

6 September 2021

Market Announcements Office ASX Limited Exchange Centre 20 Bridge Street SYDNEY NSW 2000

Notice of Initial Substantial Holder

Attached is a Form 603 Notice of Initial Substantial Holder in relation to Rubicon Water Limited completed by Australian Ethical Investment Limited.

Yours faithfully,

Authorised by Tom May
Company Secretary

Form 603

Corporations Act 2001 Section 671B

Notice of initial substantial holder

To Company Name/Scheme Rubicon Water Limited

ACN/ARSN 651 852 470

1. Details of substantial holder (1)

Name National Nominees Ltd ACF Australian Ethical Investment Limited

ABN 51 004 278 899

The holder became substantial on 31/08/2021

2. Details of voting power

The total number of votes attached to all the voting shares in the company or voting interests in the scheme that the substantial holder or an associate (2) had a relevant interest (3) in on the date th substantial holder became a substantial holder are as follows:

| Class of securities (4) | ss of securities (4) Number of securities | | Voting power (6) |
|-------------------------|---|------------|------------------|
| Ordinary F/P | 11,000,000 | 11,000,000 | 6.40% |

3. Details of relevant interests

The nature of the relevant interest the substantial holder or an associate had in the following voting securities on the date the substantial holder became a substantial holder are as follows:

| 7) | Holder of relevant interest | Nature of relevant interest (7) | Class and number of securities |
|---------------|-------------------------------|---------------------------------|--------------------------------|
| 1 | National Nominees Ltd ACF | | |
| \mathcal{A} | Australian Ethical Investment | | 11,000,000 Ordinary F/P |

4. Details of present registered holders

The persons registered as holders of the securities referred to in paragraph 3 above are as follows:

| 1 | Holder of relevant interest | Registered holder of | Person entitled to be | Class and number of |
|---|-----------------------------|-----------------------|--------------------------|-------------------------|
| | | securities | registered as holder (8) | securities |
| 4 | National Nominees Ltd | National Nominees Ltd | National Nominees Ltd | |
| İ | ACF Australian Ethical | | ACF Australian Ethical | |
| | Investment | Investment | Investment | 11,000,000 Ordinary F/P |

5. Consideration

The consideration paid for each relevant interest referred to paragraph 3 above, and acquired in the four months prior to the day that the substantial holder became a substantial holder is as follows:

| Holder of relevant interest | Date of acquisition | Conside | ration (9) | Class and number of |
|-----------------------------|---------------------|---------|------------|---------------------|
| | | Cash | Non-cash | securities |
| Please refer to | | | | |
| spreadsheet | | | | |

6. Associates

The reasons the persons named in paragraph 3 above are associates of the substantial holder are as follows:

| Name and ACN/ARSN (if applicable) | Nature of association |
|-----------------------------------|-----------------------|
| | |

7. Addresses

The addresses of persons named in this form are as follows:

| Name | Address |
|---------------------------------------|---|
| National Nominees Ltd | Level 12, 500 Bourke St, MELBOURNE VIC 3000 |
| Australian Ethical Investment Limited | GPO Box Centre Sydney, GPO Box 8, Sydney NSW 2001 |

Signature

Print name: Robert Bush

Capacity: Senior Fund Accounting Manager

Sign here: Date: 06/09/2021

DIRECTIONS

- If there are a number of substantial holders with similar or related relevant interests (e.g. A corporation and its related corporations, or the manager and trustee of an equity trust), the names could be included in an annexure to the form. If the relevant interests of a group of persons are essentially similar, they may be referred to throughout the form as a specifically named group, with the names and addresses is clearly set out ion paragraph 7 of the form.
- (2) See the definition of "associate" in section 9 of the Corporations Act 2001.
- (3) See the definition of "relevant interest" in sections 608 and 671B(7) of the Corporations Act 2001.
- (4) The voting shares of a company constitute one class unless divided into separate classes.
- (5) The total number of votes attached to all the voting shares in the company or voting interests in the scheme (if any) that the person or an associate has a relevant interest in.
- (6) The person's votes divided by the total votes in the body corporate or scheme multiplied by 100.
- (7) Include details of:
 - (a) any relevant agreement or other circumstances by which the relevant interest was acquired. If subsection 671B(4) applies, a copy of any document setting out the terms of any relevant agreement, and a statement by the person giving full and accurate details of any contract, scheme or arrangement, must accompany this form, together with a written statement certifying this contract, scheme or arrangement; and
 - (b) any qualification of the power of a person to exercise, control the exercise of, or influence the exercise of, the voting powers or disposal of the securities to which the relevant interest relates (indicating clearly the particular securities to which the qualification applies).

See the definition of "relevant agreement" in section 9 of the Corporations Act 2001.

- (8) If the substantial holder is unable to determine the identity of the person (e.g. If the relevant interest arises because of an option) write "unknown".
- (9) Details of the consideration must include any and all benefits, money and other, that any person from whom a relevant interest was acquired has, or may, become entitled to receive in relation to that acquisition. Details must be included even if the benefit is conditional on the happening or not of a contingency. Details must be included of any benefit paid on behalf of the substantial holder or its associate in relation to the acquisitions, even if they are not paid directly to the person from whom the relevant interest was acquired.

Annexure A

RWL Rubicon Water Limited

National Nominees Ltd ACF Australian Ethical Investment Ltd % This Report % Previous Report % Movement AEI Holding Issued Shares
Holds 6.40 0.00 6.40 11,000,000 171,885,104

Notice Required: Form 603 - Notice of becoming of substantial holder

| | | Person whose relevant interest | | Consideration give | n in relation | Class and number of securities | |
|---------|------------|--------------------------------|------------------|--------------------|---------------|--------------------------------|-----------------------------------|
| Date of | Change | changed | Nature of Change | to change | | affected | Person whose votes affected |
| | | National Nominees Ltd ACF | | | | | National Nominees Ltd ACF |
| | 30/08/2021 | Australian Ethical | Buy | - | 2,750,000.00 | 2,750,000 | Australian Ethical Investment Ltd |
| | 30/08/2021 | ditto | Buy | - | 8,250,000.00 | 8,250,000 | ditto |