Australian Ethical

ASX ANNOUNCEMENT

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Steve Gibbs to retire as Chair of Australian Ethical Investment in 2027

Australian Ethical Investment Ltd (Australian Ethical, ASX: AEF) today announced that Chair Steve Gibbs will retire from the Board by 30 June 2027, supporting an orderly Board transition as part of the company's ongoing Board renewal process. Mr Gibbs has served as Chair for fourteen years, a period of significant growth for Australian Ethical.

Mr Gibbs said: "It has been a privilege to serve as Chair of Australian Ethical through a time of great progress for the company and the sector. As Australian Ethical marks 40 years of ethical investment leadership, I am deeply proud of what the Board, management team and our people have achieved together. I have great confidence in the strength of the business, the quality of the Board and the momentum behind Australian Ethical's purpose and strategy. I look forward to supporting an orderly transition over the coming months."

On behalf of the Board, Managing Director John McMurdo said: "Steve has been a remarkable steward of Australian Ethical. Under his leadership, the company has grown from $700m in funds under management to $14.5 billion and joined the ASX300. Steve has embodied the purpose of the organisation — investing for a better world — and is widely acknowledged across the sector as a passionate and committed advocate for a more sustainable planet and better outcomes for people and animals. Steve will leave Australian Ethical next year with the deep gratitude of the Board, management, shareholders and the many stakeholders and causes he has so successfully supported and championed."

Australian Ethical has been undertaking a Board renewal process over recent years, with Brian Bissker appointed to the Board in 2025 and Karen Orvad appointed in early 2026. The company is also well advanced in the selection process to appoint two further directors in the first half of 2027. Mr Gibbs has agreed to remain as Chair until no later than 30 June 2027 to support a successful transition.

Mr Gibbs will also retire from the Australian Ethical Foundation by 30 March 2027, and from Australian Ethical Superannuation Pty Limited by 31 December 2027.

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This announcement is authorised by the AEI Board.

About Australian Ethical

Australian Ethical is one of Australia's leading ethical investment managers. Since 1986, Australian Ethical has provided investors with investment management products that align with their values and seek to deliver long-term, risk-adjusted 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 $14.5 billion in funds under management across managed funds and superannuation. Visit: www.australianethical.com.au

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