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## ANZ NZ leadership team changes

On 1 February 2024, ANZ Bank New Zealand Limited (**ANZ NZ**) announced Michelle Russell, then General Manager Talent & Culture for ANZ NZ, would be seconded to lead and set up a new global Talent & Culture Digital Employee Experience function while a permanent candidate is recruited. Ms Russell has been permanently appointed to this role effective from 19 May 2025.

Mr Tim Horgan, who has been acting as General Manager Talent & Culture for ANZ NZ since Ms Russell's secondment, has been permanently appointed as General Manager Talent & Culture for ANZ NZ, subject to a non-objection from the Reserve Bank of New Zealand. Mr Horgan's permanent appointment will be effective from the date that the non-objection is received.

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