

## News Release

For release: 27 February 2017

### **Kathryn van der Merwe to join ANZ as Group Executive Talent and Culture**

ANZ today announced the appointment of Kathryn van der Merwe as Group Executive Talent and Culture reporting to Chief Executive Officer Shayne Elliott.

Kathryn will join ANZ from Bain & Company where she has held senior leadership roles focussed on business transformation. This includes a focus on strengthening organisational culture and capability, and the development and delivery of change strategies to improve performance and facilitate sustainable growth.

Most recently she was Expert Vice President for Bain's Results Delivery Practice in the Asia Pacific region having worked for the firm for 14 years. While at Bain, Kathryn made a significant contribution through developing and leading training, staff engagement, leadership programs and recruitment, and received global recognition for her contribution to training, coaching, mentoring and leadership. Kathryn holds a PhD in Psychology from the University of New South Wales.

In her role as Group Executive Talent and Culture, Kathryn will be responsible for leading the human resources function at ANZ and will be a member of the Group Executive Committee.

ANZ Chief Executive Officer Shayne Elliott said: "Kathryn is a business and people leader who is uniquely suited to ANZ's 21<sup>st</sup> Century challenges. Lower growth, technological change, heightened customer and community expectations, and increasing competition are necessitating rapid organisational change.

"Culture, talent and the engagement of our people are the keys to unlocking ANZ's ability to rapidly adapt and to deliver a winning position in the eyes of our customers, shareholders and the community. Kathryn's leadership skills and her experience in driving organisational change make her uniquely suited to creating further momentum around the transformation we need at ANZ," he said.

Kathryn will join ANZ on 1 May 2017 and will be based in Melbourne.

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