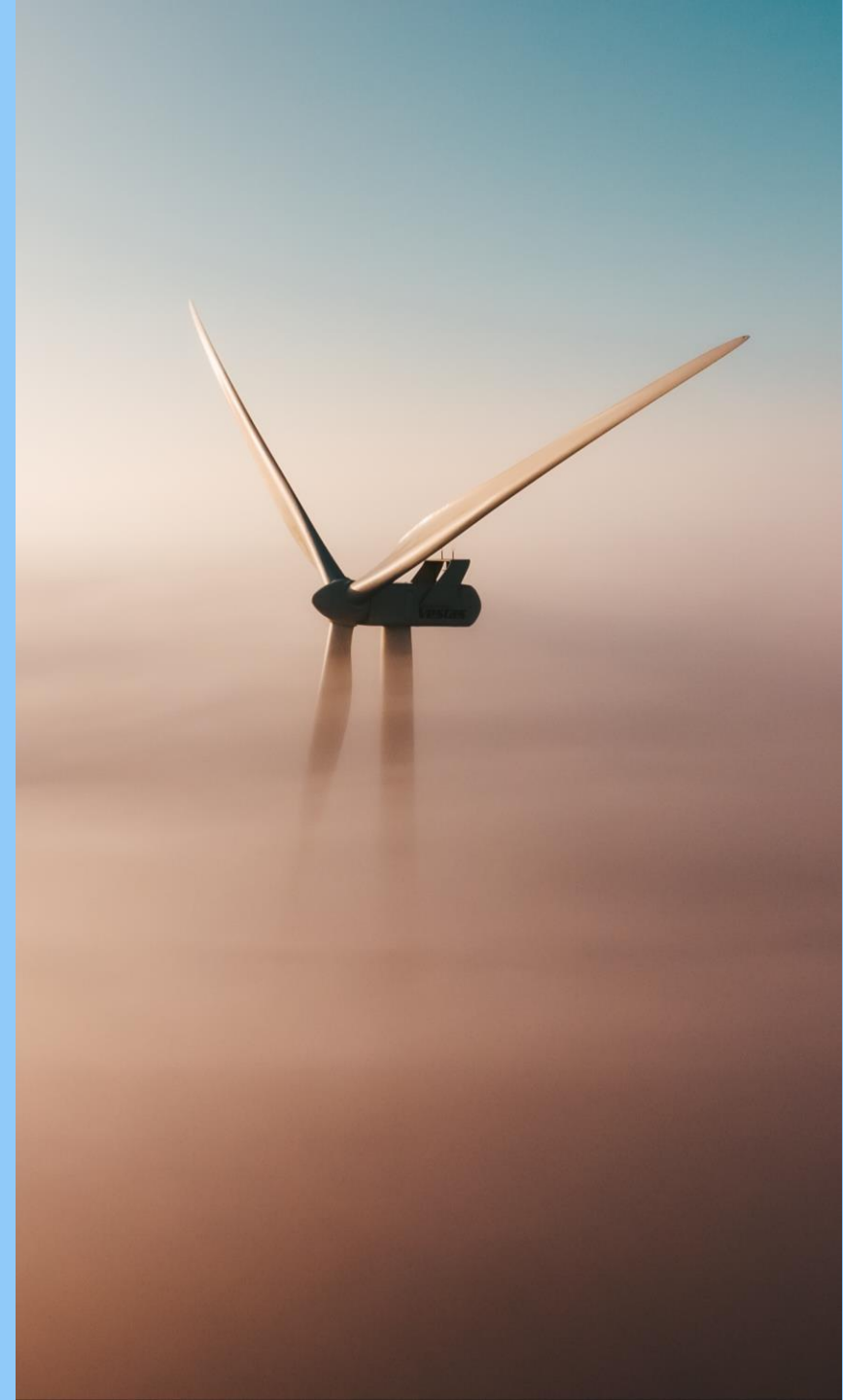


Australian
Ethical



Australian Ethical Investment Ltd FY25 Half Year Results

John McMurdo (Managing Director & CEO) and Mark Simons (CFO) | 27 February 2025



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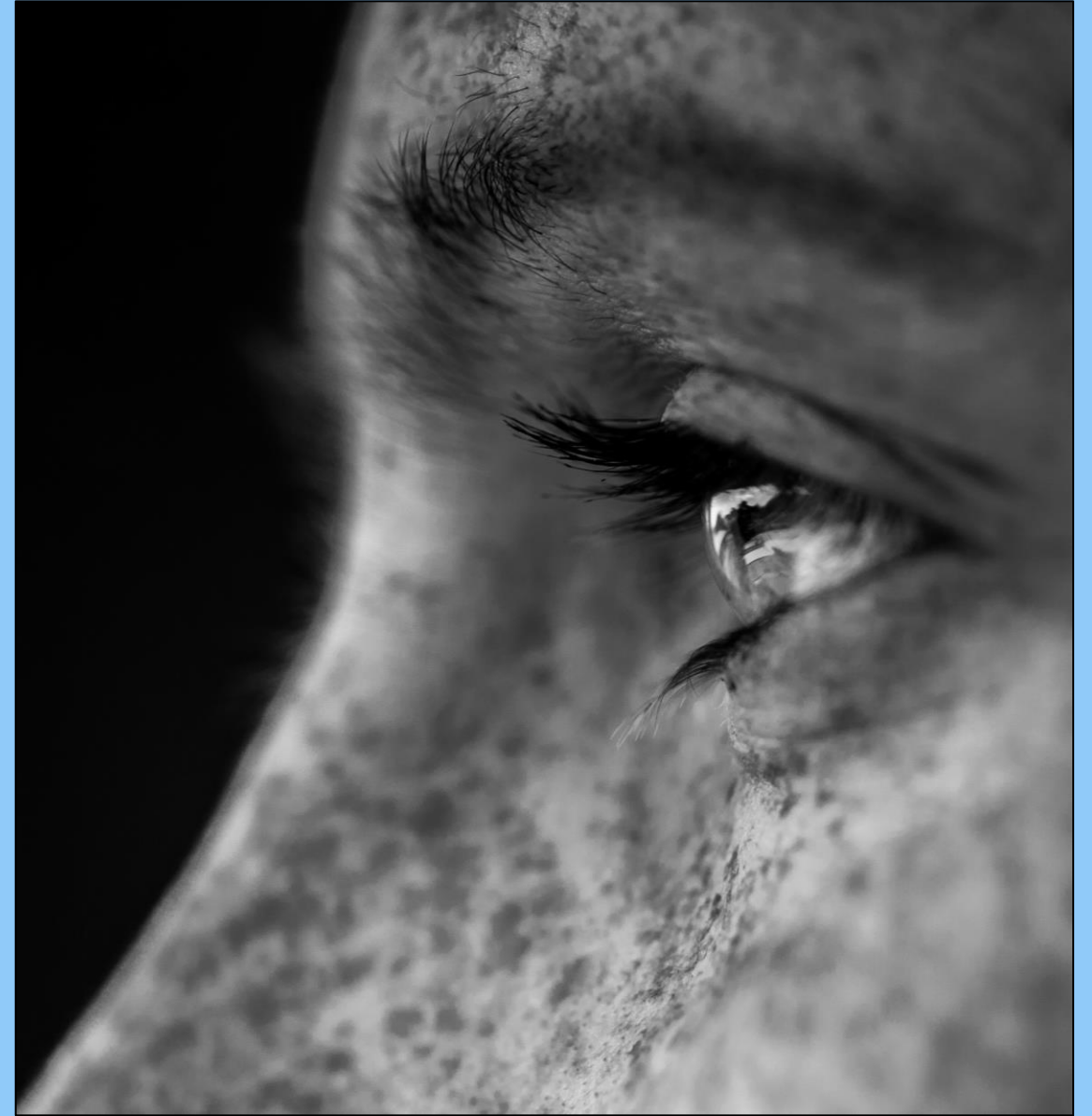
02 Financial Results

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Overview & 1H25 highlights

01



Overview

Our authenticity

We are an authentic purpose-driven investment manager, focused on investor returns and positive influence.

The opportunity

The momentum towards a lower carbon world is set to drive global demand for Australia's renewable energy*. This is an opportunity for our investors and the increasing number of people who factor ESG into their investment decision making**.

Scaling business

We continue to strengthen our business platform and scale our business to capture this growth opportunity, and be a recognised global role model for responsible investing.

Same principles

Throughout changing market conditions, we remain firmly focused on our key principles, as we have done since 1986.

* The New Energy Trade: Harnessing Australian Renewables for Global Development, November 2024. The Superpower Institute

** Australian Financial Advice Landscape 2024, Adviser Ratings.

We have been executing our growth strategy across 4 key pillars...

Purpose: Investing for a better world



1. Principled investment leadership

Deliver superior risk adjusted returns over the long term, and be a powerful influence in ethical investing



2. Advocates for a better world

Foster a coalition of co-investors in the cause for a better world. A bold voice harnessing people power, strength of community and values aligned organisations



3. Compelling client experience

Deliver a seamless, modern and engaging client experience to help support the creation of a better financial future for customers, and provide accessible and affordable investment solutions



4. Impactful business

Showcase the duality of a deeply purpose driven and commercially successful business at scale and inspire or influence organisations and society to do well and to do good



Leadership & Innovation: differentiated, purpose driven & high-performance culture

1H25 financial results demonstrating strong growth across key metrics...

- Strong revenue growth - organic and inorganic
- Improving operating leverage whilst continuing to strengthen business platform
- Record half-year UPAT: 1H25 uplift of 35% on 1H24, and 14% on 2H24

\$13.26bn

FUM at 31 Dec 24
up 27% on 30 June 24

\$0.27bn

Retail & wholesale net flows

(\$0.06bn)

Institutional net flows

\$11.5m

UPAT*
up 35%

\$9.3m

NPAT**
up 50%

\$58.8m

Revenue
up 21%

\$41.5m

Operating Expenses*
up 14%

5c

Half-year dividend
up 67%

72%

Cost to income (CTI)*
improved from 75% in 1H24

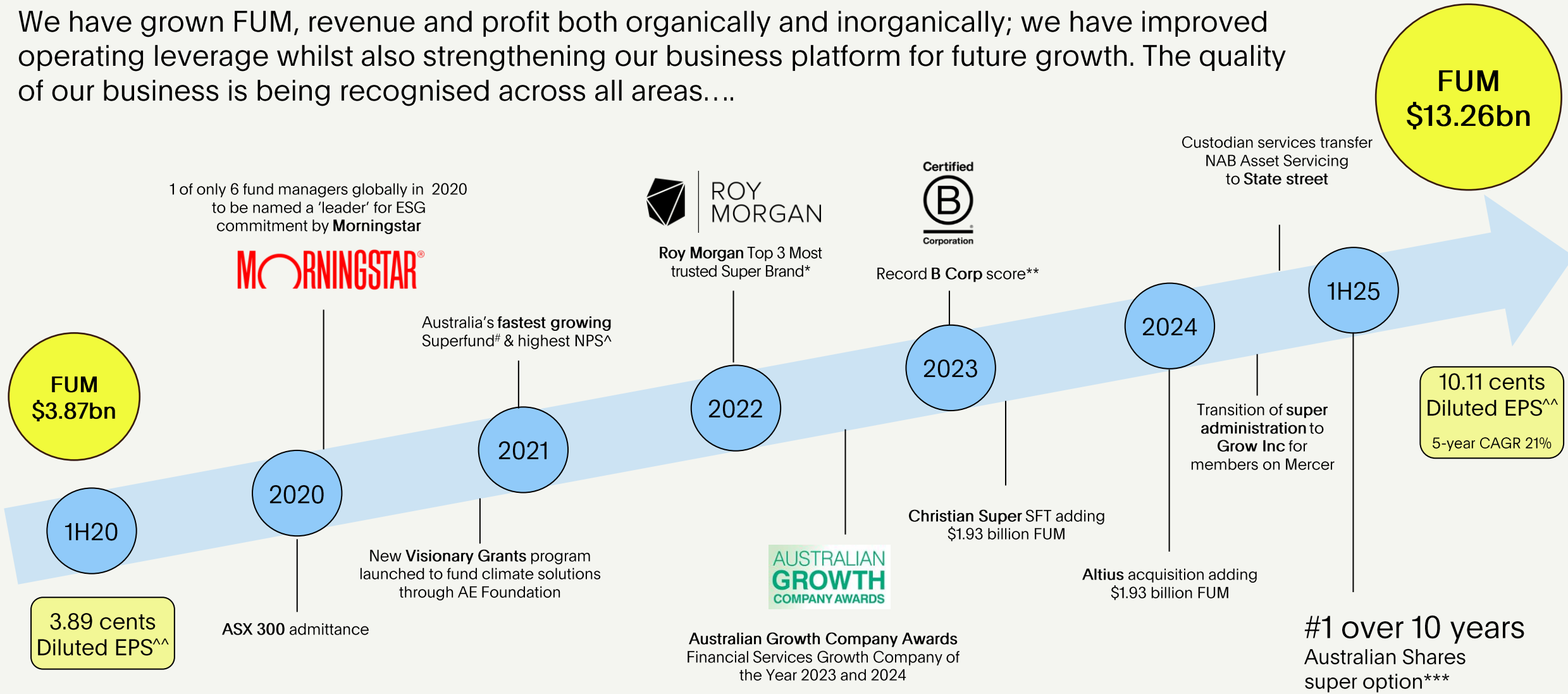
* UPAT, CTI & operating expenses exclude items adjusted for UPAT – refer to Appendix 1 for definitions

** NPAT attributable to shareholders which does not include net profit attributable to The Foundation

Note: All financial results and metrics in this pack relate to 6 months ended 31 December 2024 with comparatives relating to 6 months ending 31 December 2023 (unless otherwise stated)

Our strategy has delivered strong results....

We have grown FUM, revenue and profit both organically and inorganically; we have improved operating leverage whilst also strengthening our business platform for future growth. The quality of our business is being recognised across all areas....



Sustainability highlights – Ethical stewardship

Promoting Human Rights

- 30 of our 140 proactive[^] engagements^{^^} in FY24 related to people priorities.
- We voted in support of increased reporting of risks to human rights at Alphabet, Tesla, Microsoft, Microchip Technology Inc and Meta Platforms.
- We finalized our Modern Slavery Report, during the first half of FY25.

Paris-Aligned Lending

As part of our sustained focus on turning off the funding of fossil fuel expansion, we continued to put pressure on the banks in the first half of FY25.

- The proposal we co-filed at the Westpac AGM received 34% of the proxies lodged (up from around 21% in 2023). This result is in the top 10 for level of support for a climate proposal in the world in 2024^{^^}.
- Our co-filed proposal at the NAB AGM received a substantial 15% of proxies lodged.
- While there is more to do to turn off expansionist funding, these outcomes provide a strong message to both banks that investors want the climate expectations applied to the banks' customers to be robust.

Strategic areas of focus



Turning off finance for expansion of fossil fuels



Stopping livestock driven deforestation in Australia



Reducing building sector emissions



Seeking science-led climate policy



Advancing alternatives to animal research

[^] Our 'proactive' engagement count includes where we engaged directly with a company, government or other entity, actively contributed to collective engagements (as distinct from simply 'signing on'), used a nominal advocacy holding to support shareholder resolutions, or co-filed a resolution.

^{^^} We count one engagement where we engaged with a company on a topic or series of topics. There may be multiple activities within that engagement. For example, our engagement with Westpac is counted as one engagement which included meetings, emails and co-filing a shareholder resolution. We may count two engagements with a company if there were separate activities on entirely separate topics. For example, we had one engagement with CBA in relation to its fossil fuel exposure and a separate meeting with CBA to discuss its exposure to deforestation in Australia.

^{^^^} according to the UNPRI's resolution's database – referenced in Jan 25

And our success is underpinned by our people



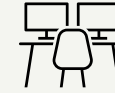
Purpose-driven, high performance culture

Attracts top talent and is led from the top



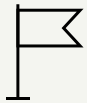
Gender diversity

50% female representation on executive leadership team, 50% on the board



Hybrid working

Work where work is best completed, embracing a combination of in-office and from-home working



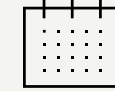
Workplace Gender Equality (WEGA) Report

2024 Report submitted. Our practices reflected in our current results



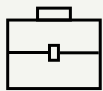
Inclusive culture

Supporting diversity across a variety of attributes, experiences, and perspectives; embracing our unique differences



Contemporary policies

Demonstrating our commitment to diversity, equity and inclusion



Investment in capability

With FTE increasing to 140* during the year



Mental health initiatives

Mental Health First aid training, encouraged use of EAP, generous wellbeing leave



Collaboration

Weekly company-wide gathering, dedicated employee engagement representatives

* Excluding fixed term contractors working on strategic projects

Financial Results

02



1H25 Financial Results

Growth strategy has delivered a strong financial result in 1H25, driven by both organic and inorganic growth

Key financials (\$'000)	1H25	1H24	Movement %
Operating Revenue	58,174	48,493	20%
Other Income	629		
Total Revenue	58,803	48,493	21%
Operating expenses	(41,504)	(36,277)	14%
Integration and transformation costs	(2,785)	(2,943)	
Due diligence and transaction costs	(855)	(289)	
Amortisation of Altius intangibles	(36)	-	
Total Expenses	(45,180)	(39,509)	14%
Profit before income tax expense	13,623	8,984	52%
Income tax expense	(4,017)	(2,668)	
Statutory net profit after tax	9,606	6,316	52%
Less: net profit attributable to The Foundation	(271)	(97)	
Net profit after tax attributable to shareholders	9,335	6,219	50%
UPAT adjustments (refer Appendix 1)	2,144	2,262	
Underlying profit after tax (UPAT) attributable to shareholders	11,479	8,481	35%
Diluted earnings per share on NPAT – attributable to shareholders	8.22 cents	5.53 cents	
Diluted earnings per share on UPAT – attributable to shareholders	10.11 cents	7.54 cents	
Dividend per share	5.0 cents	3.0 cents	67%
Cost to income ratio*	72%	75%	

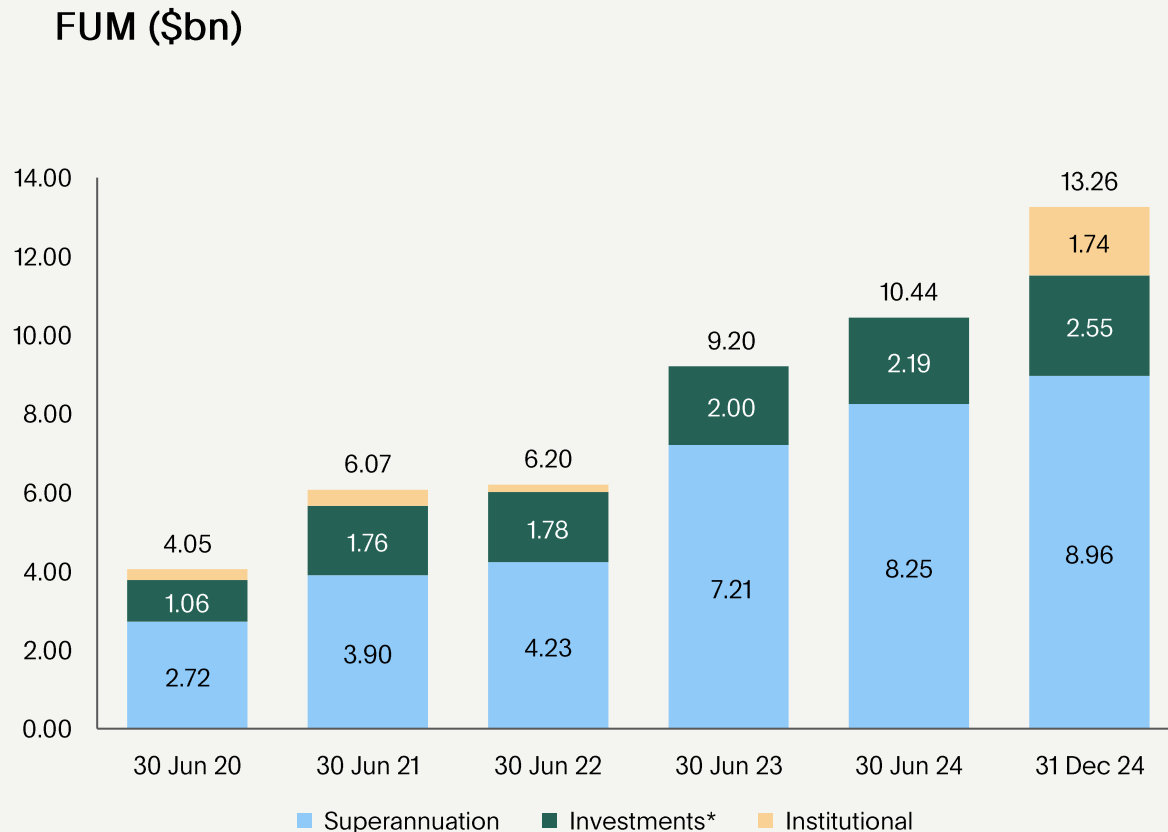
* CTI definition detailed in Appendix 1

** Customer contracts and brand

Key themes

- 1H25 revenue increase of 21% driven by increased average FUM underpinned by consistent positive net flows, the Altius Asset Management acquisition and positive investment performance
- 1H25 operating expenses increased 14% largely driven by:
 - employee expenses following capability build including the Altius team
 - higher volume-based fund-related expenses (albeit at a lower rate than revenue growth)
 - reinvestment into the Investment Management platform
 - partially offset by the timing of marketing spend which was lower in the first half
- Altius on track to deliver an annualised \$1m EBITDA contribution
- 1H25 UPAT increased 35% on 1H24, and 14% on 2H24
- 1H25 UPAT expense adjustments reflect
 - integration and transformation costs of \$2.8m reflecting Mercer super administration transition to GROW Inc
 - due diligence and transaction costs of \$0.9m relate to Altius acquisition and exploration of M&A pipeline
 - amortisation of Altius intangibles** (\$0.04m)
- Interim dividend of 5c payable on 21 March 2025, a 67% increase on 1H24

Record FUM of \$13.26 billion, up 27% from June 2024, boosted by Altius acquisition, as well as continuing positive organic net flows and investment performance



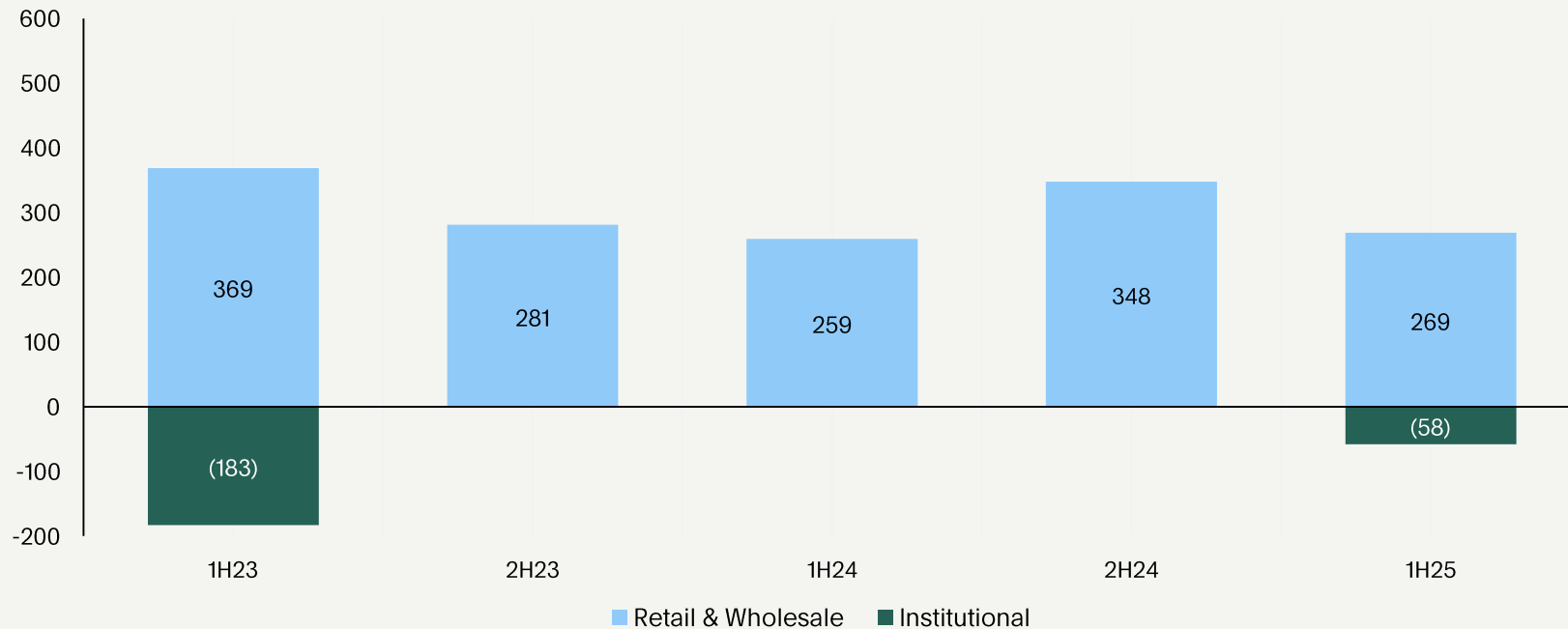
Funds under management (\$bn) & Customers	1H25	1H24	Change (YoY %)
Opening FUM	10.44	9.20	
Super net flows	0.19	0.27	
Investments* net flows	0.08	(0.01)	
Retail & Wholesale net flows	0.27	0.26	4%
Institutional net flows	(0.06)	-	
Total net flows	0.21	0.26	-19%
Altius Asset Management acquisition	1.93		
Investment performance**	0.68	0.20	
Closing FUM	13.26	9.67	37%
Average FUM	12.00	9.28	29%
Customers			
Funded Super Members	120,185	117,518	
Investors	12,640	13,135	
Total Customers	132,825	130,653	2%

FUM increased to \$13.54bn at 31 January 2025.

* Includes SMA, excludes Institutional. **Investment performance is net of fees and distributions

Positive net flows continue through challenging market cycles

Net Flows (\$m)



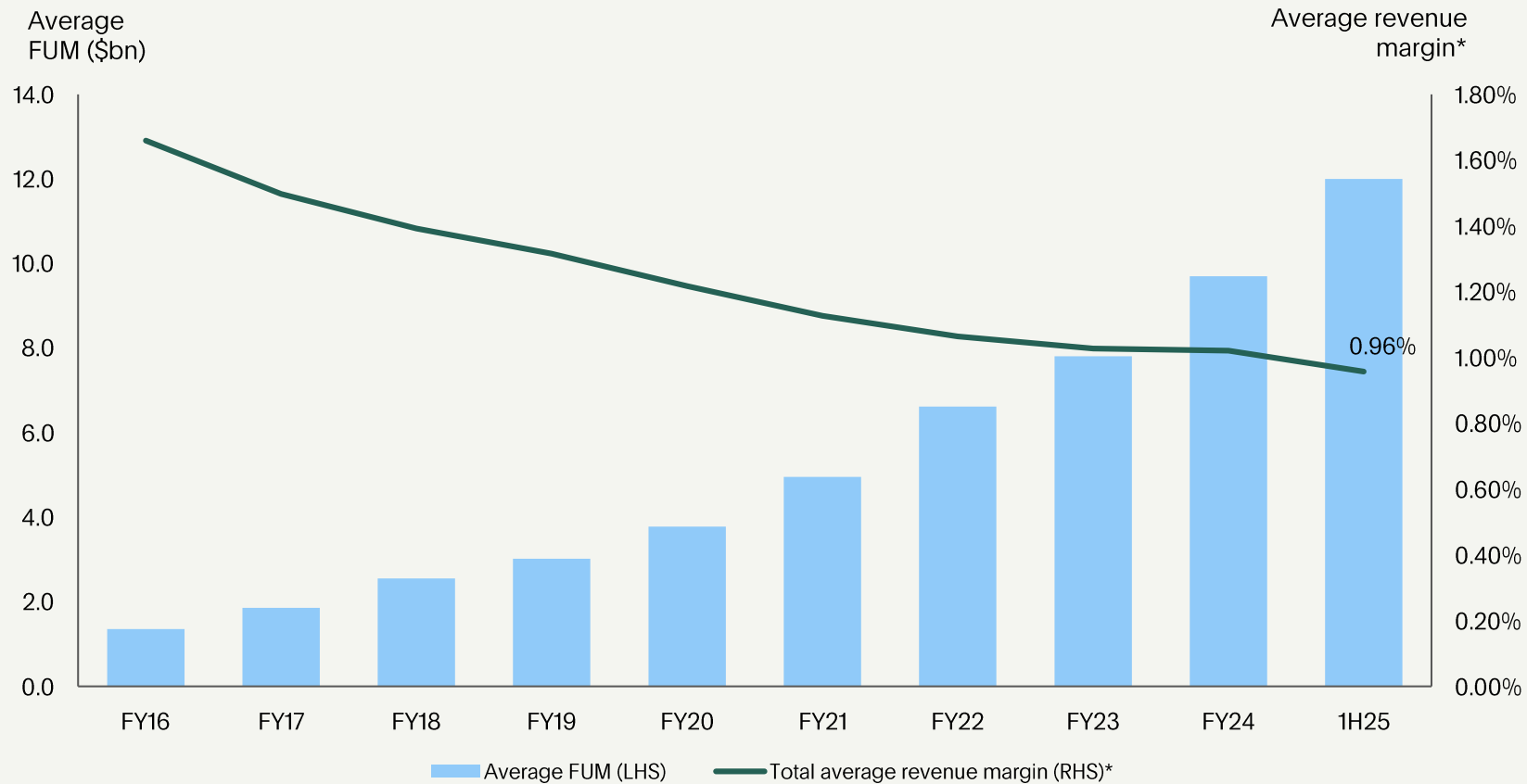
Key themes

- Over 40 quarters of positive net flows through various market cycles
- 1H25 retail and wholesale net flows of \$269m driven by superannuation and the relatively new values-aligned channel
- Superannuation flows were predictably below prior periods, due to the 7-week limited-service period as part of the transition of the Mercer superannuation administration services to GROW Inc. The regular marketing program was scaled back during this period
- We received record Superannuation Guarantee flows during the half
- Partially offsetting these flows were Australian Unity institutional outflows of (\$58m) in lower margin Fixed Income funds driven by seasonal fluctuations in working capital requirements

1H25 average revenue margin reflects the change in mix of underlying funds

Key themes

Revenue margin

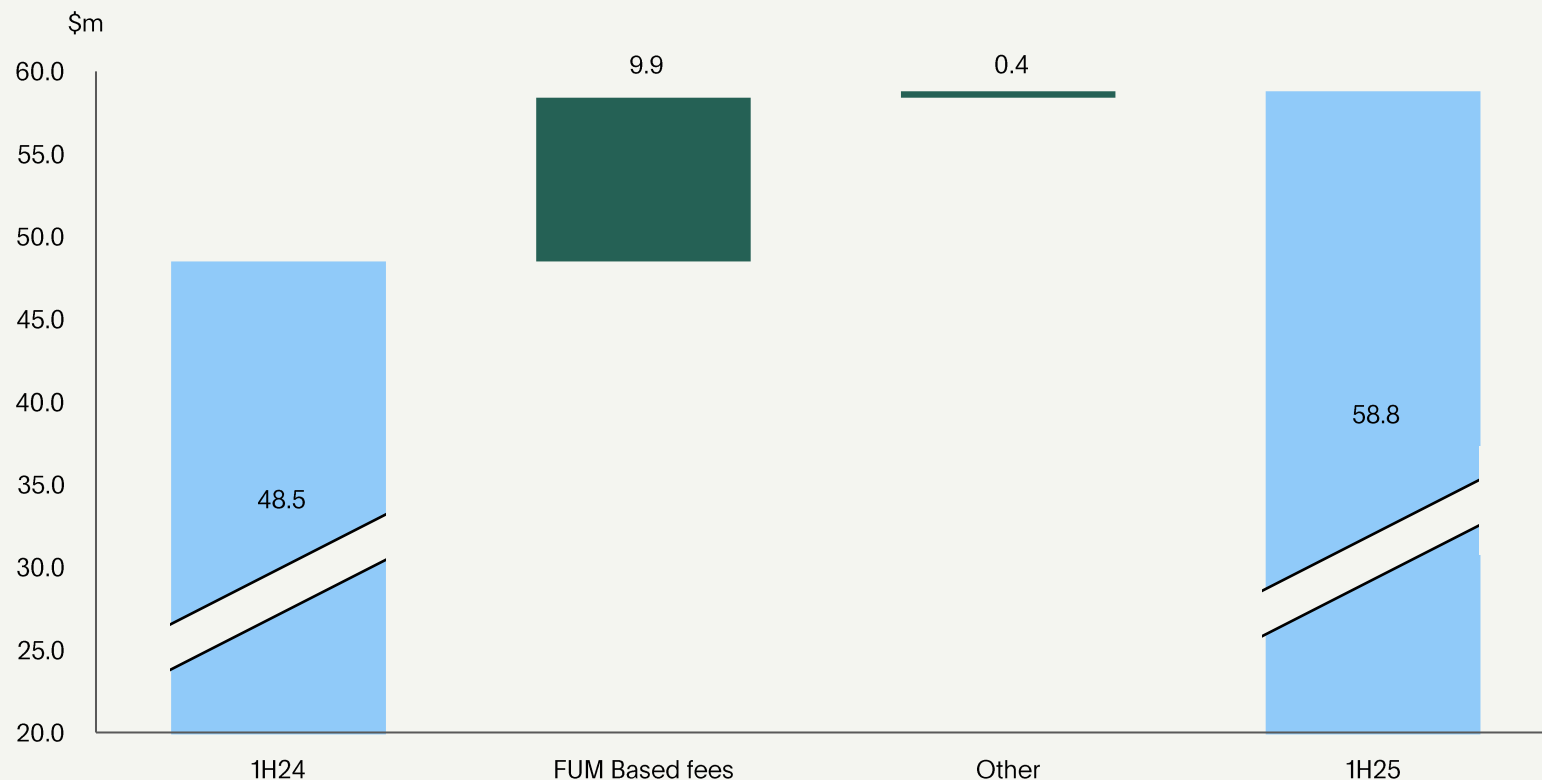


- 1H25 average revenue margin of 0.96% down from 1.02% in FY24 due to the impact of Altius Asset Management funds since late September 2024 impacting approximately half of 1H25
- 2H25 average revenue margin of ~0.90% expected, reflecting the lower margin Altius Fixed Income funds

* Average revenue margin calculated on total revenue (both FUM based and member-based fees) excluding performance fee, as a percentage of average monthly FUM (12 months). 1H25 revenue is annualised

Revenue of \$58.8m, up 21% on 1H24

Revenue (\$m)

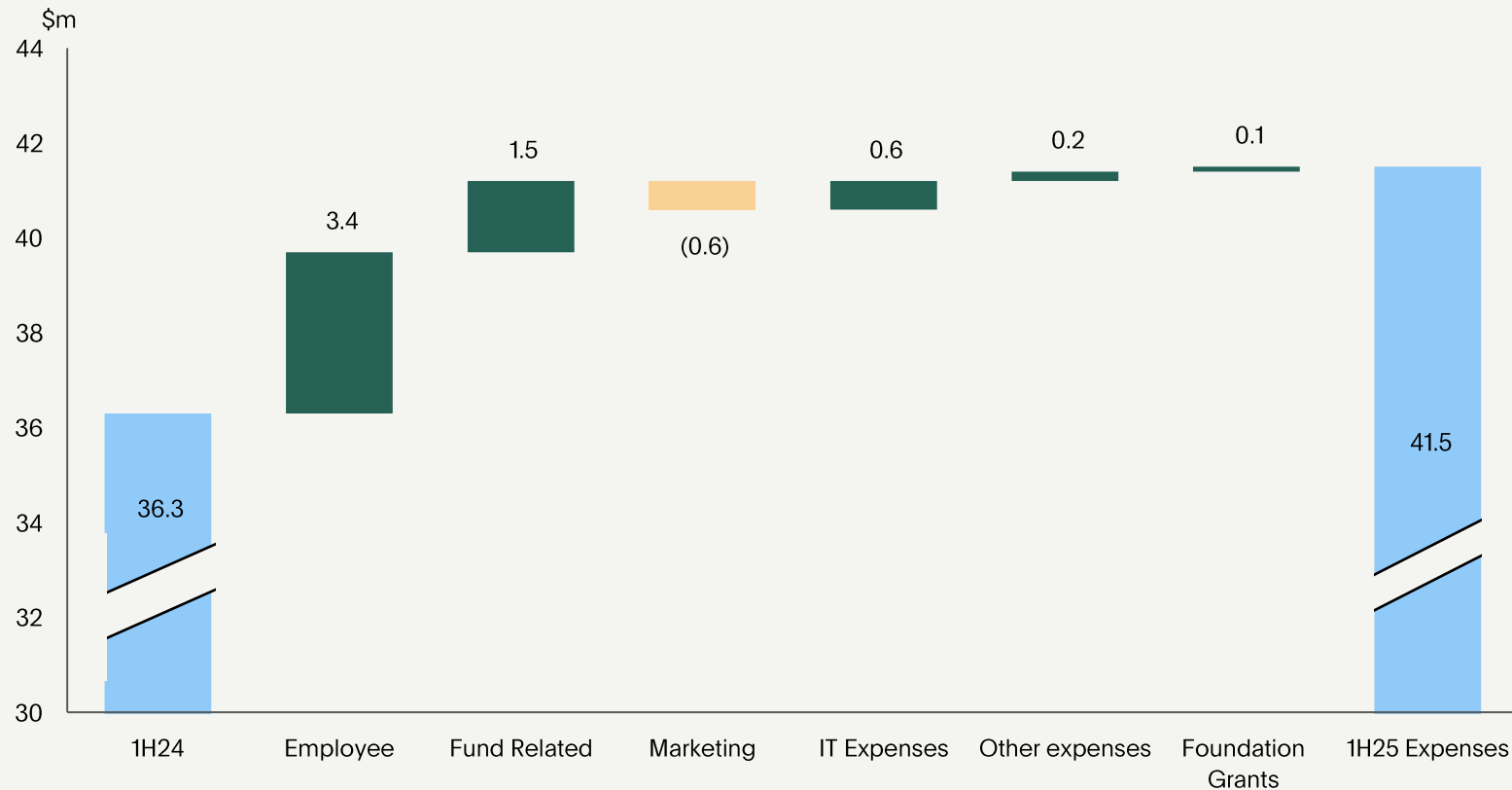


Key themes

- 1H25 total revenue increased to \$58.8m, up 21% on 1H24 and 13% on 2H24
- Revenue increase driven by:
 - higher average FUM of 29% on 1H24
 - consistent positive net flows
 - positive investment performance
 - Altius Asset Management acquisition
 - partially offset by lower average revenue margin
- \$0.6m of other income relates to cost recovery linked to insurance harmonisation
- \$120m annual revenue run rate based on FUM at 31 December 2024

Operating expense growth of 14%

Operating Expenses* (\$m)



Key themes

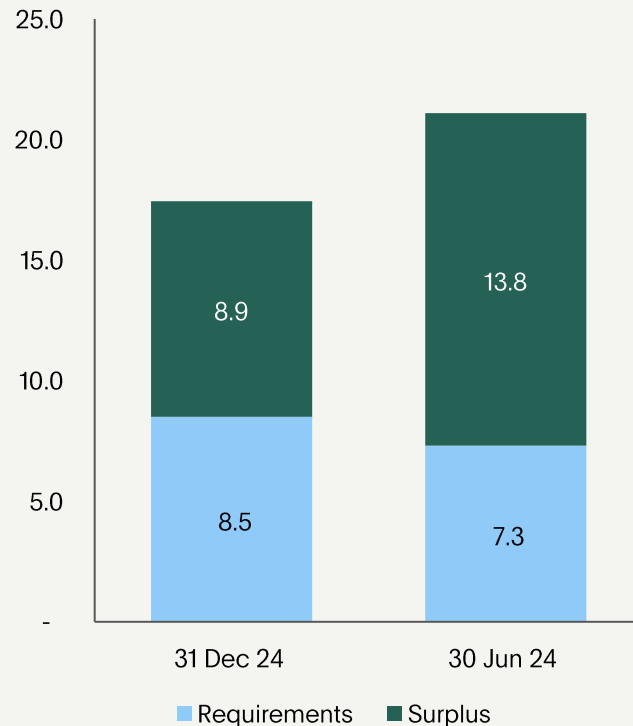
- Employee expenses increased 21% mainly due to:
 - enhanced investment team capability through addition of the Altius team
 - run rate of prior period hires and inflationary salary increases
- 140 FTE** at 31 December 2024, including 18 FTE working in our dedicated contact centre
- Fund related expenses increased 16%
 - compares to revenue growth of 21% and average FUM growth of 29%
 - demonstrates the benefits of the new rate cards following administration and custody transitions, with administration and custody expenses increasing only 6% within fund related expenses
 - also reflects the reinvestment into strengthening our investment platform
- Marketing expenses decreased 15% primarily due to the scale back of marketing campaigns during the limited-service period as part of the super administration transition to GROW Inc
- IT expenses increased 29% driven primarily by increases in licence costs as a result of enhanced operating platform, the growing business and Altius acquisition

* Operating expenses of the Group, excluding UPAT adjusted expenses detailed in Appendix 1 ** Excluding fixed term contractors working on strategic projects

We retain a strong capital position with no debt

With \$8.9m surplus above regulatory capital

Net Tangible Assets* (\$m)



Group Capital Position	1H25	2H24
Cash & term deposits	32.6	36.4
Net cash from operating activities**	11.8	15.4
Cashflow conversion %***	>100%	>100%
Debt	-	-
Net Assets	35.1	30.1

Regulatory Requirement for AEI Parent entity	1H25	2H24
Net Tangible Assets (NTA)	17.5	21.1
NTA requirement	8.5	7.3
Surplus above regulatory capital	8.9	13.8

Key themes

- Strong Balance Sheet with no debt
- Strong Cash position
- 1H25 net cash from operating activities reflects seasonality of payments of employee bonuses
- Minimum regulatory capital requirement of \$8.5 million at 31 December 2024
- Parent holds a surplus above regulatory capital of \$8.9 million (pre-dividend) which has reduced following the acquisition of Altius Asset Management

* Relates to AEI Parent entity which holds Australian Financial Services License (AFSL)

** Six-month period

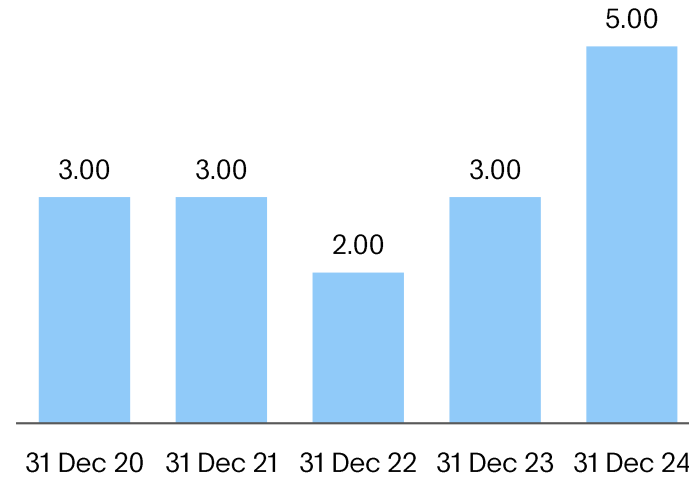
*** Based on EBITDA excl performance fee

Balances are as at 31 December 2024 for 1H25 and at 30 June 2024 for 2H24

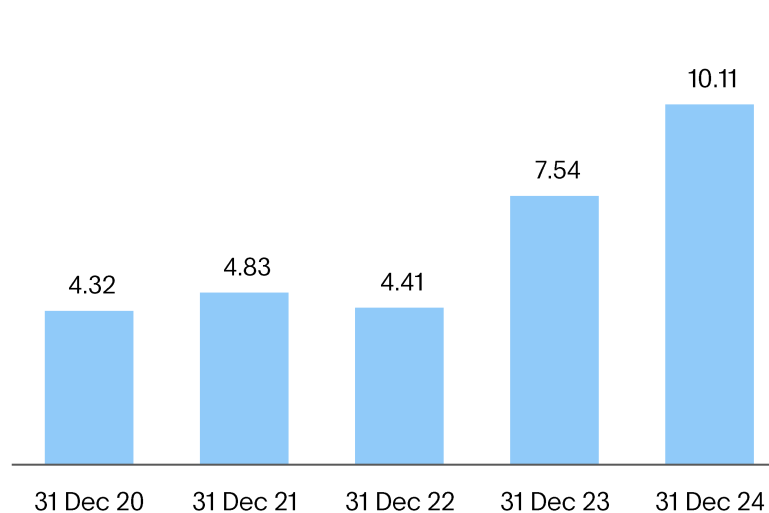
Shareholder metrics

- Delivering value to shareholders
- Strong growth in key metrics reflecting success of the growth strategy
- Record 1H Dividend of 5c
- Diluted UPAT EPS attributable to shareholders of 10.11 cps, up 34% on 1H24.
- Diluted NPAT EPS attributable to shareholders of 8.22 cps, up 49% on 1H24

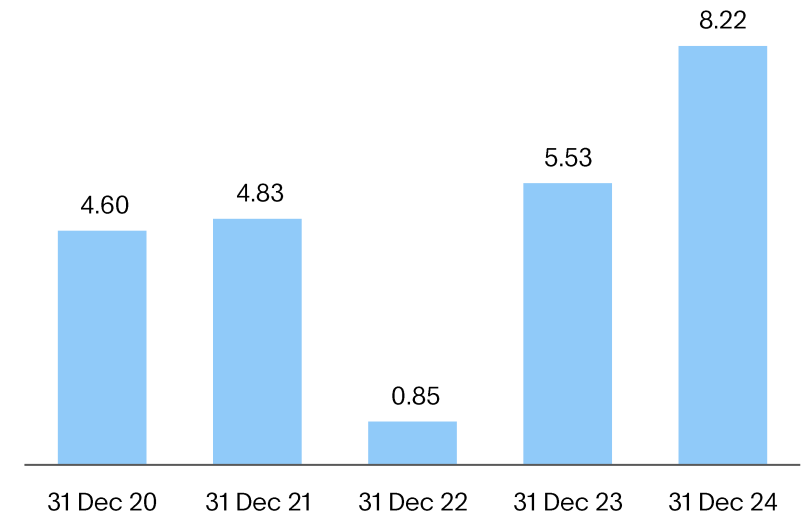
Dividends (cps)



UPAT attributable to shareholders
Diluted earnings per share (cps)



NPAT attributable to shareholders
Diluted earnings per share (cps)



Business update

03



Strong execution against strategy is delivering results....

1. Principled investment leadership

Completed the acquisition of Altius Asset Management providing enhanced fixed income capability and \$1.93 billion of FUM

Increase in Private Markets investments across technology, housing and aged care, diversifying our product offering

The Australian Shares Fund (Retail) reached a milestone in 2024, celebrating its 30th year anniversary

Australian Shares super option #1 over 10 years *

Money Magazine 2025 - Best ESG Pension Fund and Best Fixed Interest Diversified Fund

SuperRatings - Sustainable Fund of the Year 2024

ESG Leader Award by Rainmaker for the third year in a row

2. Advocates for a better world

Continue to engage with major banks on fossil fuel financing

Climate-focused stewardship initiative seeking corporates publicly support ambitious national emissions targets for Australia

IGCC Climate Leaders' Award in the 'Best in Corporate Engagement' category for Persephone Fraser

We continue to allocate 10% of AEI profits** to not-for-profit organisations

Over \$12 million cumulatively allocated to not-for-profit organisations***

Joined the Principles of Responsible Investment (PRI) Sovereign Engagement Working Group, as a lead on the sub-sovereign engagement with the Western Australian (WA) Government.

3. Compelling client experience

Two team members recognised in Customer Service Institute of Australia, Service Excellence Awards

- Best of the Best Award
- Service Hero, Customer Service Professional of the Year

Enhanced digital onboarding initiative expected to drive increased conversion rates

Completion of super administration transition from Mercer to GROW

4. Impactful business

Reached \$13bn FUM & a record half-year result

Continued improvement in operating leverage: underlying CTI 72%

Key wins and strong pipeline in values aligned channel

The 2024 Australian Growth Companies Award - Financial Services Growth Company of the Year for the second year running

Strong growth in brand awareness

Key operational transformation milestones achieved:

- Transition of custody and majority of super administration services to new partners, delivering unit cost savings
- Progressed investment administration platform uplift by enhancing our Middle Office, Performance Reporting and Analytics functions

+

Leadership & innovation

Strong gender diversity in Executive Team and Board

Capability uplift across the business

Formal recognition program celebrating both AE Values and Business Excellence

Roll out of our capability framework 'Lead with Purpose' providing clarity on the core capabilities needed to be successful in delivering on our purpose, our theory of change, and our strategic objectives

Launched People Leader Forum to inspire and equip people leaders to fulfil their leadership potential

Strong momentum to continue into 2H25

Factors impacting underlying 2H25 include:

- 2H revenue margin expected at ~90bp (subject to product mix)
- January FUM at \$13.54bn
- increased marketing spend expected in 2H following 1H scale back of campaigns as a result of super administration transition. Full year marketing expense expected to be slightly ahead of FY24 with expected uplift in net flows in second half
- full half impact of unit cost savings following 80% completion of super administration transition and full custody transition (~\$4m annualised run rate)
- 2H25 employment expenses growth moderating
- uncertain market conditions expected to continue

Disciplined strategic execution to continue:

- completion of the transition of our members from MUFG* to GROW Inc is expected by the end of 2025
- reinvestment in further enhancement of investment management platform
- continued implementation of technology strategy
- progressing our inorganic strategy
- continued focus on operating leverage as we scale

Medium term market opportunity remains compelling

- expansion of capabilities into private markets and international equities
- continued organic growth in FUM underpinned by
 - expanded asset classes and new products
 - compulsory Superannuation Guarantee contributions increase to 12%**
- our investment in capabilities and business platform enable us to further scale through inorganic opportunities
- momentum towards a lower carbon world and increasing consideration of ethics integration in investment decision making to underpin growth

We are well-positioned - with our high-quality capability, strong balance sheet, enhanced business platform, unique brand, and deep ethical pedigree

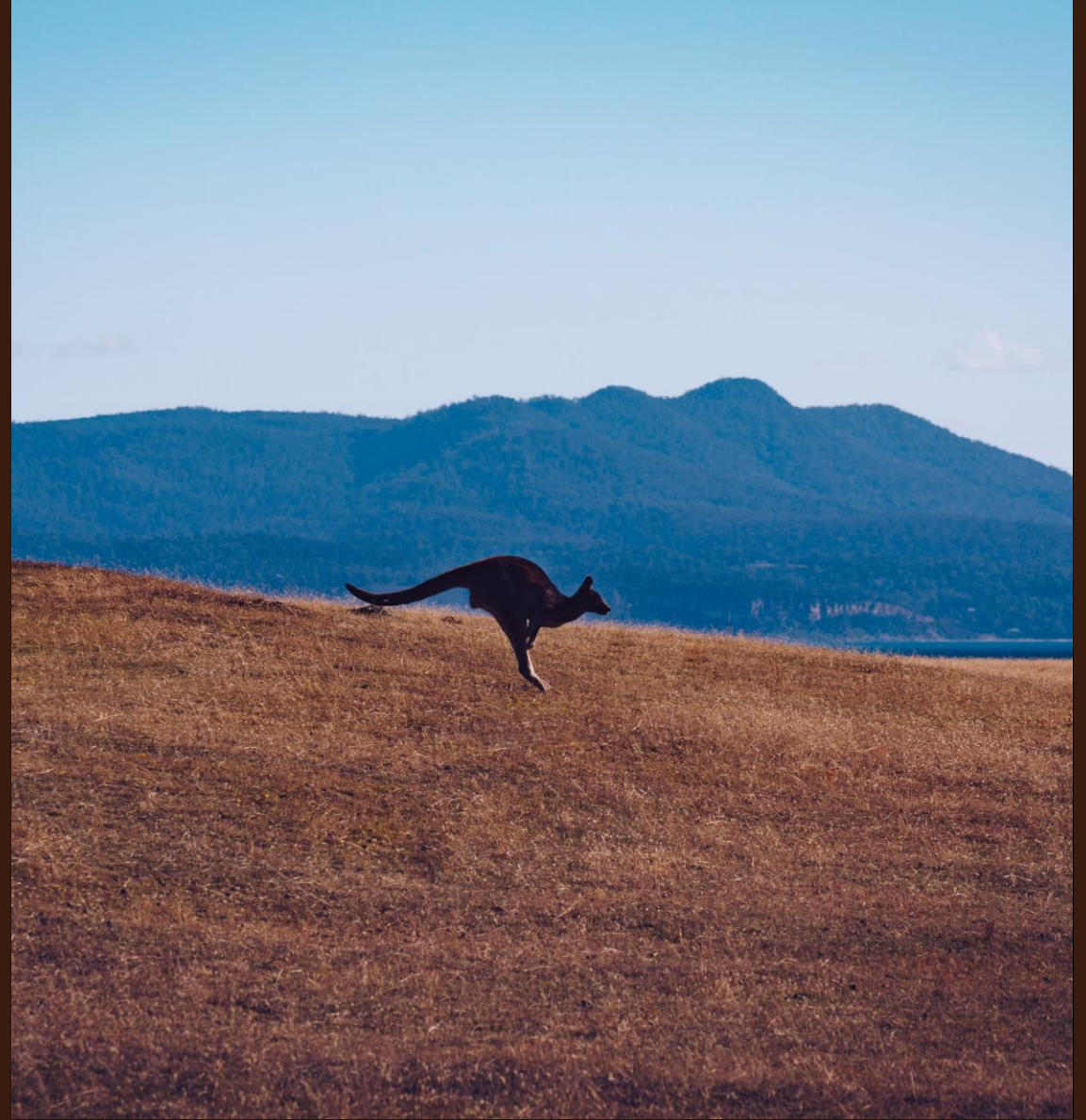


Q&A

AE

Appendices

04



Appendix 1: UPAT and Cost to Income (CTI) reconciliation

Appendix 1 : UPAT and CTI reconciliation

Key financials (\$'000)	1H25	1H24	Movement %
Statutory net profit after tax	9,606	6,316	52%
Less: Net Profit attributable to The Foundation	(271)	(97)	
Net profit after tax attributable to shareholders	9,335	6,219	50%
Adjustments:			
Other income (cost recovery linked to insurance harmonisation)	(629)		
Expense adjustments:			
Integration and transformation costs	2,785	2,943	
Due diligence and transaction costs	855	289	
Amortisation of Altius Intangibles	36		
Tax on above adjustments	(903)	(970)	
Underlying profit after tax (UPAT) attributable to shareholders	11,479	8,481	35%

Cost to income (\$'000)	1H25	1H24
Total Expenses	45,180	39,509
Less:		
Integration & transformation	(2,785)	(2,943)
Due diligence & transaction	(855)	(289)
Amortisation of Altius Intangibles	(36)	
Amount attributable to The Foundation	271	97
Total underlying operating expenses	41,775	36,374
Divided by:		
Total Revenue	58,803	48,493
Less:		
Other income (cost recovery linked to insurance harmonisation)	(629)	
Total operating revenue	58,174	48,493
Cost to income ratio	72%	75%

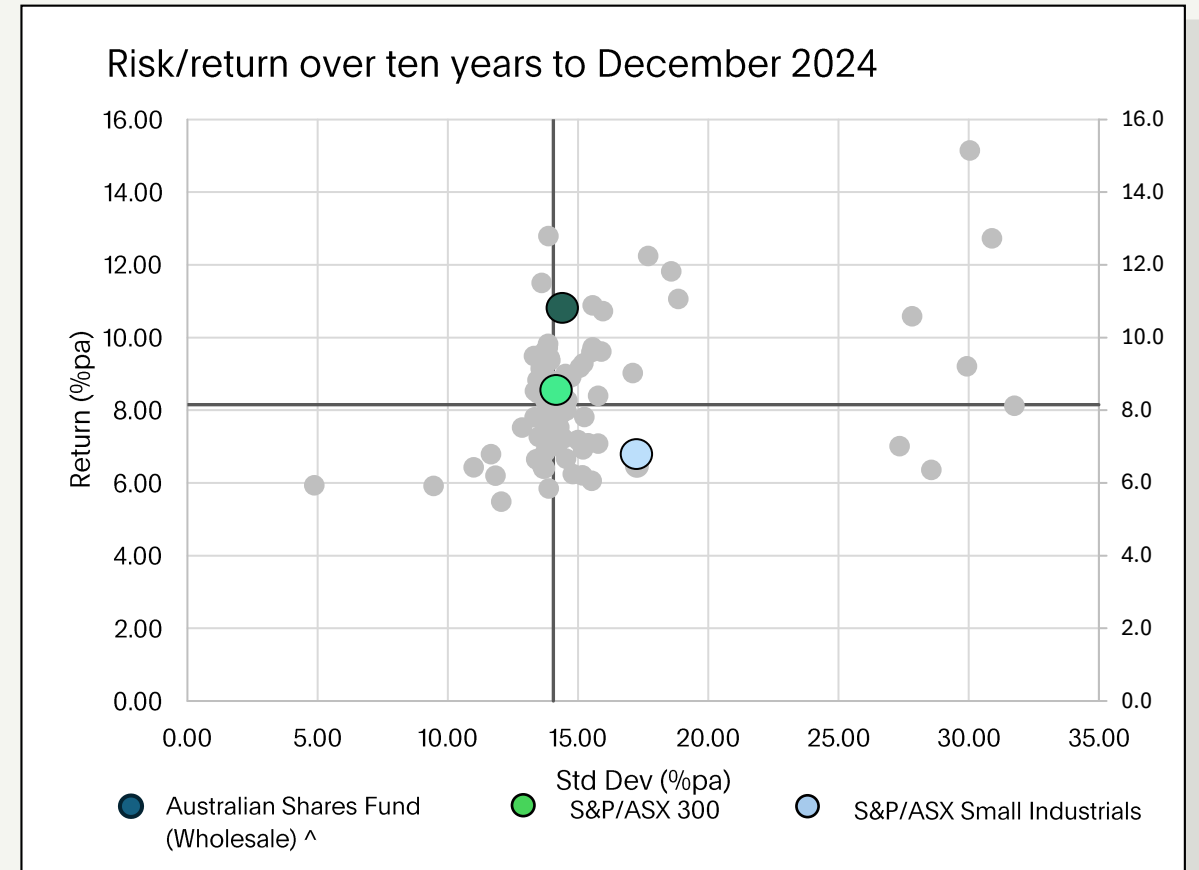
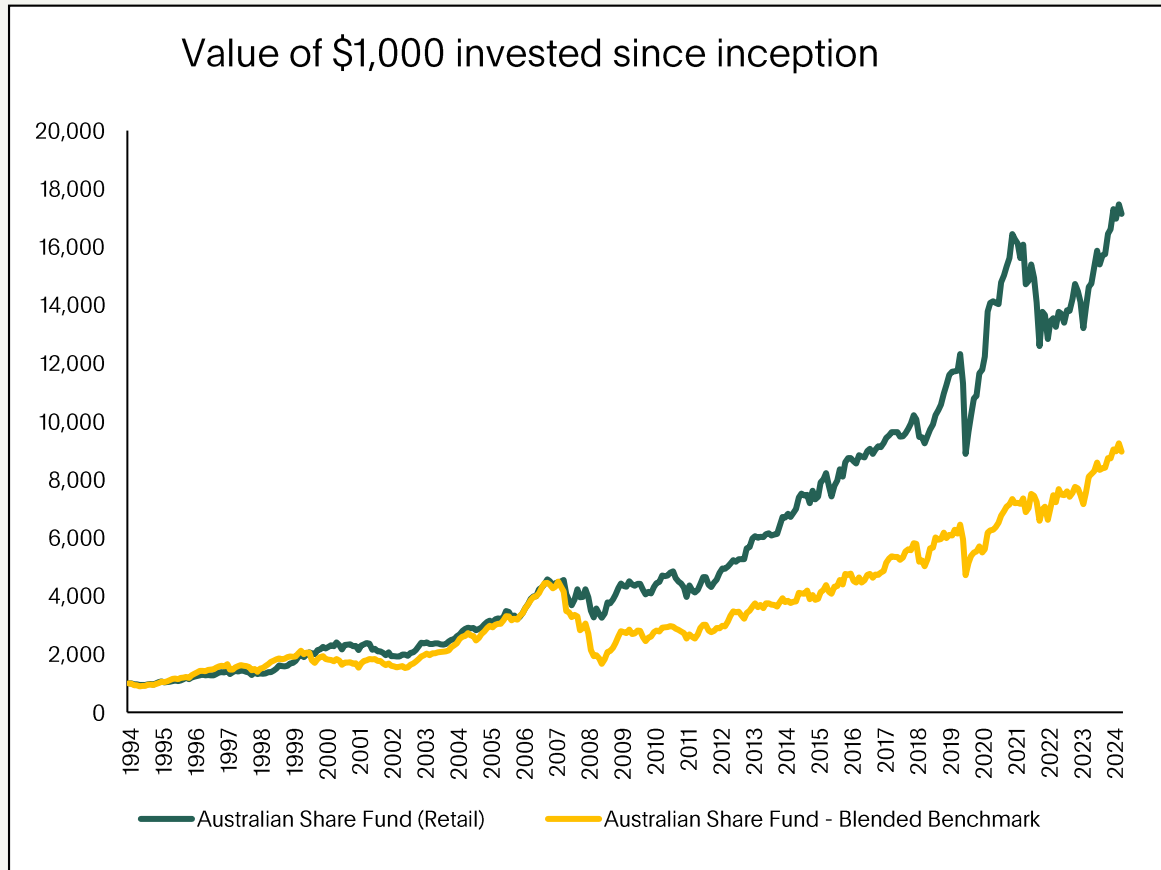
Key themes

- 1H25 UPAT attributable to shareholders increased 35% on 1H24
- UPAT adjustments reflect
 - Integration and transformation costs of \$2.8m relating to the super administration transition to a single platform. This is a complex, multi-year transformational initiative
 - Other income includes a one-off cost recovery linked to insurance harmonization (\$0.6m)
 - Due diligence and transaction costs of \$0.9m relating to Altius and exploration of M&A pipeline
 - \$0.04m relating to amortization of Altius intangibles

Appendix 2: Investment Performance

Investment leadership

Celebrating 30 years with strong long-term returns | Australian Shares Fund



Blended benchmark is composite S&P/ASX Small Industrials Accumulations Index until 12 August 2019, S&P/ASX 300 Accumulation Index until 30 September 2023, 65% S&P/ASX 100 / 35% S&P/ASX Small Ordinaries thereafter.

Source: Mercer. Comparison with the Wholesale-Equity - Australia - All Cap universe (quarterly calculations). Return and Std Deviation in \$A (after fees) over 10 years ending December 2024.

^ Reference to 'Wholesale' funds indicate the class of pricing above a minimum investment threshold, which varies by fund. Lines indicate median.



Balanced Accumulation Option (MySuper)

1H25 Commentary

- With 2024 bringing political change in many countries, major economies continued to grow, and Central Banks were able to dampen inflation. This combination led to positive returns from growth assets.
- Over the course of 2024 we have added active international equities to the portfolio, as well as made allocations to global listed property to provide further diversification and a broader range of levers for the overall fund. We have also further invested in our domestic fixed income capabilities, in addition to the private capital capability increase noted above, enhancing our ability to deliver on the fund’s long-term CPI+ objectives.

	FYTD	1Y	3Y (%pa)	5Y (%pa)	7Y (%pa)	10Y (%pa)	Since inception* (%pa)
Absolute Performance ~	6.7%	11.0%	3.5%	6.2%	6.8%	6.9%	6.4%
Benchmark#	3.2%	6.8%	8.3%	7.1%	6.6%	6.2%	6.3%
Relative Performance	3.5%	4.2%	(4.7%)	(1.0%)	0.2%	0.7%	0.1%

~ After all fees, assuming average \$50k member balance. Performance calculated in accordance with FSC Guidance note 46 and note 47, and is as at 31 December 2024

* Inception Date: 31/12/1998

Benchmark (Objective) is CPI + 3.25%. CPI benchmarks are are quarterly lagged, compounded monthly and reflect changes to the hurdle rates over time (previous benchmark was SuperRatings SR50 Balanced (60-76) Index)

Past performance is not a reliable indicator of future performance



Australian Shares Fund

1H25 Commentary

- The Australian Shares Fund (Retail) reached a milestone in 2024, celebrating its 30th year anniversary. Since inception, the Fund has delivered positive net returns of 9.7% compared to the benchmark of 7.4%.
- At a Fund level, our investments in the Technology sector were the stand-out contributors during the calendar year, benefiting from positive stock selection. The Fund also benefited from the underweight exposure to the materials sector, as the carbon intensive mining stocks weakened amid a challenging commodity prices backdrop.

	FYTD	1Y	3Y (%pa)	5Y (%pa)	7Y (%pa)	10Y (%pa)	Since inception (%pa)
Retail*	8.8%	17.2%	2.1%	7.8%	8.6%	9.6%	9.7%
Benchmark^^	6.6%	10.6%	6.8%	7.8%	7.6%	9.0%	7.4%
Relative Performance	2.2%	6.6%	(4.7%)	0.0%	1.0%	0.6%	2.3%
Wholesale^	9.1%	17.9%	2.7%	8.6%	9.4%	10.7%	12.7%
Benchmark^^	6.6%	10.6%	6.8%	7.8%	7.6%	9.0%	9.8%
Relative Performance	2.5%	7.3%	(4.1%)	0.8%	1.8%	1.7%	2.8%

Table reflects performance after fees for the Australian Shares Fund. Performance calculated in accordance with FSC Guidance note 46 and note 47, and is as at 31 December 2024

* Inception Date (Retail): 19/09/1994. ^ Inception Date (Wholesale): 23/01/2012

^^ Benchmark changed from S&P/ASX 300 Accum Index to 65% ASX 100 Total Return Index & 35% ASX Small Ordinaries Total Return Index from 30 Sep 2023. Previously, benchmark changed from S&P/ASX Small Industrials Index to S&P/ASX 300 Accum Index from 13 Aug 2019. The historical benchmark returns are calculated by linking these indices.

Past performance is not a reliable indicator of future performance

References to 'Wholesale' funds indicate the class of pricing above a minimum investment threshold, which varies by fund.



Emerging Companies Fund

1H25 Commentary

- The Fund has a small-cap strategy with investments spread across small and microcap companies in Australia and New Zealand. Stock selection in information technology drove most of the Funds' outperformance over the last 12 months.
- We hold overweight in healthcare, information technology and energy transition sectors and opportunistically will build positions on any share price weakness.

	FYTD	1Y	3Y (%pa)	5Y (%pa)	7Y (%pa)	Since inception* (%pa)
Retail*	6.7%	15.4%	(2.1%)	7.7%	10.8%	12.0%
Benchmark^	7.1%	12.1%	(0.8%)	3.3%	4.6%	6.9%
Relative Performance	(0.4%)	3.3%	(1.3%)	4.4%	6.2%	5.0%
Wholesale*	7.0%	15.9%	(1.6%)	8.2%	11.4%	12.6%
Benchmark^	7.1%	12.1%	(0.8%)	3.3%	4.6%	6.9%
Relative Performance	(0.1%)	3.8%	(0.9%)	4.9%	6.8%	5.7%

Table reflects performance after all fees (including performance fees) for the Emerging Companies Fund. Performance calculated in accordance with FSC Guidance note 46 and note 47, and is as at 31 December 2024

* Inception Date: 30/06/2015

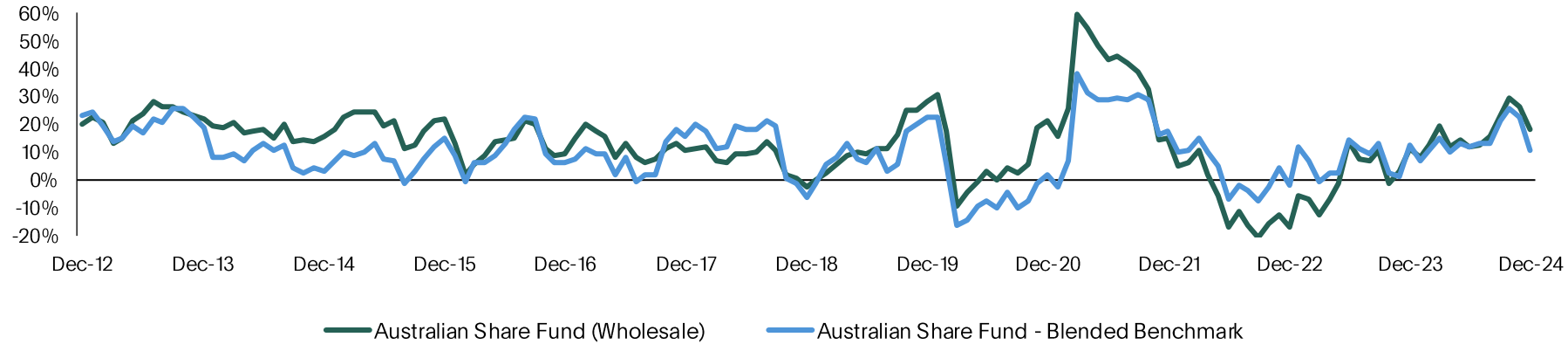
^ Benchmark is S&P/ASX Small Industrials Accum Index

Past performance is not a reliable indicator of future performance.

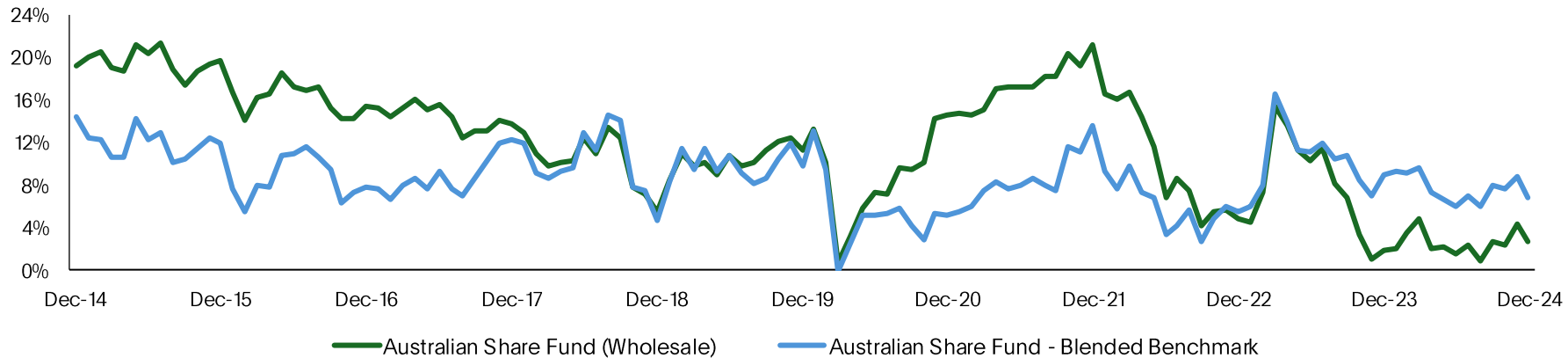
References to 'Wholesale' funds indicate the class of pricing above a minimum investment threshold, which varies by fund

Australian Shares Fund

Rolling 1 Year Net Return



Rolling 3 Year Net Return[^]



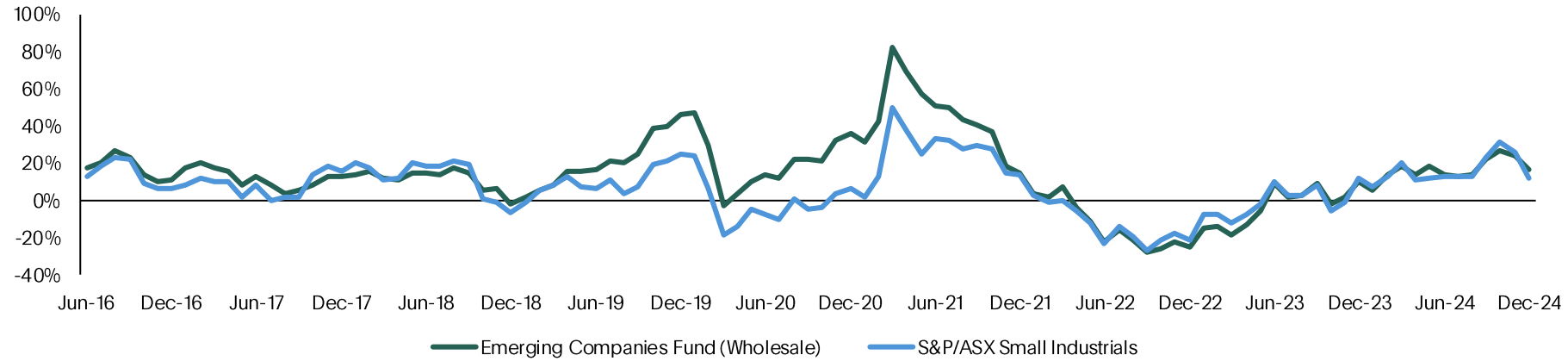
Australian Shares Fund wholesale inception date 23/01/2012.

[^] Annualised.

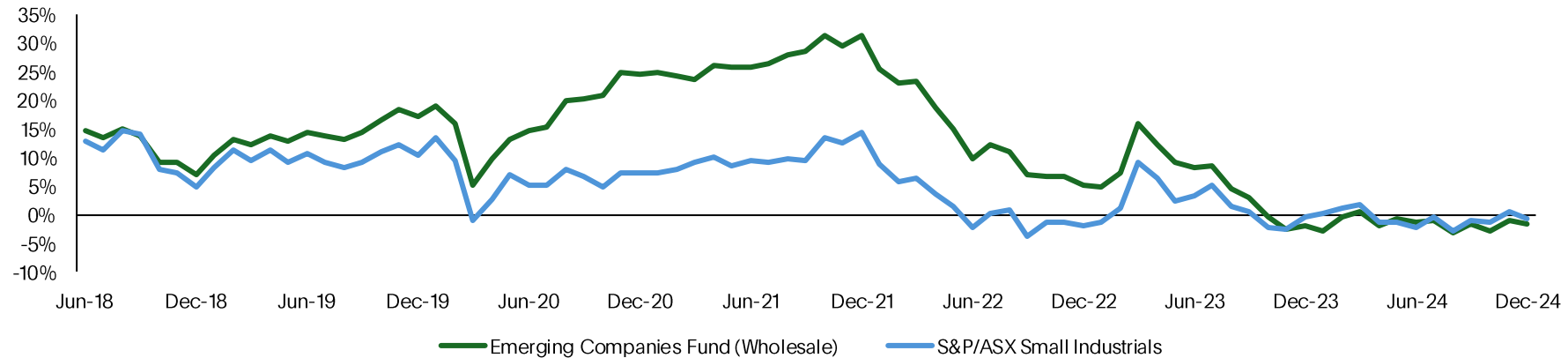
For the wholesale fund, Benchmark changed from S&P/ASX 300 Accum Index to 65% ASX 100 Total Return Index & 35% ASX Small Ordinaries Total Return Index from 30 Sep 2023. Previously, benchmark changed from S&P/ASX Small Industrials Index to S&P/ASX 300 Accum Index from 13 Aug 2019. The historical benchmark returns are calculated by linking these indices. Reference to 'Wholesale' funds indicate the class of pricing above a minimum investment threshold, which varies by fund

Emerging Companies Fund

Rolling 1 Year Net Return



Rolling 3 Year Net Return[^]



Emerging Companies Fund wholesale inception date 30/6/2015

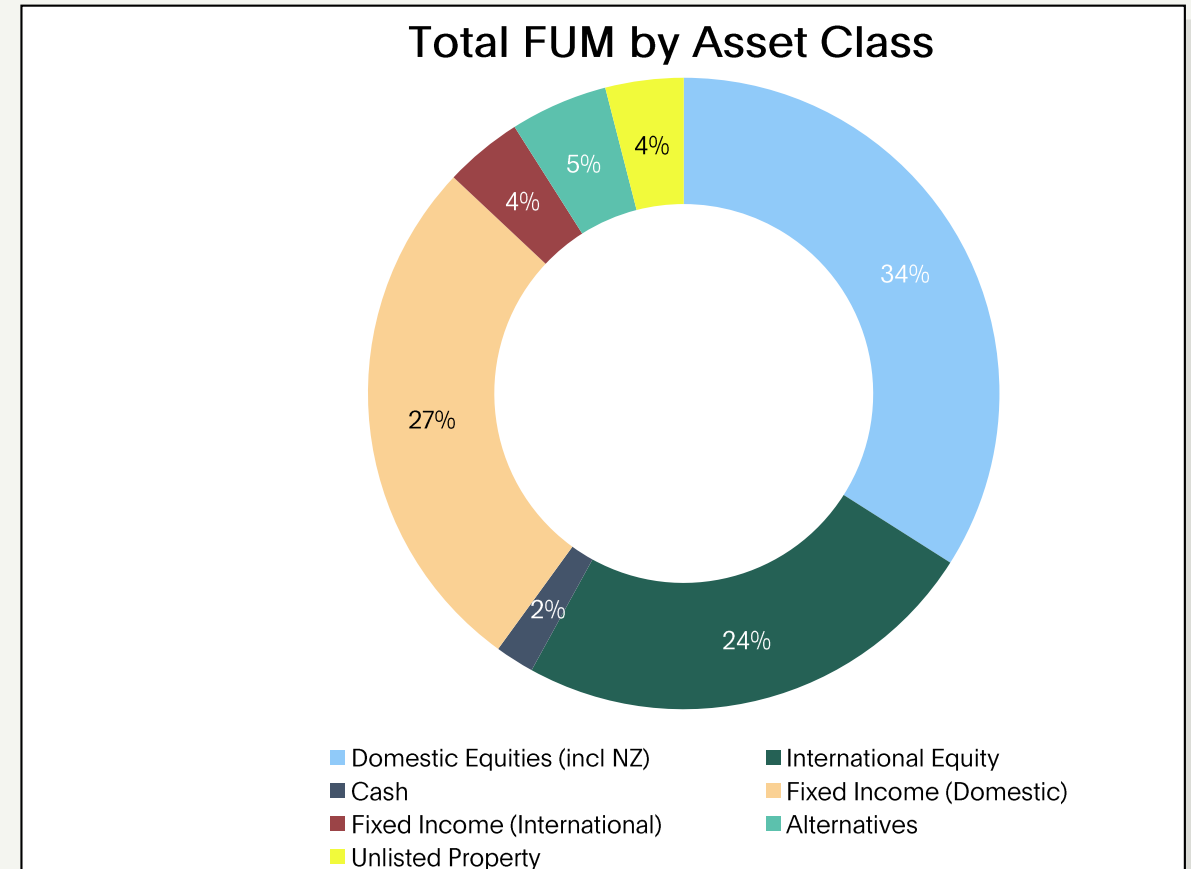
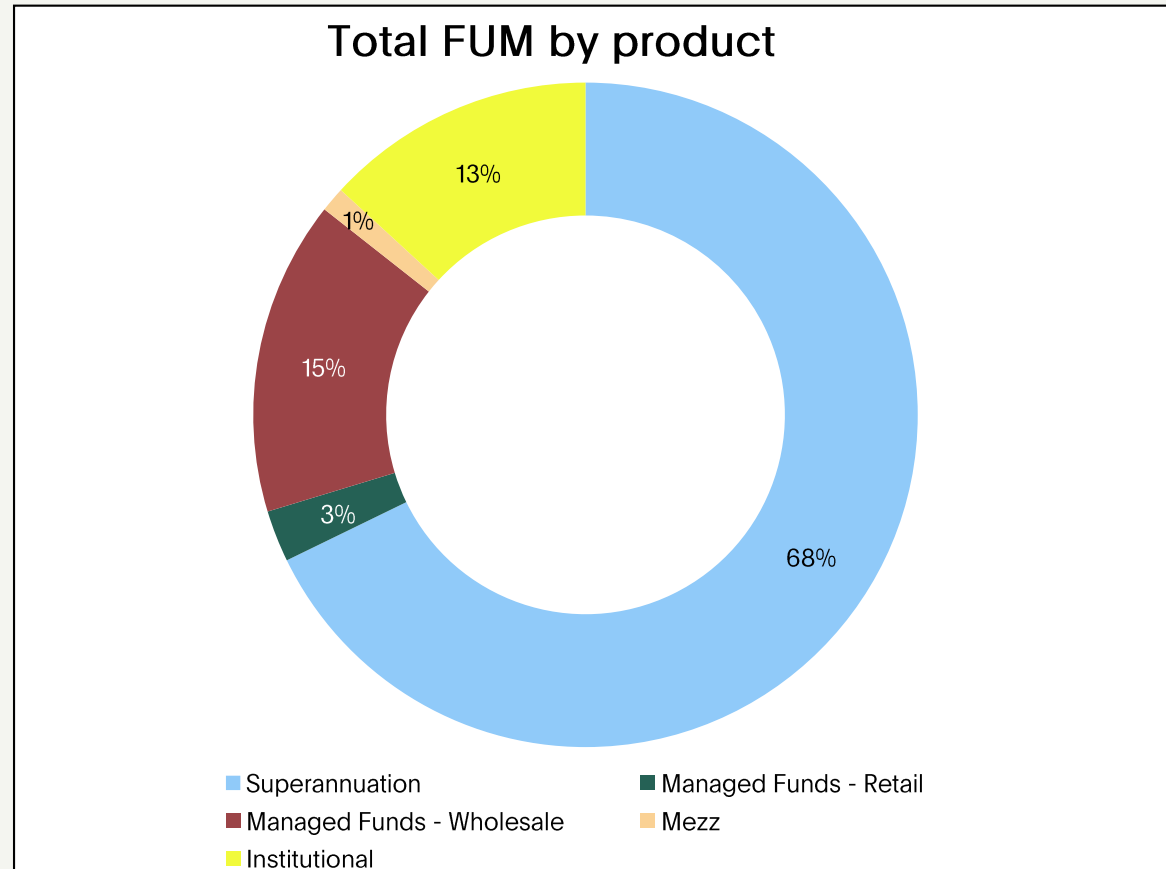
[^] Annualised.

References to 'Wholesale' funds indicate the class of pricing above a minimum investment threshold, which varies by fund. In addition to the management fee, Emerging Companies Fund also receive a performance fee of 20% (less unrecovered GST) of 1 year outperformance over its benchmark at end of financial year, subject to clawback of any underperformance

Appendix 3: Additional FUM & Financial details

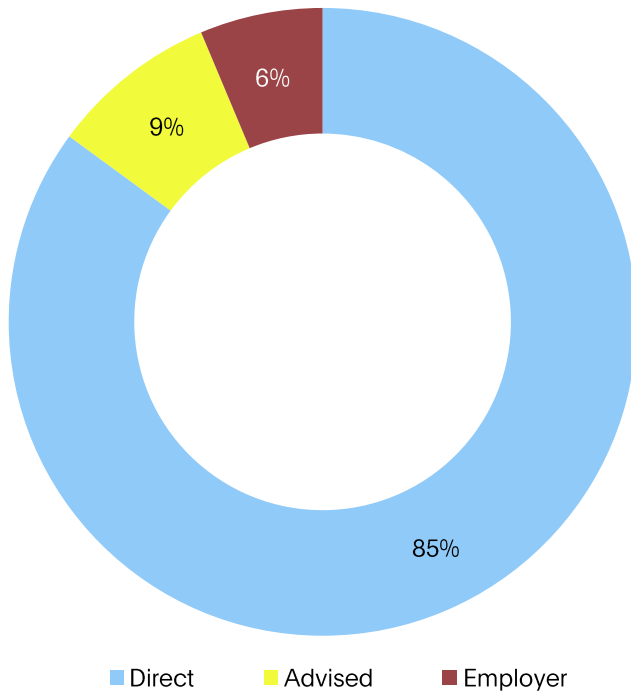
FUM overview

Superannuation FUM of \$8.96 billion represents 68% of the total AEI Group FUM

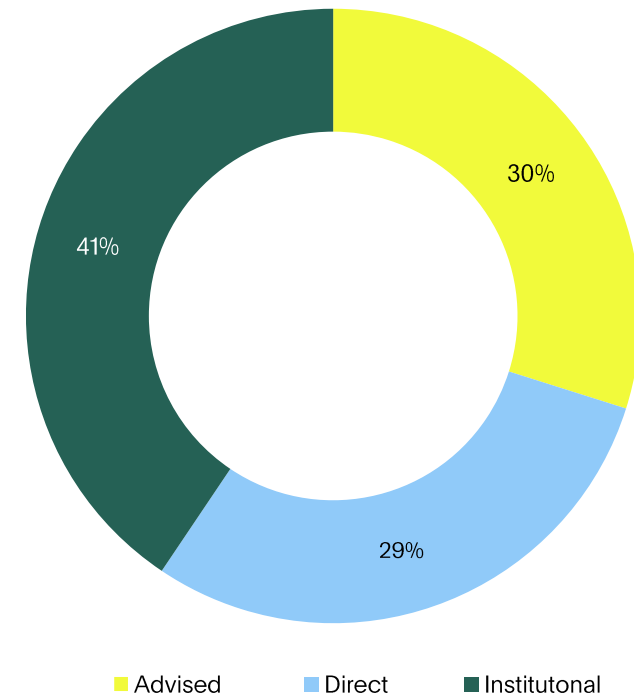


FUM by channel

Super FUM by channel



Investment Products FUM by channel



FUM summary – Asset Class & Strategy

Asset Class	FUM at 31 Dec 24 (\$bn)	FUM at 30 Jun 24 (\$bn)
Domestic Equities (incl NZ)	4.55	4.45
International Equity	3.20	2.50
Cash	0.31	0.20
Fixed Income (domestic)	3.54	1.57
Fixed Income (global)	0.53	0.62
Alternatives	0.62	0.59
Unlisted Property	0.52	0.52
Total	13.26	10.44

Asset Strategy	FUM at 31 Dec 24 (\$bn)	FUM at 30 Jun 24 (\$bn)
Single	4.49	2.40
Multi-Asset	8.77	8.04
Total	13.26	10.44

- Externally managed property, alternative assets, international equities and global fixed income – 21.5% of total FUM
- Super has holdings in externally managed property, alternatives, international equities and global fixed income – 29.3% of Super FUM

FUM summary – Superannuation

Fund/option	Current Management Fee	FUM at 30 Jun 24 (\$bn)	1H25 Net flows (\$bn)	1H25 Market movement / Other (\$bn)	FUM at 31 Dec 24 (\$bn)
Superannuation					
Defensive	0.20%	0.18	(0.01)	0.01	0.18
Conservative	0.54%	0.33	0.00	0.02	0.35
Balanced (Accumulation/Pension)	0.64%, 0.66%	5.11	0.16	0.25	5.52
International Shares	0.89%	0.20	0.01	0.04	0.25
Growth	0.83%	0.90	0.01	0.06	0.96
High Growth	0.90%	0.74	0.01	0.09	0.84
Australian Shares	1.15%	0.79	0.01	0.06	0.85
Total Superannuation		8.25	0.19	0.52	8.96

- In addition to the management fee, there is also an administration fee of 0.26% and a fixed fee of \$68 per member per annum, less ORFR and rebates

Notes:

- Management fees exclude Indirect cost ratios (ICRs) and performance fees
- Market movement/Other Includes changes in asset value due to market movements, income, reinvestments and distributions

FUM summary – Investment Products

Fund/option	Current Management Fee	FUM at 30 June 24 (\$bn)	Net flows (\$bn)	Market movement / Other (\$bn)	FUM at 31 Dec 24 (\$bn)
Wholesale					
Income Fund	0.20%	0.01	0.00	0.00	0.01
Fixed Interest	0.30%	0.03	(0.00)	0.00	0.03
International Shares	0.59%	0.12	0.00	0.02	0.14
Balanced Fund	0.76%	0.29	0.07	0.03	0.39
High Conviction	0.69%	0.01	0.00	0.00	0.01
Diversified Shares	0.95%	0.29	(0.01)	0.03	0.31
High Growth	0.90%	0.08	0.00	0.01	0.09
Australian Shares	1.10%	0.71	0.01	0.06	0.79
Emerging Companies	1.20%	0.25	0.00	0.02	0.27
Infradebt	0.85%	0.02	0.01	0.00	0.03
Conservative	0.55%	0.00	0.00	0.00	0.00
Moderate	0.60%	0.00	0.00	0.00	0.00
Altius Green Bond, Sustainable Bond and Short term Income Funds	0.30%,0.37%,0.20%	0.00	(0.00)	0.12	0.12
SMA		0.03	(0.00)	0.00	0.03
Total Wholesale		1.86	0.08	0.28	2.22
Retail					
Balanced Fund	1.42%	0.09	(0.00)	(0.00)	0.09
Australian Shares	1.69%	0.19	(0.00)	0.01	0.20
Emerging Companies	1.69%	0.02	(0.00)	0.00	0.02
Income, Fixed, Int'l,Diversified, High Growth	0.20%, 0.50%, 0.99%, 1.39%, 1.39%	0.03	0.00	0.00	0.03
Total Retail		0.33	(0.00)	0.01	0.33
Institutional		-	(0.06)	1.80	1.74
Total Investment Products		2.22	0.02	2.09	4.33

Note:

- References to 'Wholesale' funds indicate the class of pricing above a minimum investment threshold, which varies by fund
- In addition to the management fee, Emerging Companies Fund & High Conviction Performance Fund also receive a performance fee of 20% & 15% respectively (less unrecovered GST) of 1 year outperformance over its benchmark at end of financial year, subject to clawback of any underperformance
- Mezz channel is included in Wholesale

- Market movement/Other Includes changes in asset value due to market movements, income, reinvestments and distributions
- FUM represents external investments only ie excludes AE superannuation amounts invested in these funds.
- FUM is calculated based on cum-div net market value (after fees)
- Management fees exclude ICRs

Growth metrics

AE growth metrics	FY24	FY23	FY22	1H25	2H24	1H24	2H23	1H23	2H22	1H22
FUM – investments – retail/wsale (\$bn)	2.19	2.00	1.78	2.55	2.19	2.04	2.00	1.87	1.78	2.10
FUM – investments – insto (\$bn)	0.00	0.00	0.19	1.74	0.00	0.00	0.00	0.00	0.19	0.38
FUM – super (\$bn)	8.25	7.21	4.23	8.96	8.25	7.63	7.21	6.50	4.23	4.46
FUM - total (\$bn)	10.44	9.20	6.20	13.26	10.44	9.67	9.20	8.37	6.20	6.94
Investor numbers	12,859	13,581	13,966	12,640	12,859	13,135	13,581	13,953	13,966	13,326
Member numbers (funded)	122,013	114,133	69,100	120,185	122,013	117,518	114,133	101,349	69,100	63,397
Net new funded members [^]	7,880	45,033	9,620	(1,828)	4,495	3,385	12,784	32,249	5,703	3,917
Net flows – investments - retail/wsale (\$m)	5.6	44.9	391.4	75.0	15.8	(10.3)	(23.5)	68.4	110.9	280.5
Net flows – investments – insto (\$m)	-	(183.2)	(200.1)	(58.3)	-	-	-	(183.2)	(150.1)	(50.1)
Net flows – super (\$m)	601.5	605.0	751.4	194.2	332.1	269.4	304.4	300.6	384.0	368.0
Net flows - Total (\$m)	607.1	466.7	942.6	211.0	348.0	259.1	280.9	185.8	344.8	598.4
Investments flows drivers (\$m)	FY24	FY23	FY22	1H25	2H24	1H24	2H23	1H23	2H22	1H22
Investments (excl insto) inflows	290.6	283.4	599.3	248.5	146.6	144.0	114.7	168.7	221.9	377.3
Investments (excl insto) outflows	(285.0)	(238.5)	(207.9)	(173.5)	(130.8)	(154.3)	(138.2)	(100.3)	(111.0)	(96.9)
Insto net flows	-	(183.2)	(200.1)	(58.3)	-	-	-	(183.2)	(150.1)	(50.1)
Outflow % FUM annualised (excl insto)	(14%)	(12%)	(11%)	(15%)	(12%)	(15%)	(14%)	(11%)	(11%)	(10%)
Super flows drivers (\$m) **	FY24	FY23	FY22	1H25	2H24	1H24	2H23	1H23	2H22	1H22
Rollovers in	307.8	334.7	499.1	111.4	143.0	164.8	160.2	174.5	224.5	274.6
SG contributions	596.0	454.7	284.3	318.1	316.3	279.7	276.2	178.5	159.8	124.5
Other contributions	177.7	146.1	135.8	76.9	122.0	55.8	93.9	52.2	79.4	56.4
Total super inflows	1,081.5	935.5	919.1	506.4	581.2	500.3	530.4	405.2	463.7	455.4
Total super outflows	(480.0)	(330.5)	(167.7)	(312.2)	(249.1)	(230.9)	(225.9)	(104.6)	(79.7)	(87.4)
Outflows % FUM annualised	(6%)	(6%)	(4%)	(7%)	(6%)	(6%)	(7%)	(4%)	(4%)	(4%)

Additional metrics

Average age of current super members is 39

Average super account balance is 75k*

Average rollover in of \$40k[#]

* Average of funded accounts at 31 December 2024

[#] Excluding rollovers from ATO

[^] includes ~28,000 members from Christian Super SFT in 1H23

** Relates to organic growth; excludes SFT

Reference to 'Wholesale' funds indicate the class of pricing above a minimum investment threshold, which varies by fund

Financial metrics

Financial metrics	FY24	FY23	FY22	1H25	2H24	1H24	2H23	1H23	2H22	1H22
FUM based revenue (ex performance fee) (\$m)	92.9	75	65.6	54.7	48.1	44.8	41.1	33.9	32.8	32.9
Performance fee (\$m)	0.2	-	0.4	0.0	0.2	-	-	-	0.4	-
Member based revenue (\$m)^	6.0	5.1	4.7	2.7	3.0	3.0	2.7	2.4	2.4	2.3
Other (\$m)	1.3	1.0	0.1	1.4	0.7	0.7	0.7	0.3	-	-
Operating revenue (\$m)	100.5	81.1	70.8	58.8	52.0	48.5	44.5	36.6	35.6	35.2
UPAT – pre performance fee (\$m)	18.4	11.8	10.0	11.5	10.0	8.5	6.8	5.0	4.6	5.4
Performance fee (after tax & community grant impact)	0.1	-	0.2	0.0	0.1	-	-	-	0.2	-
UPAT – post performance fee (\$m)	18.5	11.8	10.3	11.5	10.0	8.5	6.8	5.0	4.9	5.4
NPAT attributable to shareholders (\$m)	11.8	6.6	9.6	9.3	5.6	6.2	5.6	1.0	4.2	5.4
Cost to income ratio – pre performance fee (%)*	74%	79%	79%	72%	73%	75%	78%	81%	81%	78%
Cost to income ratio – post performance fee (%)*	74%	79%	79%	72%	72%	75%	78%	81%	80%	78%
Effective tax rate (%)^	34%	38%	31%	30%	37%	30%	31%	61%	32%	30%
Earnings per share (cents)	FY24	FY23	FY22	1H25	2H24	1H24	2H23	1H23	2H22	1H22
Basic (NPAT attributable to shareholders)	10.61	5.89	8.64	8.36	5.05	5.57	5.03	0.86	3.76	4.89
Diluted (NPAT attributable to shareholders)	10.51	5.84	8.55	8.22	4.99	5.53	4.98	0.85	3.71	4.83
Basic (UPAT attributable to shareholders)	16.59	10.57	9.26	10.28	9.00	7.59	6.12	4.45	4.38	4.89
Diluted (UPAT attributable to shareholders)	16.44	10.46	9.16	10.11	8.90	7.54	6.06	4.41	4.32	4.83
Dividends	FY24	FY23	FY22	1H25	2H24	1H24	2H23	1H23	2H22	1H22
Ordinary Dividend (cents per share)	9.00	7.00	6.00	5.00	6.00	3.00	5.00	2.00	3.00	3.00
Dividend franking (%)	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Dividend paid (\$m)	9.02	5.63	8.99	6.77	3.38	5.64	2.26	3.37	3.37	5.62
NPAT annual payout ratio#	86%	120%	70%	61%	120%	54%	100%	235%	81%	62%
Capital Management	FY24	FY23	FY22		2H24	1H24	2H23	1H23	2H22	1H22
Cash & term deposits (\$m)	36.3	32.1	26.7	32.3	36.3	26.9	32.1	25.0	26.7	24.4
Net assets	30.0	26.3	24.2	34.7	30.0	26.8	26.3	22.8	24.2	23.3
Net assets per ordinary share (\$)“	0.27	0.24	0.22	0.31	0.27	0.24	0.24	0.20	0.22	0.21

Note the above is attributable to shareholders and excludes The Foundation

^ Net of rebates

^^ 2H24 and 1H23 high effective tax rate reflects impact of change in fair value of Sentient investment which is on capital account and not deductible (excluding this fair value impact, tax rate is 30%).

“ Ordinary shares on issue excludes employee share plan

Payout ratio calculated on Diluted EPS based on NPAT (dilution includes employee shares).

* Cost to income ratio is calculated using operating expenses adjusted for non-underlying items as a percentage of revenue (excluding non-underlying items)

Above may include variances due to rounding

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Australian Ethical Investment Ltd FY25 Half Year Results

John McMurdo (Managing Director & CEO) and Mark Simons (CFO) | 27 February 2025

