZ is licensed in Singapore under the Banking Act 1970 of Singapore and is exempted from holding a financial adviser's licence under Section 23(1)(a) of the Financial Advisers Act 2001 of Singapore. In respect of any matters arising from, or in connection with, the distribution of this document in Singapore, please speak to your usual ANZ contact in Singapore.

United Arab Emirates (UAE). This document is distributed in the UAE or the Dubai International Financial Centre (**DIFC**) (as applicable) by ANZ. This document does not, and is not intended to constitute: (a) an offer of securities anywhere in the UAE; (b) the carrying on or engagement in banking, financial and/or investment consultation business in the UAE under the rules and regulations made by the Central Bank of the UAE, the Emirates Securities and Commodities Authority or the UAE Ministry of Economy; (c) an offer of securities within the meaning of the Dubai International Financial Centre Markets Law (**DIFCML**) No. 12 of 2004; and (d) a financial promotion, as defined under the DIFCML No. 1 of 200. ANZ DIFC Branch is regulated by the Dubai Financial Services Authority (**DFSA**). The financial products or services described in this document are only available to persons who qualify as "Professional Clients" or "Market Counterparty" in accordance with the provisions of the DFSA rules.

United Kingdom. This document is distributed in the United Kingdom by Australia and New Zealand Banking Group Limited (**ANZ**) solely for the information of persons who would come within the Financial Conduct Authority (**FCA**) definition of "eligible counterparty" or "professional client". It is not intended for and must not be distributed to any person who would come within the FCA definition of "retail client". Nothing here excludes or restricts any duty or liability to a customer which ANZ may have under the UK Financial Services and Markets Act 2000 or under the regulatory system as defined in the Rules of the Prudential Regulation Authority (**PRA**) and the FCA. ANZ considers this document to constitute an Acceptable Minor Non-Monetary Benefits (**AMNMB**) under the relevant inducement rules of the FCA. ANZ is authorised in the United Kingdom by the PRA and is subject to regulation by the FCA and limited regulation by the PRA. Details about the extent of our regulation by the PRA are available from us on request.

United States. Except where this is a FX-related document, this document is distributed in the United States by ANZ Securities, Inc. (**ANZ SI**) which is a member of the Financial Regulatory Authority (**FINRA**) (www.finra.org) and registered with the SEC. ANZSI's address is 277 Park Avenue, 31st Floor, New York, NY 10172, USA (Tel: +1 212 801 9160 Fax: +1 212 801 9163). ANZSI accepts responsibility for its content. Information on any securities referred to in this document may be obtained from ANZSI upon request. This document or material is intended for institutional use only – not retail. If you are an institutional customer wishing to effect transactions in any securities referred to in this document you must contact ANZSI, not its affiliates. ANZSI is authorised as a broker-dealer only for institutional customers, not for US Persons (as "US person" is defined in Regulation S under the US Securities Act of 1933, as amended) who are individuals. If you have registered to use our website or have otherwise received this document and are a US Person who is an individual: to avoid loss, you should cease to use our website by unsubscribing or should notify the sender and you should not act on the contents of this document in any way. Non-U.S. analysts may not be associated persons of ANZSI and therefore may not be subject to FINRA Rule 2242 restrictions on communications with the subject company, public appearances and trading securities held by the analysts. Where this is a FX-related document, it is distributed in the United States by ANZ's New York Branch, which is also located at 277 Park Avenue, 31st Floor, New York, NY 10172, USA (Tel: +1 212 801 916 0 Fax: +1 212 801 9163).

Vietnam. This document is distributed in Vietnam by ANZ or ANZ Bank (Vietnam) Limited, a subsidiary of ANZ.