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E&P FINANCIAL GROUP

Sustainability Overview 2026

Financial year ended June 30

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Acknowledgement of Country

E&P Financial Group acknowledges the Traditional Custodians of the land and waterways upon which we work and depend. Our offices operate on the lands of the Gadigal, Wurundjeri, Jagera, Turrbal, and Ngannawal peoples. With strength, pride and resilience, First Nations' cultures continue to endure, grow and thrive today. We acknowledge each community's continuing culture and pay respect to their Elders past and present. We extend this respect to all Aboriginal and Torres Strait Islander Peoples, including our clients, partners and broader community. We embrace the spirit of reconciliation and continue to support self-determination through financial empowerment. Our commitment to reconciliation echoes our longstanding purpose – to empower our clients to prosper.

Overview

We are pleased to bring our clients, people, and shareholders our annual sustainability overview.

This publication provides an overview of our sustainability performance across a range of Environmental, Social and Governance (ESG) issues.

“

We see our sustainability program as a key contributor to long-term shareholder value. It sets us apart in how we serve clients, it strengthens how we understand and manage risk, and it has us prepared for emerging regulatory issues such as the mandatory climate reporting standards now being phased in.

David Evans

Non-Executive Chair

“

Our clients increasingly expect their capital to reflect what they care about. Meeting that expectation has become a source of value for the business, and one with more opportunity ahead. Helping clients invest, give and operate with purpose is central to what a modern firm offers, and I am proud of how our people have carried that this year.

Ben Keeble

Managing Director and CEO



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FY26 Highlights



7,400+

clients and families

Provided with access to quality financial services



Scope 3

Emissions expansion

GHG emissions inventory broadened to capture key Scope 3 categories



Top 100

Graduate employer

Prosple 2025 Top Graduate Employer Awards



\$2.9b+

In for-purpose capital

Managed through our dedicated Evans and Partners NFP advice program¹



Innovate RAP

Completion

With our second RAP in development for early 2027



79%

Employee engagement score

+23 points increase versus prior



\$450m+

In committed client FUA

Across our sustainable investment product suite



\$3.5m+

Evans and Partners Foundation funds

Across 27 sub-fund accounts



\$600k+

Raised for community organisations

Facilitated via E&P and staff²

Note: All data unaudited, as at 30 June 2026 1. For-purpose investors include foundations, endowments and other non-profit organisations. 2 . Community giving comprises direct E&P giving of \$83k; E&P Foundation grants of \$133k and E&P facilitated giving of \$412k. Industry sponsorships and memberships are excluded.

About Us

For more than 30 years, E&P Financial Group has delivered quality financial advice to private, institutional and corporate clients. We are focused on long-term value for our clients, our people and our shareholders, with sustainability considerations integrated into how we operate and invest.



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E&P Financial Group serves private clients, family offices, not-for-profits and institutions across three divisions.

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Claremont Global

E&P Wealth

Premium private wealth management business with presence across Not-For Profit, Family Office, high-net worth and mass affluent retail client spectrum, underpinned by a contemporary, advice model.

E&P Capital

Leading boutique provider of corporate advisory, capital markets, institutional broking and research, occupying a unique position in the market due to client relationships, scale and focus.

E&P Funds

Specialist global fund manager with a portfolio of client assets under management across global listed equities and private equity.

7,400+

Private clients

\$190.9m

FY26 total revenue¹

326

Total employees²

5

Offices

How this report is structured

01

Operating sustainably

How we support our people and manage our operational footprint.

02

Investing responsibly

Our responsible investment framework, how we engage with industry and put client capital to work.

03

Engaging with the community

Our Foundation, our partnerships, and how we support our people and clients to give back.

1. FY26 revenue includes interest income of \$2.0 million
2. Full-time employees (FTE)

Our People

Our people are our greatest asset and the largest contributor to our success. How we manage human capital shapes our ability to serve clients, stay relevant and run a high-performing business.

We continued to invest in our people's growth, engagement and diversity. Our culture shifted positively, with a significant improvement in employee engagement.

Growing capability and developing future leaders

We strengthened our performance culture this year, introducing a firm-wide performance framework that gives our people a clearer, more consistent view of how they are tracking. We invested further in leadership, extending our development curriculum across the Team Leader, Manager and Senior Leadership tiers. We also opened new pathways for emerging talent, launching our first Self-Managed Super Fund (SMSF) winter internships alongside our established Private Wealth Management (PWM) program.

A more engaged and externally recognised workforce

Our people tell us the culture is moving in the right direction. Employee engagement rose 23 points on our 2023 survey, and our graduate program earned a place in Prosple's Top 100 for career progression, culture, development and meaningful work.

Progress on diversity, with further to go

Diversity is a key priority for the firm. Women hold 40% of Investment Committee seats and 33% of Board seats, and make up 36% of our workforce. We review like-for-like gender pay each year to ensure fairness across every level, and remain committed to progress across all areas of diversity. We support women across the industry through Women in Banking & Finance, Future IM/Pact, She Gives and Championing Women in Finance, and hosted more than 80 female clients at our International Women's Day event with guest speaker Anita Jacoby.

Cultural learning across the firm

We completed our two-year Innovate Reconciliation Action Plan this year and are developing our second, for 2027. Cultural learning continued through eight Red Dust Foundations for Reconciliation workshops across our Melbourne, Sydney and Canberra offices, and we marked National Reconciliation Week with a Red Dust webinar open to clients, alongside a Matched Giving Day.



Future IM/Pact

Future IM/Pact builds careers in funds and wealth management, with a focus on attracting more women into advice. We expanded our partnership this year: eight advisers joined as Career Connect Mentors, paired with ten early-career graduates through the gender-balanced flash mentoring program, with five more attending the Sydney Career Networking Evening as mentors. Several advisers also recorded "Day in the Life" interviews to dispel some of the myths students hold about financial services.



Australian Business and Community Network

Now in our fourth year with the Australian Business and Community Network, our people mentor students from equity-prioritised schools, building confidence and practical skills through workplace sessions. In FY26 we ran 6 programs in our Melbourne, Sydney and Canberra offices, while 6 staff also continued multi-year one-on-one commitments through ABCN's Accelerate Scholarship Program.



Women in Banking & Finance

Women in Banking & Finance works to lift the number of women in leadership across banking and finance. Our 61 active members took part in 16 webinars, six master classes and four programs across the year, giving people at every career stage access to development and networks beyond the firm.

Climate and Resource Use

We regard climate change and resource management issues as essential to our stakeholders and long-term business success. This includes how we manage climate related risk in our investments and manage the impact of our operational activities.

Our operations remain carbon neutral across Scope 1 and 2, now powered entirely by GreenPower. We also built our first Scope 3 inventory, establishing our baseline.

Carbon neutral across Scope 1 and 2

In FY26 our Scope 1 and 2 emissions were 342 tCO2e on a location basis. On a market basis, following our transition to 100% GreenPower, we were carbon neutral across Scope 1 and 2. GreenPower purchasing increased to 100%, up from 82%, after moving to a new electricity provider.

Building our Scope 3 baseline

We developed our first Scope 3 inventory, identifying the material categories across our value chain including business travel, working from home (including employee commuting), waste and base building. The initial Scope 3 estimate of 844 tCO2e is preliminary and will be refined as coverage improves and the scope expands. Together with Scope 1 and 2, this gives us an operating baseline of 1,186 tCO2e.

Preparing for mandatory climate reporting

Climate risk is captured in our enterprise Key Risk Register, with progress reported periodically to the Board. Ahead of mandatory reporting under AASB S2, we focused this year on improving the foundations that regime depends on: data coverage, measurement methodology and internal ownership.

Strengthening our supply chain

We updated our Procurement Policy to embed supplier diversity in the value-for-money test, requiring reasonable inquiries about First Nations and social enterprise suppliers before going to market.

We also published our FY25 Modern Slavery Statement to the public Modern Slavery Statements Register and supported it with bespoke internal training across the group, with supplier screening and due diligence continuing under our Third-Party Risk Management Framework.

Metric	FY22 (baseline) ⁵	FY26 (current)
Scope 1+2 emissions (tCO2e, location) ¹	404.4	342.1
Scope 1+2 emissions (tCO2e, market) ^{2,3}	381.4	nil
Scope 3 emissions (tCO2e, location) ⁴	N/A	844
Total Scope 1+2+3 Emissions (location based)	N/A	1,186

1. Location-based carbon accounting method applied, using emissions factors from the Australian Greenhouse Accounts and EPA. 2. Market-based carbon accounting method applied. Legislated RPP referenced from the Australian Clean Energy Regulator, as at time of publishing. 3. Calculations include various offices that source GreenPower via utility providers and landlord group-buyer arrangements. 4. Scope 3 covers the categories most material to our operations: business travel, employee commuting and working from home, waste, and base building energy in our leased offices. Business travel is based on actual data, with travel booked outside our systems estimated on a spend basis. 5 Baseline refers to the first reporting year these metrics were publicly disclosed and tracked.

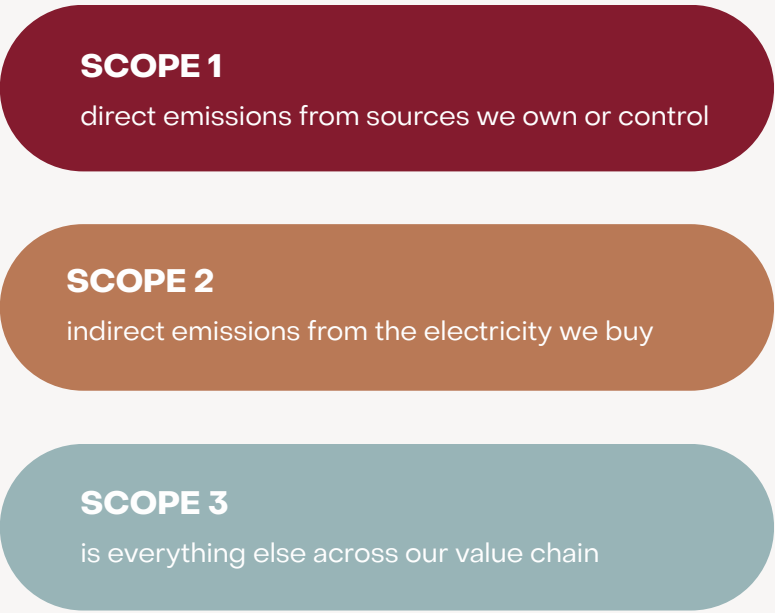
Understanding our emissions scopes

Greenhouse gas emissions are grouped into three scopes under the Greenhouse Gas Protocol.

Scope 1 is direct emissions from sources we own or control. For a firm like ours that is small.

Scope 2 is indirect emissions from the electricity we buy. The location-based method applies the average emissions intensity of the local grid. The market-based method reflects what we have actually contracted for.

Scope 3 is everything else across our value chain, from business travel and working from home through to waste and the base buildings we occupy.



Responsible investment

We are proud to offer solutions for clients seeking to invest in line with their values – with a dedicated team that oversees our responsible investment capability.

Responsible investment is central to how we advise clients and a point of difference for our service. This year we strengthened the framework behind it, improved how we report outcomes, and engaged across the industry.

Refined our responsible investment framework

This year we strengthened the framework that anchors our responsible investment approach, bringing a single, consistent discipline to everything from setting client objectives through to due diligence, manager engagement, portfolio construction and reporting.

We now explicitly classify underlying investments from avoiding harm, through benefiting stakeholders, to contributing to solutions across both people and planet, so capital can be allocated in a simple way against the objectives of each client.

Improved responsible investment reporting

We evolved how we report responsible investment outcomes, drawing on stronger data and deeper manager engagement, so clients can see how their portfolio tracks against both their own policy and relevant benchmarks.

We advanced climate reporting in particular, adding measures such as climate value at risk and implied temperature rise. These build on the ESG risk, controversies, carbon intensity, engagement and voting, and impact and SDG alignment reporting we already provide.

Mobilisation of capital

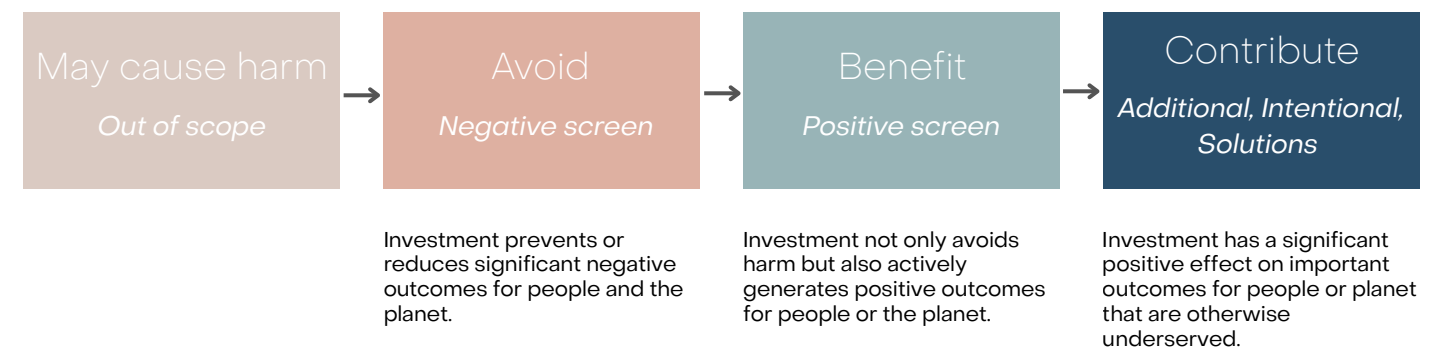
Our sustainable product suite passed \$450m in committed client FUA. During the year we supported new investments across private equity, climate infrastructure and impact-oriented debt, broadening what clients can access. Beyond this, our capital markets business supported capital raisings across areas such as early-stage healthcare and ethical finance, and our fixed income desk participated in the issuance of green and sustainability-linked bonds.

We also verified outcomes ourselves, with site visits across wetland restoration, social and affordable housing and disability employment services.

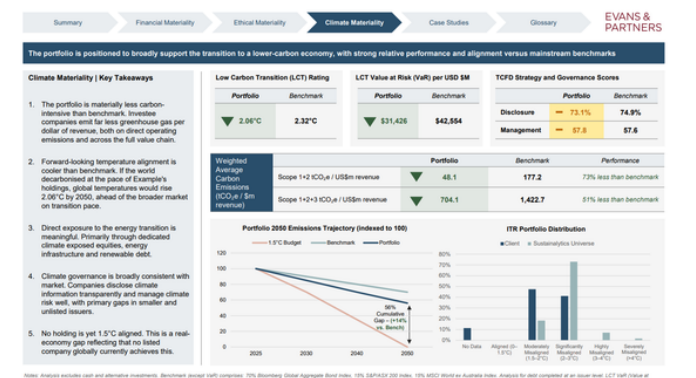
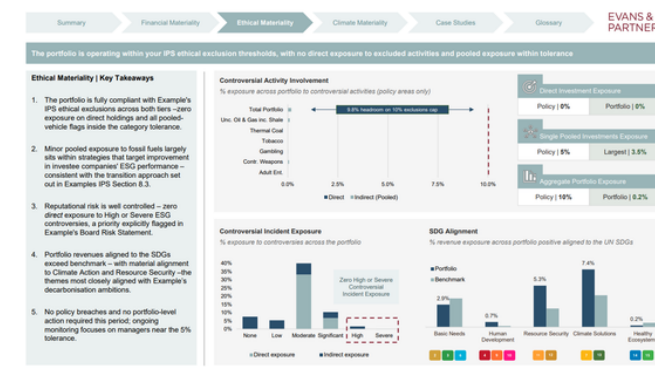
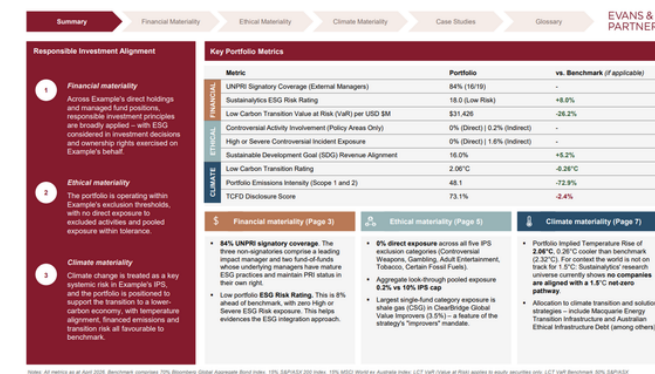
Industry collaboration and best practice

We helped contribute to market best practice through a number of industry roles. We sit on the RIAA certification assessment panel, contributed to Impact Investing Australia's benchmarking work, and joined WWF's Innovative Finance for Nature-based Solutions roundtables across Asia-Pacific. We also highlighted catalytic and concessional capital models, hosting a not-for-profit forum with the Heart Foundation, Transition Accelerator and Whitebox Social Enterprises to show how concessional capital is deployed for impact.

Our responsible investment framework



Example client reporting



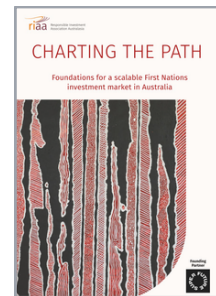
Case studies

Across FY26 we put our responsible investment approach to work in practice. Below is a selection of key highlights.



Community Capital

This year we structured a dedicated investment vehicle to give wealth management clients access to Community Capital Private Equity Fund, a fund offering a diversified portfolio of leading global private equity managers. It runs on a creative model centred on community benefit: the underlying managers forgo their usual fees, which are instead donated, net of costs, as grants to Australian social purpose organisations. Clients reach institutional-grade private equity while funding community causes, from mental health and food security to domestic violence and the circular economy. Our clients committed over \$30 million.



Charting the Path

This year we co-authored Charting the Path with Mercer, First Nations-led research published by the Responsible Investment Association Australasia. It maps how investment markets engage with First Nations peoples and economies, and why capital is not reaching them: despite strong growth in First Nations businesses, those economies remain starved of the capital that self-determined development requires. The paper sets out three pathways to change: greater First Nations representation across the investment system, alignment of governance and disclosure practices so institutions rather than individuals carry the responsibility, and capital flows built on investable pipelines, blended and catalytic finance, and purpose-built intermediaries.



Gourlay Visiting Professor of Ethics in Business

Each year we partner with Trinity College on the Gourlay Visiting Professor of Ethics in Business program, an initiative that brings internationally distinguished professors to Australia to advance ethical thinking in business. This year we hosted Professor Gerry George of Georgetown, who examined the common good as a guiding principle for business, and Professor Chellie Spiller, who drew on Indigenous wisdom, including the principle of kaitiakitanga, or guardianship, to reframe ethical leadership.



Impact Investment Summit

At the 2026 Impact Investment Summit in Sydney, we ran a workshop on impact investment strategy. Impact is too often treated as a discrete allocation, assessed in isolation. Our session made the case for the alternative: a total portfolio approach, where impact is a lens applied across the whole portfolio and built into the investment strategy from the outset rather than bolted on afterwards. We worked through how investors weigh risk, return, liquidity and impact together, what changes when impact is a design principle rather than a carve-out, and the practical steps for integrating it across asset classes.



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The Evans & Partners Foundation

In its first full year, the Evans & Partners Foundation gave clients a considered way to turn charitable intent into lasting impact.



We publicly launched the Evans & Partners Foundation this year, reaching over \$3.5m across 27 sub-fund accounts. Our own Charitable Endowment also made its first grant.

Launching a structured way to give

In FY26 we publicly launched the Evans & Partners Foundation, our Public Ancillary Fund built on a Give, Grow, Grant model with Equity Trustees appointed as independent trustee. The model works via clients and staff contributing to a named sub-fund, receiving tax deductions immediately, and directing grants over time to the causes they choose. Those contributions are then invested in a sustainable multi-asset portfolio managed by our Chief Investment Office, with investment management fees donated back into E&P's own 'Charitable Endowment' sub-fund.

Opening philanthropy to more families

The entry point for a sub-fund is set at \$20,000, offering most of the benefits of a private foundation without the cost, complexity or capital commitment – opening structured giving to families for whom a private structure was never realistic. Twenty-seven sub-fund accounts were opened in the first year, several of them by our own staff.

Building philanthropy into our advice

Coinciding with the rollout we delivered philanthropy training to our advisers nationally and embedded structured giving into our advice service. We supported that with a client education program across events, webinars and podcast episodes.

Giving alongside our clients

The Foundation finished its first full year with over \$3.5m in funds, directing \$133k in grants to 20 organisations. That included the E&P Charitable Endowment, our own sub-fund, which made its first grant to The Funding Network.



The Funding Network (Thriving Young People)

The Funding Network brings people together to fund grassroots non-profits through live crowdfunding, where organisations pitch to a room and the audience pledges on the night. It has operated in Australia since 2013 and has channelled more than \$30m to over 300 emerging charities. We have a long association with TFN, having hosted events for several years, and made our first Foundation grant to them this year.

That grant supported organisations through their Thriving Young People event, where guests pledged over \$110,000 across three organisations creating practical pathways for young people: One Ball, which removes cost and cultural barriers to inclusive football; FutureFIT, which gets work-ready clothing and job-seeking support to young jobseekers in Melbourne's west; and FoodFilled, which lets learner drivers complete their required hours delivering rescued food.

Partnerships and Giving

We seek to make a positive contribution to the communities in which we operate through philanthropy, fundraising, volunteering and community engagement activities.

In FY26, community contributions made or facilitated through E&P, our people or via our Foundation reached over 40 unique organisations.

National partnerships

We continued our national partnerships with Red Dust Role Models and the Australian Business and Community Network. As donation matching partner for Red Dust's Matched Giving Day, we helped get the campaign off the ground and, together with our clients, raise more than \$175,000 for health and wellbeing programs in remote communities. Through ABCN, our people mentored students from equity-prioritised schools across our offices.

Fundraising and signature events

We sponsored and supported the Australian Fund Manager Foundation's annual awards night, which raised over \$500,000 in 2025 for the Sydney Children's Hospitals Foundation and Odyssey House. We hosted our fourth Funding Network event in Melbourne, where staff and guests pledged over \$110,000 to three grassroots charities. Teams also raised over \$60,000 in the Smith Family Challenge, took part in the Push-Up Challenge and Connors Run, and sponsored the Giant Steps Ball supporting education for children with autism.

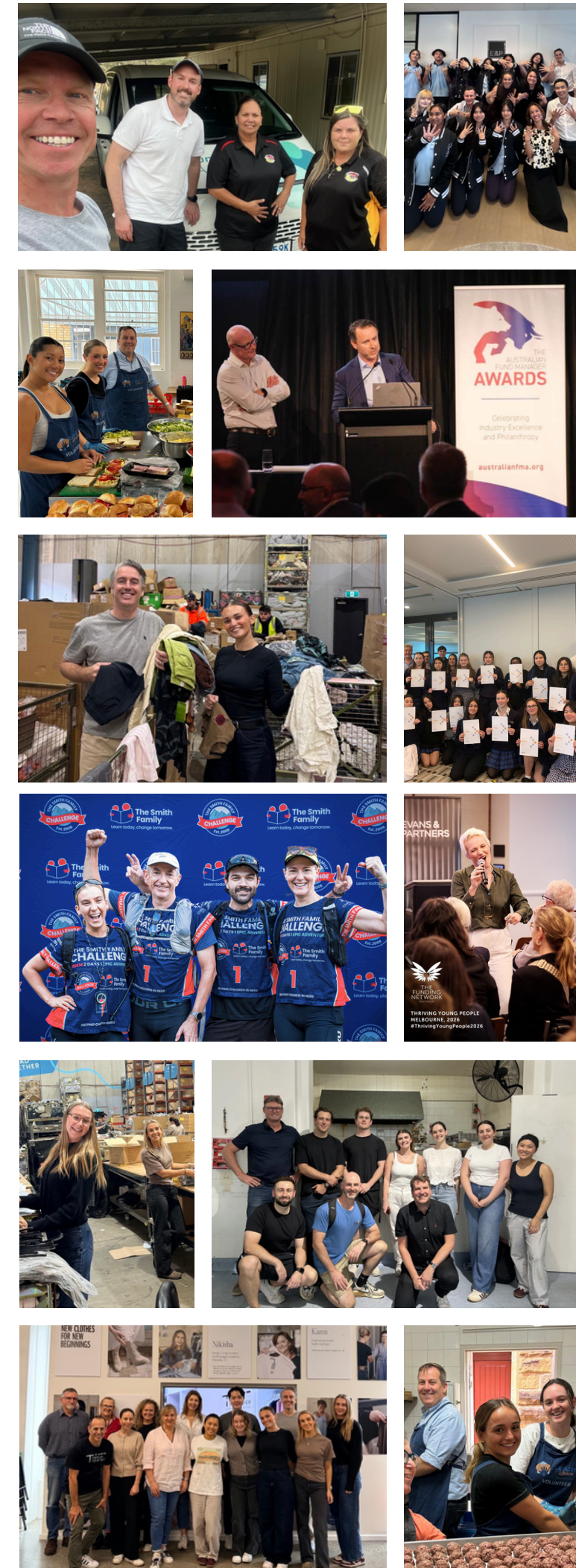
Volunteering in our communities

Our people volunteered across every office, sorting clothing at Thread Together, serving meals at St Canice's Kitchen, and driving donated baby supplies from Canberra to a First Nations community organisation in central west New South Wales with Roundabout. Others raised funds individually with support from our employee donation matching, and offices ran their own initiatives, from the Biggest Morning Tea to a financial literacy morning for local preschoolers.

Convening and sector partnerships

We hosted community and sector organisations in our offices through the year, including the YMCA Youth Parliament Program, the Kids With Cancer donor recognition event, SpinalCure round tables and the Melbourne Women's Foundation Annual Impact Update, and made our boardrooms available to for-purpose clients for board strategy days and numerous other events. We are also active members of Philanthropy Australia and Reconciliation Australia, contributed to She Gives' research on women's philanthropy, and worked with Future IM/Pact and Generous You – on industry wide initiatives.

Organisations we supported in FY26



Reconciliation Action Plan

In FY24 we launched our two-year Innovate Reconciliation Action Plan (RAP) to support the self-determination of First Nations Peoples. Reconciliation reflects our longstanding purpose, to empower our clients to prosper, extended to the First Nations communities and economies we work alongside. Having completed our first plan, we are now developing our second, for rollout in 2027.

Waagay by Josie Rose

Commissioned for E&P's Innovate RAP and Melbourne Office

Below is a selection of the key initiatives we delivered across the past two years. These run across our three RAP pillars, how we operate, how we invest, and how we engage with industry and community, in support of self-determined outcomes for First Nations Peoples.

How we operate

- Established a Cultural Learning Framework with Red Dust, with online modules and in-person Foundations for Reconciliation workshops
- Held all-staff yarns and online events during key periods including National Reconciliation Week, with guests including Thomas Mayo
- Added optional Aboriginal and Torres Strait Islander identification to recruitment and onboarding
- Commissioned Waagay, an original work by Gumbaynggirr artist Josie Rose, for our Melbourne office
- Embedded cultural protocols into events and presentations
- Formalised a Social Procurement Strategy and updated our Procurement Policy so that First Nations and social enterprise suppliers are considered

How we invest

- Embedded First Nations considerations into our responsible investment advice offering, including the Dhawura Ngilan principles in investment selection
- Worked with specific clients to reflect First Nations rights, interests and aspirations in their portfolios and investment frameworks
- Allocated capital to investments with First Nations co-benefits across areas such as venture capital, private debt, carbon, biodiversity and water
- Engaged with emerging Indigenous-owned fund managers on First Nations specific investment strategies, including managers developing products built on proprietary First Nations outcomes data
- Engaged established managers on how First Nations rights and frameworks are reflected in their own investment and company engagement approaches

How we engage with industry and community

- Contributed as a co-author to Charting the Path, the RIAA report on building a scalable First Nations investment market
- Presented at panels and conferences including the World Bank Land Conference in Washington, D.C., and moderated the 2025 RIAA Conference panel on First Nations considerations in investment decisions
- Joined the Australian Sustainable Finance Institute (ASFI) First Nations Reference Group, shaping First Nations disclosure frameworks, and participated in RIAA's First Nations Peoples' Rights Working Group
- Supported Red Dust's Matched Giving Day as a Matching Partner across two years, helping raise more than \$215,000 in total for health and wellbeing programs in remote communities