

Australian Ethical Investment Limited

Australian Ethical appoints CIO and extends its Ethics Research leadership

Australia's leading and largest pure-play ethical investment manager, Australian Ethical has today announced further senior additions to its leadership. Already recognised by Morningstar as one of only eight global ESG leaders, these appointments further advance Australian Ethical's position as a global role model for responsible investing.

Ludovic Theau will join the firm as Chief Investment Officer effective 3 April 2023. Ludo is the former Chief Investment Officer of the Clean Energy Finance Corporation. He has more than 30 years of investment management and investment banking experience across Europe and Australia with global organisations including Hastings, Westpac, ABN Amro, Macquarie, UBS and BNP Paribas. He has deep experience in multiple asset classes including infrastructure, structured debt, public equities, private markets and private equity/venture capital. Ludo's extensive international experience, and depth of knowledge in responsible investing is key for the next phase of growth at Australian Ethical.

Australian Ethical's Head of Asset Allocation, John Woods, has been promoted to the role of Deputy Chief Investment Officer and Head of Multi Assets. A registered CFA, John has 17 years of investment experience across asset allocation and prior to joining Australian Ethical in 2021, held senior investment roles as well as strategy and portfolio management roles at CLSA, Macquarie Group, and IBM.

Alison George will commence in the new role of Head of Impact & Ethics effective 1 May 2023. Alison will lead Australian Ethical's widely recognised and industry leading ethics research team and also be accountable for the ongoing development of the company's impact framework and delivery. This will further ensure the company achieves maximum positive impact from every dollar of invested capital and from its significant advocacy and thought leadership agenda. Alison has more than 20 years' experience across impact investing, ESG, sustainability and accounting services. She has held previous senior investment and leadership roles at Regnan, Monash Sustainability Enterprises, Essential Services Commission and EY.

Head of Ethics Research, Dr Stuart Palmer, will step into the role of Ethical Futures Lead. In this new role, Stuart will focus on bespoke dedicated areas of research and analysis relating to the ethical investing landscape.

Managing Director John McMurdo said "Australian Ethical's significant leadership and global reputation, enables it to attract and retain domestic and international talent of the highest calibre. The appointments of Ludo, John and Alison reinforce this position, and further enhance our leadership in ethical investing not only in Australia, but globally."

This announcement is authorised by Karen Hughes, Company Secretary.

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About Australian Ethical

Australian Ethical is Australia's leading ethical investment manager. Since 1986, Australian Ethical has provided investors with investment management products that align with their values and provide competitive returns. Investments are guided by the Australian Ethical Charter which shapes its ethical approach and underpins both its culture and its vision. Australian Ethical has over \$8 billion in funds under management across managed funds and superannuation.

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