

PRESS RELEASE

ELFA appoints Irem Sukan, J.P. Morgan Asset Management, Glenn Anderson, M&G Investments, and Marios Halloumis, Barings as new ESG Committee Co-Chairs

27 August 2025, London: The European Leveraged Finance Association (ELFA) is pleased to announce the appointment of Irem Sukan, Glenn Anderson and Marios Halloumis as the new Co-Chairs of the ESG Committee. They will replace Tina De Baere, Oliver Newman, Lily Baik following the completion of their terms.

Irem Sukan is an Executive Director and a senior credit analyst in the European High Yield (HY) team at J.P. Morgan Asset Management. Prior to J.P. Morgan, she was a senior credit analyst at Wellington Management, where she initiated the HY team's globalisation effort in London. Having started her career at AIG Investments in New York, Irem has extensive experience in both the US and European leveraged finance markets; and a deep breadth of sector expertise across leveraged loans, high yield bonds and distressed situations. Irem holds an Ms. in Foreign Service from Georgetown University, Washington D.C., with a focus on International Finance & Commerce, and more recently earned an Ms. in Psychology and Neuroscience of Mental Health from King's College, London. Irem also holds the CFA Institute Certificate in ESG Investing.

Glenn Anderson is a Sustainability Lead for Private and Structured Credit at M&G Investments. In his role, he works on the sustainability approach across leveraged finance and asset-backed security investments. Prior to that, he held roles at Fidelity International and Allianz Global Investors, where he focussed on sustainable investing strategy, custom ESG solutions, and Net Zero approaches to investments. Glenn has also led on sustainability strategy across fixed income, structured, and private credit, alongside implementing various regulatory framework, such as SFDR. He holds a BS. in Banking and International Finance from Cass Business School, and more recently the CFA Institute Certificate in Impact Investing.

Marios Halloumis is the ESG Investment Integration Director – Public Assets on the Sustainability & ESG team at Barings International in London. He works with key stakeholders within the business to govern and enhance Barings investment teams' ESG Integration practices. Prior to that, he was the Director of ESG Integration and Active Ownership for Barings' Public Equities platform, where he coordinated, governed and enhanced its proprietary ESG Integration and Active Ownership practices. Marios holds a BS. in Economics from UCL, London as well as a MS. in Risk and Stochastics from the London School of Economics and Political Science. He is a member of the CFA Institute and a certified Financial Risk Manager. In 2011, Marios was awarded the Investment Management Certificate, the CFA Institute Certificate in ESG Investing in 2020, and the CFA UK Certificate in Climate and Investing in 2022. He is a Fundamentals of Sustainability Accounting (FSA) Credential Holder and an EFFAS Certified ESG Analyst (CESGA).

Ed Eyerman, CEO of ELFA, commented, "We are delighted to welcome Irem, Glenn, and Marios as the new Co-Chairs of ELFA's ESG Committee. They have each helped drive progress in the European ESG market and within ELFA and bring outstanding expertise in sustainability and regulatory matters. Their insight and leadership will be invaluable as we continue to drive progress in this vital area. I would also like to take this opportunity to thank our outgoing Co-Chairs, Tina De Baere, Oliver Newman and Lily Baik, for their hard work, dedication, and the significant contributions they have made to the committee."

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About ELFA

ELFA is a buy-side-only trade association comprised of European investors and non-bank lenders in the high yield, leveraged loan, CLO and private debt markets. Its membership consists of more than 60 institutional fixed income managers, including investment advisors, insurance companies, CLO managers and pension funds. ELFA seeks to support the growth and resilience of the leveraged finance market while acting as the voice of its investor community by promoting transparency, improving standards and facilitating engagement among European leveraged finance market participants. For more information, please visit ELFA's website:

www.elfainvestors.com.

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