



Media Release

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ANZ announces leadership team for Asia Pacific, Europe and America

ANZ today announced the leadership team for its Asia Pacific, Europe and America Division reporting to CEO Asia Pacific, Europe and America Alex Thursby after reaching agreement with the Royal Bank of Scotland (RBS) Group plc this month to acquire selected RBS businesses in Asia.

Commenting on the appointments, Mr Thursby said: "We are appointing several experienced Asian bankers from RBS along with additional talented ANZ leaders to create the leadership team that will take our business through the next phase of growth in Asia Pacific.

"The acquisition of these RBS businesses is a further stepping stone in our super regional strategy and it is pleasing to create a leadership team of this calibre which harnesses senior talent from both organisations."

- **Deputy CEO Asia Pacific, Europe and America** - Alistair Bulloch, who is currently ANZ's CEO North East Asia, has been appointed Deputy CEO Asia Pacific, Europe and America. In this Hong Kong-based role, Mr Bulloch will take a leading role in building and managing relationships with government, regulators, partners and clients. This appointment will be effective from early 2010.
- **Head of Integration** – Craig Sims, who is currently CEO Pacific, has been appointed Head of Integration for the RBS acquisition, based in Singapore. Integration plans for the six markets are well advanced to ensure a smooth transition once regulatory approvals are obtained in each market.
- **CEO North East Asia, Europe and America** - Gilles Plante, who is currently Managing Director Global Markets for ANZ, has been appointed CEO North East Asia, Europe and America, based in Hong Kong. Mr Bulloch will continue to act in the role until Mr Plante commences in Hong Kong in early 2010. This will enable the Institutional business to achieve a smooth transition to a new Managing Director Global Markets.
- **CEO Pacific** - Michael Rowland has been appointed to the role of CEO Pacific, based in Melbourne. Mr Rowland is currently Chief Financial Officer and General Manager Strategy & Marketing in ANZ's Institutional Division, and was previously Managing Director Mortgages for ANZ. He will commence in the Pacific role in mid-November and in the meantime Craig Sims will continue to serve as CEO Pacific in addition to his role as Head of Integration. A replacement for Mr Rowland will be announced in due course.
- **Managing Director Retail Banking and Wealth Products** - Wendy Lim has been appointed Managing Director Retail Banking and Wealth Products, Asia Pacific. Ms Lim joins ANZ from Royal Bank of Scotland where she is currently Head of Retail Banking for Greater China and South East Asia. She has more than 18 years of consumer marketing and business experience in Asia. Ms Lim's start date with ANZ will be confirmed in coming months as the acquisition is completed in key markets.

- **General Manager Operations, Asia Pacific, Europe and America (APE&A)** - Jos Dijsselhof has been appointed General Manager Operations for Asia Pacific, Europe and America, based in Singapore. Mr Dijsselhof is currently Head of Group Operations for RBS and has held a number of senior operations leadership roles in Asia and the Netherlands after joining RBS (formerly ABN Amro) in 1993. ANZ's former GM Operations APE&A Ross Foden has been appointed Chief Operations Officer for ANZ's strategic partner in Malaysia, AmBank, commencing 1 September 2009. Mr Dijsselhof's start date with ANZ will be confirmed in coming months as the acquisition is completed in key markets.

Other key leadership appointments are:

- **Managing Director Commercial** - Sandeep Ghosh will join ANZ as Managing Director Commercial Asia Pacific, based in Hong Kong, to build this segment for ANZ upon the foundation provided by the RBS businesses being acquired. Mr Ghosh is currently Executive Vice President and Head of Commercial Banking Asia with RBS. He will be based in Hong Kong and report to Mark Whelan. Mr Whelan immediately adds the Commercial segment to his business as Managing Director, Institutional and Commercial, Asia Pacific, Europe and America. Mr Ghosh's start date with ANZ will be confirmed in coming months as the RBS acquisition is completed in key markets.
- **CEO Indochina** – ANZ has created a new Indochina sub-region in South and South East Asia to better reflect and support the business, investment and people linkages between Vietnam, Cambodia and Laos. Thuy Dam has been appointed CEO Indochina in addition to her current role as CEO Vietnam. She will continue to report to the CEO South and South East Asia.
- **CEO Taiwan** – RBS Taiwan country head Terry King will be appointed as CEO Taiwan for ANZ post completion of the acquisition in that market. Mr King has been country head in Taiwan since 2001 and brings 29 years of experience in this key market.

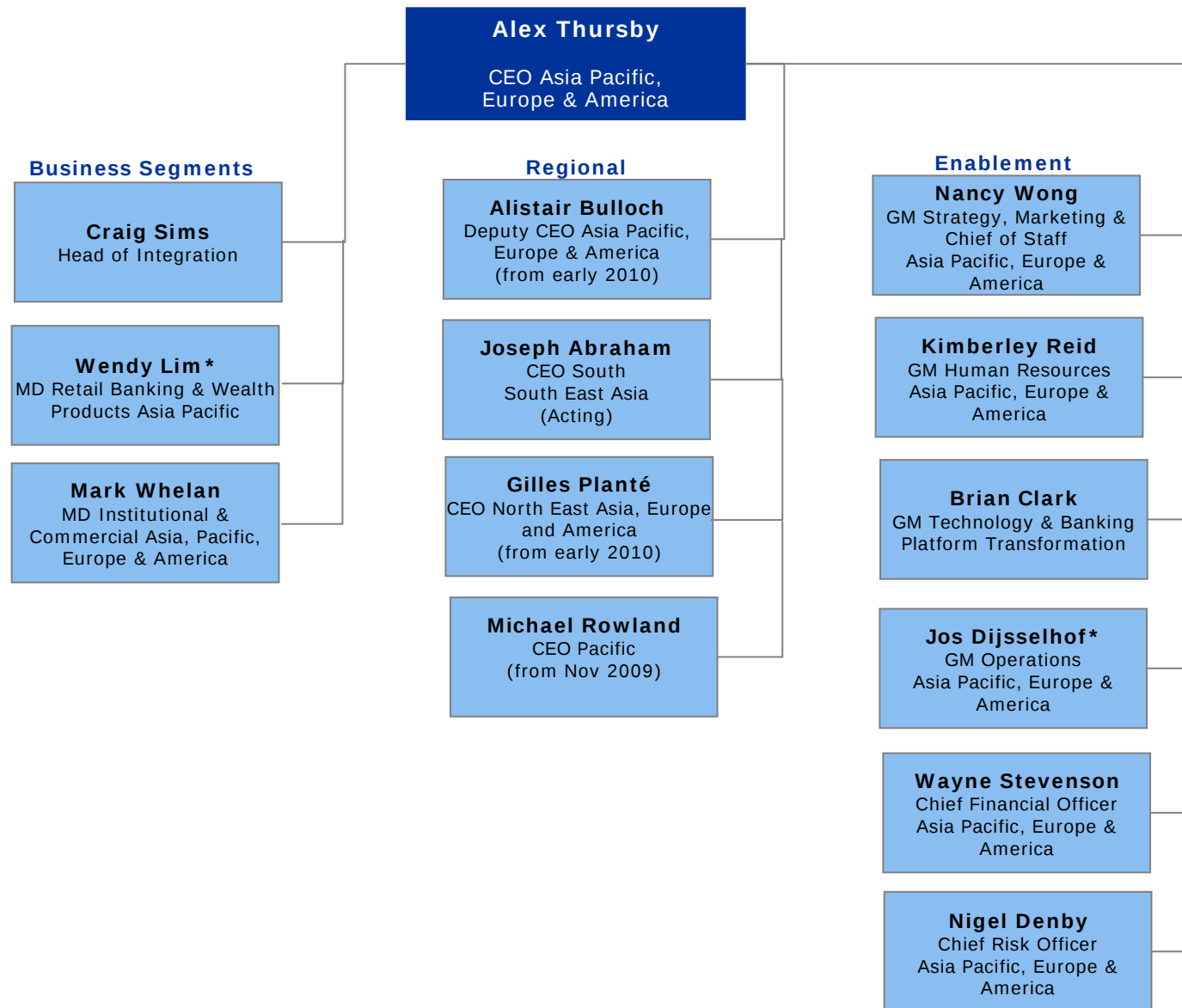
These leadership changes follow ANZ's announcement on 4 August 2009 that it had reached agreement with RBS to acquire selected RBS businesses in Asia for around US\$550 million (A\$687 million).

The acquisition includes the RBS retail, wealth and commercial businesses in Taiwan, Singapore, Indonesia and Hong Kong and the institutional businesses in Taiwan, the Philippines and Vietnam. The acquisition is subject to regulatory approvals in each market with completions anticipated progressively from late 2009. The appointments from RBS are future appointments which are subject to relevant regulatory approvals.

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ANZ Leadership team for Asia Pacific, Europe and America



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