

## Responsible Investment Committee

The Responsible Investment Committee (“RI Committee”) is a body, established by the Responsible Entity, that is nominated in the Nasdaq Future Global Sustainability Leaders Index methodology (which BetaShares Global Sustainability Leaders ETF aims to track) to determine the list of index securities that pass the ESG-related screens and meet the Climate Leaders criteria as set out in the methodology.

The RI Committee comprises individuals, appointed by Betashares, who are advocates of, and have experience and expertise in, ethical investing. A representative of Betashares is a member of the RI Committee, with a majority of members comprising other industry experts. The RI Committee’s determinations are made by majority vote.

### Members

**Kylie Charlton:** Kylie is Managing Director of Australian Impact Investments (All), a specialist consulting firm that provides advice to clients seeking to mobilise capital to create positive environmental and social impact alongside financial value. Kylie joined All in 2014 and she has worked in Australia and internationally at the intersection of mainstream capital markets, impact investment and philanthropy for over 15 years. Kylie is a Venture Partner on the Giant Leap Fund, co-founder of Unitus Capital, Chair for RIAA’s Impact Investing Forum, working group member of the Australian Sustainable Finance Initiative and awardee of the AFR 100 Women of Influence 2018. Prior to transitioning her career into impact investment, Kylie spent 11 years in commercial and investment banking. Kylie graduated in Commerce at University of Canberra and has an MBA from the Saïd Business School at the University of Oxford in England.

**Emily Flood:** Emily is the Chief Impact Officer at Future Super where she and her team are responsible for ensuring Future Super’s investment strategy meets the ethical and impact objectives of members. Emily has considerable experience in impact, responsible and sustainable investing, and a deep understanding of environmental, social and governance (ESG) issues. Prior to joining Future Super in 2018, she worked in consulting and program design for non-profits, philanthropists and corporate social responsibility programs. She holds an Advanced Masters of Social Impact through the Centre of Social Impact at Swinburne University and was a member of the Australian Sustainable Finance Initiative (ASFI).

**Greg Liddell (Betashares representative):** Greg joined Betashares in November 2021 as Director - Responsible Investments. He is responsible for driving sustainable investment initiatives across the firm as well as acting as the leading ESG subject matter expert within the firm.

Prior to joining Betashares, Greg was Executive Manager - Investment Sustainability at Suncorp, where he developed and implemented their first Responsible Investment Policy and was heavily involved in the development of that firm’s first Climate Change Action Plan and Modern Slavery Statement. Prior to Suncorp, Greg held roles at the Centre for International Financial Research (CIFR), the Investor Group on Climate Change (IGCC), Russell Investments, QIC and Mercer.

Greg holds a Bachelor of Economics from Macquarie University, a Graduate Diploma in Applied Finance from Royal Melbourne Institute of Technology, a Certificate in ESG Investing from the CFA Institute, and an FSA Credential from the Sustainability Accounting Standards Board.