ixbiopharma
it's life changing

Sustainability Report 2021

29 November 2021

About this Report

GRI 102-1|102-46 | 102-50 | 102-52 | 102-53 | 102-54

iX Biopharma Ltd. (the **Company** or **iX Biopharma**) is proud to present our annual Sustainability Report for the Financial Year 2021. We have prepared the report with reference to the Global Reporting Initiative Standards (**GRI Standards**). The GRI Standards were chosen as they are the first global standards for sustainability reporting. The GRI Content Index on pages 12 and 13 indicates the full list of GRI references and disclosures used in this report.

The report is also aligned to the SGX Sustainability Reporting Guide set out in Practice Note 7F of the Singapore Exchange Securities Trading Limited (**SGX-ST**) Listing Manual Section B: Rules of Catalist.

The report captures our environmental, social and governance performance from July 2020 to June 2021 (**FY2021**) with historical performance data (**FY2020**) included for comparison, for all our entities.

We are fully committed to sharing our sustainability journey with all our stakeholders. Please address any feedback you might have on our sustainability performance and any aspect of our sustainability report to:

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Director of Corporate Affairs
chiahsing.yee@ixbiopharma.com

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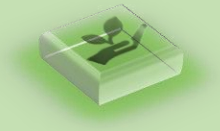
Sponsor Statement
This Sustainability Report has been prepared by iX Biopharma Ltd. (the "**Company**") and its contents have been reviewed by the Company's sponsor, UOB Kay Hian Private Limited (the **Sponsor**), for compliance with the relevant rules of the Singapore Exchange Securities Trading Limited ("**SGX-ST**") Listing Manual Section B: Rules of Catalist. This Sustainability Report has not been examined or approved by the SGX-ST and the SGX-ST assumes no responsibility for the contents of this Sustainability Report, including the accuracy, completeness or correctness of any of the information, statements or opinions made or reports contained in this Sustainability Report. The contact person for the Sponsor is Mr. Lance Tan, Senior Vice President, at 8 Anthony Road, #01-01, Singapore 229957, telephone: (65) 6590 6881.

Sustainability Board Statement

GRI 102-14

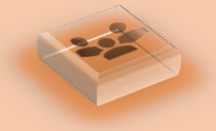
iX Biopharma is pleased to publish this FY2021 Sustainability Report. It captures our initiatives to integrate sustainability across our organisation in the areas of environment, social and governance (**ESG**).

Sustainability is integral in order for our business to achieve lasting commercial success. We have embarked on this sustainability journey by looking at our responsibility for the environment we are operating in, people in our workforce and innovative products for the healthcare industry.



Environment

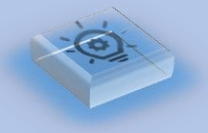
We are fully committed to our environmental initiatives along our entire value chain, from product development to supply of goods. We have identified energy as one of the material topics and will continue to identify other areas of improvement where we can mitigate our environmental impact.



People

We value our employees as the key pillar for our long-term success. As an equal opportunity employer, we aspire to be the workplace of choice for our staff. We strongly believe in diversity and being inclusive with regard to hiring policies. We employ the best talent, without discrimination on race, gender or age.

We also value the importance of competency and proficiency in our workforce to ensure the long-term success of our business. During FY2021, we continued to invest in the training and development of our employees to enhance their skills and capabilities.

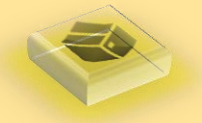


Innovation

Innovation is the cornerstone of the Group and continues to be an important driver of future growth.

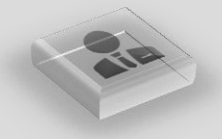
We are proud to report that 19 products have been registered or listed on the Australian Register of Therapeutic Goods (**ARTG**) as at end of FY2021.

We have developed an extensive pharmaceutical product pipeline utilising our patented WaferiX sublingual delivery technology.



Product

As a pharmaceutical company, we comply with all relevant and material regulations and applicable industrial standards. All our products are continuously assessed for health and safety impacts across our value chain. We have incorporated procedures throughout the manufacturing process from raw materials sourcing to rigorous product testing. We have also invested in the implementation of a pharmacovigilance monitoring system to handle feedback and recall events.



Governance

Corporate governance is at the centre of our business in achieving our sustainability goals. We uphold the belief that good corporate governance practices are essential in building a sound corporation with an ethical environment, thereby protecting the interests of all stakeholders. We strive to put in place a robust governance framework to maintain integrity, transparency, accountability and discipline in all our practices.

We thank our stakeholders for their continued support of our business and look forward to sharing our sustainability journey with them.

About iX Biopharma

GRI 102-2|102-3|102-4|102-5|102-6|102-7|102-8

iX Biopharma is listed on the Singapore Exchange and is a limited liability company. Our corporate office is in Singapore and we have operations in Australia and China.

iX Biopharma is focused on the development and commercialisation of therapies for diseases of the central nervous system using novel, patent protected formulations for sublingual delivery. iX Biopharma has developed a patented drug delivery platform technology, WaferiX. WaferiX delivers drug sublingually via the mucosa for better absorption, faster onset of action and predictable effect. The WaferiX delivery platform is particularly useful for drug repurposing. Drug repurposing is where existing approved drugs are developed into new drugs targeting different indications or a different route of administration, at a lower development cost and risk.

iX Biopharma's pipeline of products under development includes Wafermine (ketamine wafer) and BnoX (buprenorphine wafer) for pain management. iX Biopharma's drugs for the treatment of erectile dysfunction, Wafesil, a sublingual sildenafil wafer, and Silcap, have been registered in Australia and Singapore. iX Biopharma has also developed Xativa, the world's first freeze-dried sublingual medicinal cannabis wafer.

Xativa is supplied in Australia under the Special Access Scheme and Authorised Prescriber pathways for the treatment of various conditions. During 2021, Xativa was included in the Australian Register of Therapeutic Goods (ARTG) list of drugs approved for export from Australia.

The Group's nutraceuticals division, Entity Health, is engaged in the development and commercialisation of nutraceutical products that address specific conditions and improve quality of lifestyles throughout all phases of life. It distributes its Entity line of nutraceutical products in Australia through more than 250 pharmacies and health food shops, in China through its flagship stores on Tmall Global and JD Worldwide, and globally through its online store.

Our manufacturing facility in Australia is licensed by the Therapeutic Goods Administration of Australia, complies with Good Manufacturing Practice, and supplies therapeutic products to hospitals and registered pharmacies. In 2021, we have successfully commissioned our newly installed freeze-dryer and significantly increased our wafer production capacity by up to six times.

iX Biopharma: Fast Facts
(as at 30 June 2021)

Indicator	Total	Breakdown		
Employees by region	44	Australia	Singapore	China
		26	17	1
Full Employees by gender		Male		Female
		27		17
Total number of operations	4 (Corporate, R&D, trading, manufacturing)			
Net revenue	S$ 1.75 million			
Total capitalisation	Total Equity	Total liabilities		
	S$ 11.71 million	S$ 7.15 million		

Figure 1 Our cGMP manufacturing plant in Croydon, Victoria, Australia.

Sustainability at iX Biopharma

GRI 102-11|102-18

Sustainability is integral to iX Biopharma's business to achieve the lasting commercial success of iX Biopharma. We have embarked on the sustainability journey by looking at our responsibility for the environment we are operating in, people in our workforce and innovative products for the healthcare industry. At iX Biopharma, we understand the importance of reducing our environmental impact and are committed to conducting business in a responsible manner by supporting the precautionary principle.

Figure 2 Automated sealing and inspection, Croydon, Victoria Australia

Sustainability Governance

GRI 102-18

Corporate governance is at the heart of our efforts in achieving our sustainability goals. We uphold the belief that good corporate governance practices are essential in building a sound corporation with an ethical environment, thereby protecting the interests of all stakeholders. We strive to put in place a robust governance framework to maintain the integrity, transparency, accountability and discipline in all our practices.

The Board provides guidance on the social, ethical and environmental impact of the Group's activities and oversees the monitoring and management of material sustainability issues and their performance indicators. We consider sustainability issues relating to the environment and social factors as part of the Group's strategic plans. The Management under the guidance of the Board is committed to integrating best sustainability practices into the Group's working environment and business operation.

Figure 2 Robotic filling, Croydon, Victoria, Australia.

Supply chain

GRI 102-9 |102-10

As we are accountable to our stakeholders, we endeavour to ensure that appropriate risk management, key internal controls and procedures are in place during the procurement of goods and services.

As at end of FY2021, we have a pool of approximately 320 active suppliers, including contractors, clinical research organisations, professional consultants, and financial institutions which are mainly based in Singapore, Australia, China and USA. In the future, we aim to embed sustainability measures into our value chain and integrate environmental factors wherever possible and appropriate.

As an essential business supplying pharmaceutical and nutraceutical products, we continue to operate our manufacturing plant during the global COVID-19 pandemic with sustainable and robust supply chains to ensure uninterrupted supply to our customers.

Earlier in the year, we saw disruption to the supply chain and logistics resulting in some cases in higher costs and disrupted timelines. However, the most significant impact of COVID-19 on our business was the delay in the installation and commissioning of our new freeze dry equipment due to border restrictions in Australia. This delayed our ability to drive new business and grow our wafer product portfolio due to production capacity limitations. Intermittent lockdowns in Australia affected instore retail sales for nutraceuticals and our ability to increase retail outlet stockists. It also affected our engagement with medical prescribers of medicinal cannabis for our Xativa product.

Despite the challenges, we successfully commissioned our newly installed freeze-dryer in July 2021. This will significantly increase our wafer production capacity by up to six times.

Stakeholder Engagement

GRI 102-40|102-42|102-43|102-44

At iX Biopharma, we firmly believe in regularly engaging our stakeholders to understand the issues most important to them and our business impact. We have identified our key stakeholders based on importance, representation, dependency and proximity to our business.

We are committed to integrating our stakeholders' concerns in our business strategies and policies. Therefore, we continuously seek to explore effective communication channels and strengthen our relationships with them.

This year, while the global COVID-19 pandemic continues to impact businesses and lives worldwide, compared with the previous year, businesses and various stakeholders are generally better prepared or have adopted ongoing measures to minimise the impact of the COVID-19 pandemic.

This is consistent with the idea that over time, the disease will become endemic, and the world will have to learn to cope with a world where vaccinations, testing, safe distancing measures, mask-wearing, etc are the norm.

Stakeholder		Key Topics	Mode of Engagement
	**Shareholders and investment community**	Economic performance Governance and compliance Innovation	Annual general meeting Corporate press releases and announcements Corporate website Annual report Analyst outreach
	**Suppliers and vendors**	Product safety and quality	Supplier pre-qualification program Annual audits
	**Customers**	Product safety and quality	Regular customer communications through email, calls and visits Web-conference & training program for pharmacies and medical practitioners Scientific publications Customer audit (on-site) Customer audit (desktop)
	**Regulators**	Compliance of law and regulations	Regulatory inspections Periodic audits Safe distancing practices in workplace
	**Employees**	Training and development Health and safety Workplace ownership Diversity and equal opportunity	Annual performance reviews Access to training and further education opportunities Provide timely updates on COVID-19 specific working arrangements
	**Community**	Environmental compliance Energy use and emissions	Annual report on sustainability

Material ESG Factors and Targets

GRI 102-46|102-47|103-1

iX Biopharma has undertaken a detailed process to identify, prioritise and validate the environmental, social, governance and economic issues that matter most to our organisation. Our 2021 Sustainability Board Statement and peer research have also been referenced in this assessment.

We conducted a materiality assessment workshop with our internal stakeholders. Where practicable, we would engage external stakeholders (as set out on the previous page) during materiality assessment.

This was subsequently assessed for relevancy to both our stakeholders and the environmental, social and governance impact of our business operations. The following table sets out the material ESG Factors and targets for the coming year:

Material Factor					FY2021		FY2022
	Material Aspect	List of Indicators		Aspect Boundary	Target	Performance	Target
Economic	Economic Performance	201-1 201-4	Details of our financial performance and targets can be found in the Financial Review and Financial Statements section of our Annual Report				
Environment	Energy	302-1	Energy consumption within the organisation	Within organisation	#	0.57 kWh per dollar of sales	Maintain or lower our electrical energy per dollar of sales
Social	Customer Health & Safety	416-1	Assessment of the health and safety impacts of product and service categories	Within and outside organisation	All products tested	All products tested	All products tested
		416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		Zero case of non-compliance	Zero case of non-compliance	Zero case of non-compliance
	Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Within organisation	#	1 female director	At least one female member in the Board of Directors.
	Training and Education	404-1	Average hours of training per year per employee	Within organisation	#	49.3 hours	40 hours
	Occupational Health and Safety	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Within organisation	Zero incident of workplace fatality or serious injury	Zero incident of workplace fatality or serious injury	Zero incident of workplace fatality or serious injury
Innovation	Innovation	Annual research and development investment		Within organisation	#	S$2.7 million	No target set
		Number of new products launched			#	1 new product launched	Maintain the number of new products launched in a year
		Number of products under development			#	6	3

 # Not provided in previous year's Sustainability Report.

Economic

Financial performance

GRI 103-1|103-2|103-3|201-1|201-4

Why is this a material issue?

Our Company has been moving from a focus on development of new products to commercialisation over the past few years, as such, we have revised our material ESG Factor to focus on traditional financial performance indicators such as sales, profit / loss, operating cashflow.

We have increased our sales in FY2021 by 77% when compared with FY2020. As announced on 2 June 2021, we have installed new freeze-dry equipment and this is expected to contribute positively to our sales in the coming years.

Our approach to managing

Key economic events and achievements in FY2021 were reviewed by the Chairman & CEO in his statement included in our Annual Report 2021 from pages 3 to 7. Detailed discussions on our operations, business strategy and financial performance can be found on pages 10 to 17 of Annual Report 2021.

	Direct Economic Value Generated and Distributed[1] ($'000)	
	FY2021	FY2020
Total revenue, of which	**1,745**	**985**
Pharmaceutical products	274	227
Nutraceutical products	939	389
Services rendered	532	369
Government Grants	**1,350**	**656**
Research and development tax incentives	1,230	405
Other grants	120	251
Others	**225**	**390**
Direct economic value generated	**3,320**	**2,031**
Total operating costs, of which	**6,217**	**6,394**
Net expenses	5,163	5,345
Depreciation and amortisation	1,054	1,049
Employee wages and benefits[2]	**5,960**	**5,744**
Interest expenses	**174**	**238**
Direct economic value distributed	**12,351**	**12,376**

1 The value distribution calculation and commentary in this section is based on the income and expenses reported in the Group's Consolidated Statement of Comprehensive Income.

2 Excluding share-based compensation

Environment

Energy

GRI 103-1|103-2|103-3|302-1|302-3

Why is this a material issue?

We are aware of our responsibility towards the environment. Our choice of efficient and clean sources of energy has the potential to minimise the impact of our operations to the environment. As climate change continues to be one of the most pressing global issues, it is our duty as responsible corporate citizens to do what we can towards the global agenda of protecting our planet.

Uninterrupted and reliable electricity supply is critical to our wafer freeze-drying process. As we transition from a R&D centric organisation to a business that includes manufacturing and supply, we expect our environmental footprint to increase accordingly.

Our approach to managing

In our daily operations, electricity, which is used to power our office buildings, manufacturing plant and laboratory, contributes to the majority of our energy consumption. We use fuel for our backup generators; however, the consumption is negligible.

In this report, we have started presenting our internal energy consumption not only in terms of total energy consumed but also intensity of our consumption for each dollar of revenue generated.

Commencing FY2020, we replaced traditional lighting with energy saving LED lighting progressively. We have since replaced all carpark areas, walkways and signages, which represented approximately 20% of total lightings in our Croydon plant and will continue progressively until the completion of this replacement program.

Energy Consumption (kWh)	
FY2021	FY2020
1,083,964	1,135,734
Energy Consumption (kWh) / $1 of Sales	
0.57	0.90

Mindful of increasing electricity consumption as we step up our commercial manufacturing activities, we are evaluating the feasibility of an on-site solar power generation to supplement our electricity supply from the grid at our Croydon plant, Australia.

Social

Customer Health and Safety

GRI 103-1|103-2|103-3|416-1|416-2

Why is this a material issue?

Our aim at iX Biopharma is to develop products of the highest safety and quality standards.

One of our top priorities is the safety and wellbeing of our customers. To ensure the quality and safety of our products, we have integrated quality standards, procedures and monitoring systems across our operations. All our products are continuously assessed for health and safety impacts across our value chain.

Our approach to managing

As a pharmaceutical company, we comply with all relevant and material regulations and applicable industrial standards. We have incorporated procedures throughout the manufacturing process from raw materials sourcing to rigorous product testing.

We have a dedicated Quality Assurance team to ensure that all materials used meet the necessary specification for all products. Some products undergo clinical trials, where the safety and efficacy aspects are assessed. We have also invested in the implementation of a pharmacovigilance monitoring system to handle feedbacks and recall events. We have in place an adverse effect events management programme.

The Phase 3 studies will use the same pain models and primary endpoint that was successfully evaluated in Wafermine's Phase 2b clinical study. This gives us great confidence in being able to reproduce the positive Phase 2b study results in the Phase 3 studies.

We adhere strictly to government regulations such as Therapeutic Goods Regulations 1990 of Australia, PIC/S Guide to Good Manufacturing Practice for Medicinal Products, Australian Code of Good Manufacturing Practice for Veterinary Medicines, and Therapeutics Advertising Code. This is made possible by having a robust Quality System that is focused on on-going monitoring. Our Quality Assurance team constantly reviews our procedures, processes and quality of our products to ensure quality and compliance.

To-date, two of our pharmaceutical products for erectile dysfunction are registered with the TGA, and one of which are also approved by Health Sciences Authority of Singapore for marketing in Singapore. In addition, all our nutraceutical products are listed on ARTG.

As for our medicinal cannabis product range, our medical science liaison team has been actively engaging with doctors and the industry to educate and train them on this product range and the WaferiX sublingual technology. This communicates our competitive advantages, imparts scientific and clinical knowledge on our products, and through practical interaction, helps us to understand and meet the needs of the market.

FY2021 and FY2020	
☑	**No case of non-compliance** with regulations and/or voluntary codes concerning the health and safety impacts of products
☑	**All products** (pharmaceuticals and nutraceuticals) are **tested** prior to release and assessed for improvements

The Group, as one of six companies, is participating in a newly launched Cannabis Medicine Observation Study (CMOS) in Australia with Applied Cannabis Research. The study, the largest of its kind in Australia, aims to collect data from 20,000 patients nationwide within five years from medical centres, prescribing GP's and specialists. We also participate in CA Clinics Observational Study (CACOS) by CA Clinics network. These studies will assess the safety and efficacy of medicinal cannabis products, from these participating companies, across a variety of medical conditions.

As part of our commitment to our customer health and safety, we strive to maintain:

- zero cases of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products
- full assessment of health and safety impacts of all our products for improvement

Social

Training and Workplace Diversity

GRI 103-1|103-2|103-3|404-1|405-1

Why is this a material issue?

We value our employees as the key pillar for our long-term success. As an equal opportunity employer, we aspire to be the workplace of choice for our staff. We strongly believe in being inclusive with regard to hiring policies.

We recognise that our employees are instrumental in the success and growth of our Group, and we are dependent on the quality and skill of our employees to resolve issues raised by our customers.

Our approach to managing

We employ the best talent, without discrimination on the basis of race, gender or age. We have policies and practices in place to ensure fair hiring and equal opportunity.

Diversity is an integral part of engaging with the communities we work in. In addition, merit and competency of employees are also key factors for the success of our business. We have in place multiple training manuals and systems for all our employees.

Average Training Hours Per Employee	
FY2021	FY2020
49.3	52.7

Note: Please refer page 12, under Performance metrics for the detailed breakdown of training and workplace diversity performance.

The training systems ensure that all personnel are trained and deemed competent as required by their position description, assigned roles and responsibilities, and where a training gap exists, a plan is in place to close the gap.

Safety, Health and Environment

GRI 103-1|103-2|103-3|403-2

Why is this a material issue?

Our employees are our most valuable asset. Therefore, our success depends upon ensuring a safe and conducive work environment for them. Our goal is to improve the work environment for our people by reducing risks, preventing occupational hazards and fostering their physical and psychological well-being.

Figure 3 Freeze drying, Croydon, Victoria, Australia.

At our manufacturing facility, we work with active ingredients some of which may be highly potent. In case of lack of understanding and awareness, improper management of these substances in large volumes can be dangerous for our workers and their surroundings.

The onset of the global pandemic has placed health and safety in the workplace as a central concern for all businesses. We recognise that we have a responsibility to provide a safe and healthy work environment for all our employees.

Our approach to managing

To ensure the safety of our employees we have put in place standard operating procedures.

The Group operates a site-based approach to Safety, Health and Environment (**SHE**) to ensure that offices and facility operate to national recognised standards. These include complying with government regulations and commitments to continuous improvements to health & safety of our workforce at a minimum impact to the environment.

A site SHE committee, comprising personnel at our Croydon site, oversees the implementation of policies and work practices, and reviews all reportable incidents and actions being taken. They are responsible for reviewing all reported incidents, assessing the root cause, addressing safety gaps and ensuring that corrective as well as preventive measures are taken.

FY 2021 & 2020 Performance
Zero case of work-related **fatalities** **Zero** case of work-related **serious injury**†

Note: Please refer page 12, under Performance metrics for the detailed breakdown of Safety, Health and Environment performance.

† *Serious injury is an injury that has a major impact or effect on the health of the employee, including 1) loss of consciousness – directly related to injury, 2) amputation, 3) fracture – other than hairline fracture or any bone or non-displaced fracture of a digit, 4) in-patient hospitalisation for observation that is for three or more days, 5) surgical intervention, and / or 6) continuous impairment*

The results of the incidents are reviewed during monthly management meeting and at the site with the SHE committee quarterly.

During the year, no reportable incident has been recorded.

Innovation

Why is this a material issue?
Innovation is the cornerstone of the Group and continues to be an important driver of future growth. WaferiX is a unique and versatile drug delivery platform that allows pharmacologically active compounds to disintegrate quickly under the tongue, reducing the effect of first-pass metabolism, and resulting in higher bioavailability, as compared to conventional methods of administration.

At the date of this report, we hold patents for WaferiX in 5 continents and all key markets including the United States, China, Australia, New Zealand, Singapore, Japan, South Korea, India, Malaysia, and Indonesia, countries in the European Union and others.

We have strong R&D capability and collective experience in drug formulation, clinical pharmacology and drug delivery & safety. Our R&D activities are vital to our efforts to maintain our competitiveness in the industry as well as to further develop better and improved products.

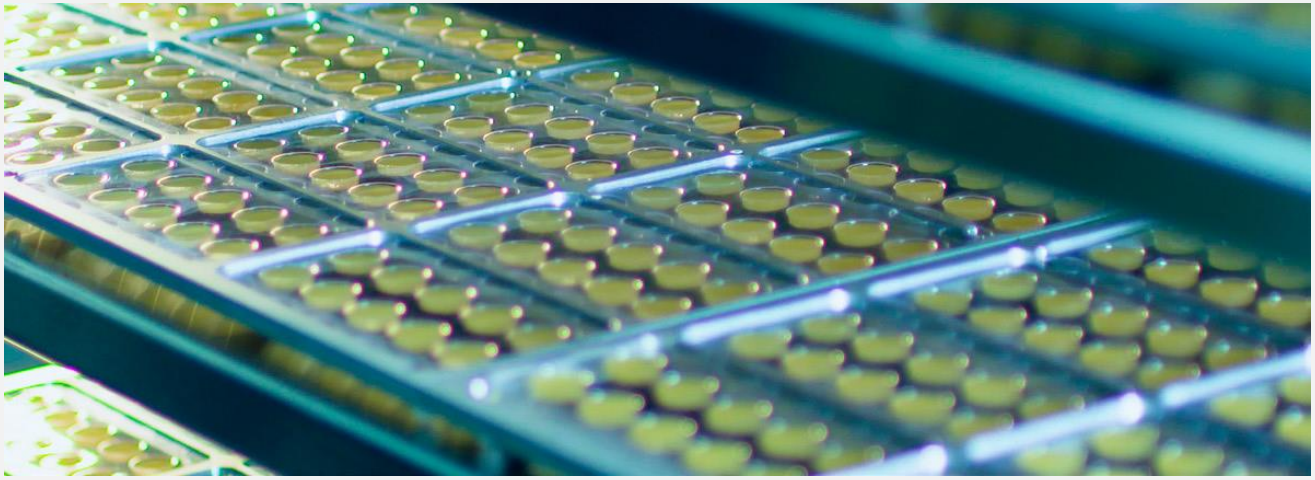
Our approach to managing
We seek to identify areas of unmet or under-served therapeutic need and focus our research and development efforts on formulations of pharmaceuticals aimed at addressing such needs.

Key to our approach is our drug repurposing strategy. We use WaferiX to repurpose and enhance various drugs, and where appropriate, register these drugs via the United States Food and Drug Administration (US FDA) 505(b)(2) pathway.

Drug repurposing is where we use existing approved drugs to treat new therapeutic indications or develop into a new dosage form. By changing the dosage form and route of administration of an existing drug, we can increase the convenience of use, improve its therapeutic effect and side effect profile, expanding the drug's effectiveness and suitability for use in a new therapeutic area.

Wafermine is an example of a repurposed drug. It contains ketamine, an existing drug which is approved as an anaesthetic. We are repositioning the drug to treat acute moderate to severe pain.

During the year, we explored other therapeutic areas, in addition to pain and urology (erectile dysfunction), that we can leverage with our WaferiX technology:



	FY2021	FY2020
Annual research and development investment	S$2,747,000	S$2,499,000
Patents		
• Granted	58	56
• Allowed	1	1
• Pending	13	14
Products under development	6	3
Number of new products launched		
• Pharmaceuticals	1	1
• Nutraceuticals	-	1

- **Psychiatry**
  We have identified a drug candidate with the potential to address acute agitation and aggression in patients with dementia, schizophrenia and bipolar disorder as well as manage alcohol withdrawal. Developed on our proprietary sublingual delivery platform, this drug was designed for faster speed of absorption with the potential to offer minimal side effects.

- **Vaccines**
  The global pandemic has highlighted the need not only for effective vaccine development but also for the ability to distribute these vaccines rapidly and efficiently in times of crisis. The world is looking for more effective ways to administer and transport vaccines and this has put the spotlight on mucosal vaccine delivery. Mucosal vaccines have the potential benefit over conventional injections of eliciting an immune response in both mucosal and systemic tissue for protecting from viral invasion at mucosal surfaces. To provide a first line of protection at these entry ports, mucosal vaccines hold significant promise for reducing the burden of infectious diseases like SARS-CoV-2 and influenza. A sublingual wafer vaccine offers the potential benefits of simpler logistics and storage, greatly improving the speed and extent of vaccine rollouts. The ability for people to self-administer the vaccine in

a non-invasive and convenient manner would likely also improve patient compliance.

- **Oncology**
  Cancer remains the leading cause of death worldwide, accounting for nearly 10 million deaths in 2020. Despite significant advances made in the treatment of cancer in recent years, some treatments are limited by their side effect profile, dosage form and administration route. We have identified approved oral small molecule cancer drugs which can be incorporated into the WaferiX matrix to produce a rapidly disintegrating sublingual wafer product. The aim for these products is to improve drug absorption and reduce the dose required, minimise side effects and provide an alternative dosage form for cancer patients who cannot swallow medication.

Selected Products

- ***Wafermine***
  What it is: Sublingual ketamine wafer for the treatment of acute moderate to severe pain

  Active compound: Racemic ketamine

  Clinical development status: Concluded End-of-Phase-2 (EOP2) meeting with the US Food & Drug Administration (**US FDA**) at end of 2019 and reached an agreement with US FDA and European Medicines Agency on key aspects of pivotal Phase 3 clinical trial programme.

  During FY2021, the US FDA's Office of Orphan Drug Products granted the Company orphan drug designation for the treatment of Complex Regional Pain Syndrome (CRPS) using ketamine.

- ***Medicinal Cannabis***
  Xativa**,** a sublingual cannabidiol (CBD) wafer
  Hypera**,** a sublingual tetrahydrocannabinol (THC) wafer
  Hytiva, a sublingual CBD:THC combination wafer

  Active compound: CBD and THC are the two prominent cannabinoids found in the cannabis plant

  Potential indications: Promising research suggests that CBD and THC may help with chronic pain, certain inflammatory and motor diseases, appetite, anxiety and inflammatory bowel disease, among others.

  Sublingual delivery of CBD and THC: Both CBD and THC are known to have poor oral bioavailability. As a result, taking cannabis sublingually has the benefits of a faster onset of action and higher bioavailability. WaferiX, being a validated sublingual wafer, provides a more elegant and convenient way to administer these cannabinoids, giving users a better experience.

  Clinical development status: Xativa is supplied through Special Access Scheme and Authorised Prescriber pathways in Australia. Xativa is currently prescribed by doctors for a wide variety of conditions including treating anxiety, relieving pain, reducing inflammation, and improving sleep quality, among other conditions, to patients who are not effectively treated with other drugs.

  Xativa is being supplied to CMOS and CACOS studies in Australia with Applied Cannabis Research which aims to collect data from more than 20,000 patients nationwide within five years. During FY2021, Xativa was included in the ARTG list of drugs approved for export from Australia.

Nutraceutical products
We believe that our WaferiX drug delivery platform is suitable for the development of other products that incorporate active pharmacological compounds. We strive to combine innovative formulations and delivery systems to produce next-generation nutraceuticals which bring visible and perceptible change to improve our customers' health on a cellular level.

- **LumeniX & RadianiX**
  What it is: Sublingual glutathione wafer for fair and healthy skin

  Active compound: glutathione

  LumeniX is a skin brightening formula designed to lighten and beautify the skin. Glutathione, which is the key ingredient, reduces skin hyperpigmentation and gives a fairer complexion. It also has the benefit of being an important antioxidant that protects the liver. LumeniX is formulated with patented WaferiX sublingual technology for an enhanced bioavailability of glutathione.

- **SL-NAD+**
  What it is: Sublingual NAD+ wafer

  Active compound: nicotinamide adenine dinucleotide (NAD+)

  SL-NAD+™ contains pure NAD+. Known as the molecule of youth, NAD+ combats aging, supports energy generation, and activates sirtuins (antiaging genes). For the first time ever, our patented sublingual delivery technology, WaferiX®, ensures direct delivery of pure and intact NAD+ into the bloodstream, without the need for invasive intravenous drips or injections.

Performance Metrics

Diversity and equal opportunity

Percentage of women employees within iX Biopharma's governance bodies

Governance Bodies	Percentage of female employees (%)	
	FY2021	FY2020
Board of Directors (Board)	20%	20%
Audit Committee (AC)	25%	25%
Nominating Committee (NC)	25%	25%
Remuneration Committee (RM)	25%	25%
Risk Management Committee (RMC)	25%	25%

Percentage of employees within iX Biopharma's governance bodies by age group

Age Group	FY2021					FY2020				
	Board	AC	NC	RC	RMC	Board	AC	NC	RC	RMC
Under 30 year old	-	-	-	-	-	-	-	-	-	-
30-50 year old	-	-	-	-	-	-	-	-	-	-
Over 50 year old	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Percentage of employees per employee category by gender

Employee Category	Percentage of female employees (%)	
	FY2021	FY2020
Management	33%	33%
Executive	38%	33%
Non-executive	44%	54%

Percentage of employees per employee category by age group

Age Group	FY2021			FY2020		
	Management	Executive	Non-executive	Management	Executive	Non-executive
Under 30 year old	17%	-	20%	17%	-	29%
30-50 year old	50%	50%	48%	33%	50%	46%
Over 50 year old	33%	50%	32%	50%	50%	25%

Training and education

Average training hours per employee gender

	FY2021	FY2020
Per employee	49.3	52.7
Per female employee	31.8	34.5
Per male employee	63.1	67.1

Average training hours per employee category

Employee Category	FY2021	FY2020
Director	4.0	-
Manager	25.5	56.6
Executive	64.7	89.7
Non-executive	57.5	53.6

Safety, Health and Environment[1]

	FY2021			FY2020		
	Female	Male	Overall	Female	Male	Overall
Injury Rate (per 1,000,000 working hours)	-	-	-	-	-	-
Lost Day Rate (days lost per 1,000,000 working hours)	-	-	-	-	-	-

Types of injury

	FY2021		FY2020	
	Female	Male	Female	Male
Number of first aid incidents	-	-	-	-
Number of medically treated incidents	-	-	-	-
Number of lost-time incidents	-	-	-	-

[1] Source: Injury Rate and Lost Day Rate formula as defined by International Labour Organisation.

GRI Content Index

GRI Standard	Disclosure		Chapter, Page Reference, Performance and/or Explanation for Omissions
GRI 102: General Disclosures 2016	**ORGANISATIONAL PROFILE**		
	102-1	Name of the organisation	1
	102-2	Activities, brands, products, and services	3
	102-3	Location of headquarters	3
	102-4	Location of operations	3
	102-5	Ownership and legal form	3
	102-6	Markets served	3
	102-7	Scale of the organisation	3
	102-8	Information on employees and other workers	3
	102-9	Supply chain	4
	102-10	Significant changes to organisation and its supply chain	Increase in wafer production capacity, 4
	102-11	Precautionary principle or approach	4
	102-12	External initiatives	Not Applicable
	102-13	Membership of associations	Not Applicable
	STRATEGY		
	102-14	Statement from senior decision	2
	ETHICS AND INTEGRITY		
	102-16	Values, principles, standards, and norms of behaviour	Please refer to our Annual Report page 23 to 38
	GOVERNANCE		
	102-18	Governance structure	4
	STAKEHOLDER ENGAGEMENT		
	102-40	List of stakeholder groups	5
	102-41	Collective bargaining agreements	Not Applicable
	102-42	Identifying and selecting stakeholders	5
	102-43	Approach to stakeholder engagement	5
	102-44	Key topics and concerns raised	5

GRI Standard	Disclosure		Chapter, Page Reference, Performance and/or Explanation for Omissions
	REPORTING PRACTICE		
	102-45	Entities included in the consolidated financial statements	• iX Biopharma Ltd. • iX Biopharma Pty Ltd • iX Syrinx Pty Ltd • Arrow Property Trust & Kaizen Manufacturing Pty Ltd • iXB Sdn Bhd • Entity Health Ltd • Entity Health Pte Ltd • Entity Health Pty Ltd • Entity Health (China) Co Ltd • Entity Health (Shanghai) Ltd Co
	102-46	Defining report content and topic Boundaries	1 and 6
	102-47	List of material topics	6
	102-48	Restatements of information	Not Applicable
	102-49	Changes in reporting	include 102-10, 302-3 & 201-1 revised key metrics for Innovation
	102-50	Reporting period	1
	102-51	Date of the most recent report	15 November 2020
	102-52	Reporting cycle	1
	102-53	Contact point of questions regarding the report	1
	102-54	Claims of reporting in accordance with GRI Standards	1
	102-55	GRI Content Index	13 and 14
	102-56	External assurance	We have not sought external assurance for this reporting period.

GRI Standard	Disclosure		Chapter, Page Reference, Performance and/or Explanation for Omissions
MATERIAL TOPICS			
ECONOMIC			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	3 and 6
	103-2	The management approach and its components	Chairman's Statement, AR pages 3 - 7
	103-3	Evaluation of the management approach	Chairman's Statement, AR pages 3 - 7 Operations Review, AR pages 10 - 12 Business Strategy, AR pages 13 - 15 Financial Review, AR pages 16 - 17
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	7
	201-4	Financial assistance received from government	7
ENVIRONMENT			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	6 and 7 (Partial Compliance)
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	7
	302-3	Energy intensity	7
SOCIAL			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	6 and 8 (Partial Compliance)
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	8
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	8
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	6 and 9 (Partial Compliance)
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	9 and 12
	103-1	Explanation of the material topic and its Boundary	6 and 9 (Partial Compliance)
GRI 103: Management Approach 2016	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	9 and 12
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	6 and 9 (Partial Compliance)
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 403: Occupational Health and Safety 2016	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	9 and 12 (Partial Compliance)
Management Approach	Non-GRI	Explanation of the material topic and its Boundary	6 and 10
		The management approach and its components	
		Evaluation of the management approach	
Innovation	Non-GRI	Annual research and development investment	10 and 11
		Number of products launched	
		Products under development	