ixbiopharma
it's life changing

Sustainability Report

2022

16 September 2022

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 2022. 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 13and 14 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 2021 to June 2022 (**FY2022**) with historical performance data (**FY2021**) 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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Contents

Sponsor Statement

This Sustainability Report has been prepared by 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

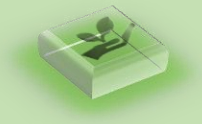
GRI 102-14

iX Biopharma is pleased to publish this FY2022 Sustainability Report together with our Annual Report for FY2022. It was prepared with reference to the Global Reporting Initiative's Sustainability Reporting Standards and captures our initiatives to integrate sustainability across our organisation in the areas of environment, social and governance (**ESG**).

Sustainability is integral 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.

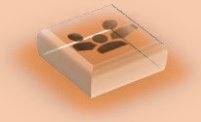
In this endeavour, the Board provides guidance on the social, ethical and environmental impact of the Group's activities and oversees the monitoring and management of material sustainability issues and their performance indicators. We consider sustainability issues relating to the environment and social 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.

Manufacturing may contribute to climate change through high energy and resource use, infrastructure development and complex supply chains, with potential to impact global climates. In this report, we estimate and report our Scope 2 emissions[1] arising from our operations. From the next financial year, as we further scale up our operations, we will conduct a risk assessment in line with the Task Force on Climate-related Financial Disclosures (**TCFD**) framework with multiple climate scenarios to have a better understanding of our energy use and our Scope 1 and 2 emissions. This will serve as a foundation for us to establish new targets and recalibrate our existing targets. We will also be preparing for new sustainability reporting under the new listing requirements issued by the SGX, which will focus on climate reporting in line with the TCFD framework beginning in FY2023.



Environment

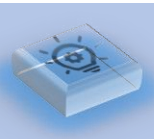
We are fully committed to our environmental initiatives along our entire value chain, from product development to supply of goods. We have identified energy as one of the material topics and will continue to identify other areas of improvement where we can mitigate our environmental impact.



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 FY2022, we continued to invest in the training and development of our employees to enhance their skills and capabilities.

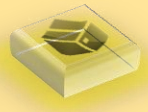


Innovation

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

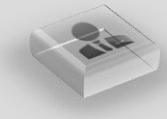
We are proud to report that 19 products have been registered or listed on the Australian Register of Therapeutic Goods (**ARTG**) as at end of FY2022.

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.

[1] *Scope 1 emissions are direct emissions from company-owned and controlled resources. In other words, emissions are released into the atmosphere as a direct result of a set of activities, at a company level. Scope 2 emissions are indirect emissions from the generation of purchased energy, from a utility provider.*

About iX Biopharma

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

iX Biopharma Ltd (iX Biopharma or the Company, and together with its subsidiaries, the Group) is a specialty pharmaceutical and nutraceutical company listed on the Catalist board of the Singapore Exchange Securities Trading Limited (SGX-ST), operating a fully integrated business model from drug development to manufacturing and supply, with facilities in Australia. The Group 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 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 dexmedetomidine wafer for the treatment of dementia related agitation and other indications. 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 developed Xativa, the world's first freeze-dried sublingual medicinal cannabis wafer.

The Group's nutraceuticals division, Entity Health Limited, is engaged in the development and commercialisation of nutraceutical products that address specific conditions and improve quality 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.

iX Biopharma: Fast Facts
(as at 30 June 2022)

Indicator	Total	Breakdown		
Employees by region	43	Australia	Singapore	China
		24	17	2
Full Employees by gender		Male	Female	
		26	17	
Total number of operations	4 (Corporate, R&D, trading, manufacturing)			
Net revenue	S$ 14.39 million			
Total capitalisation	Total Equity	Total liabilities		
	S$ 19.74 million	S$ 8.77 million		

Figure 1
iX Syrinx, Croydon, 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.

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.

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 FY2022, 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.

We have adopted a 2- and 4-year qualification and review cycles for our suppliers of active ingredients and packaging materials. In the future, we aim to embed sustainability measures into our value chain and integrate environmental factors wherever possible and appropriate.

Figure 2
Automated sealing, packaging and inspection line

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.

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 2022 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				Aspect Boundary	FY2022		FY2023
Material Aspect		List of Indicators			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	Less than or equal to 0.57 kWh per dollar of sales	**0.44 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	**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	40 hours	**56 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$ 2.3 million**	No target set
		Number of new products launched			At least 1 new product launched	**2 new products launched**	3 products
		Number of products under development			3 products	**9 products**	6 products

 # Not provided in previous year's Sustainability Report.

Economic

Financial performance

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

Figure 3 Loading freeze dryer

Why is this a material issue?

Revenue increased in FY2022 by more than 7 times when compared with FY2021. The significant increase was contributed by the out-licensing of Wafermine during the year.

Our approach to managing

Key economic events and achievements in FY2022 were reviewed by the Chairman & CEO in his statement included in our Annual Report 2022 from pages 3 to 10. Detailed discussions on our operations, business strategy and financial performance can be found on pages 12 to 21 of Annual Report 2022.

	Direct Economic Value Generated and Distributed[1] ($'000)	
	FY2022	FY2021
Total revenue, of which	**14,390**	**1,745**
Pharmaceutical products	406	274
Nutraceutical products	617	939
Services rendered	995	532
Licensing	12,372	-
Government Grants	**739**	**1,350**
Research and development tax incentives	699	1,230
Other grants	40	120
Others	**33**	**225**
Direct economic value generated	**15,162**	**3,320**
Total operating costs, of which	**6,947**	**6,217**
Net expenses	5,887	5,163
Depreciation and amortisation	1,060	1,054
Employee wages and benefits[2]	**5,561**	**5,960**
Interest expenses	**202**	**174**
Direct economic value distributed	**12,710**	**12,351**

[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|305-2

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 carbon footprint of our operation. As fossil fuel consumption in our operation was negligible, only greenhouse gas emission (GHGE) (Scope 2) associated with the electricity consumption by our Croydon plant and Singapore office are included in this report. Our Scope 2 GHGE in Australia is estimated by applying the latest National Greenhouse Account Factors published by Australia's Department of Industry, Science, Energy and Resources and designed for use by companies and individuals to estimate greenhouse gas emissions. For our Singapore operation, Scope 2 GHGE is estimated by applying the Operating Margin Grid Emission Factor published in latest Singapore Electricity Statistic by the Energy Market Authority of Singapore.

Our electricity consumption and GHGE had been decreasing due to our efforts in monitoring and optimising our heating, ventilation and air-conditioning to reduce electricity consumption and departure of a tenant in FY2021. Energy consumption intensity was further reduced as more external revenue were generated during FY2022.

However, as we step up our commercial manufacturing activities, our electricity consumption is expected to increase correspondingly. Mindful of this anticipated increase in consumption, we have considered and are still evaluating the feasibility of an on-site solar power generation to supplement our electricity supply from the grid at our Croydon plant, Australia.

	Energy Consumption (kWh)	
	FY2022	FY2021
	890,834	1,083,964
	Energy Consumption (kWh) / $1 of Sales[1]	
	0.44	0.57
	Scope 2 GHGE (t CO_{2-e})	
	714	997

[1] *Sales exclude licensing fees.*

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, and each product undergoes an annual product quality review. 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.

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.

We have also conducted post-marketing evaluation of products, which includes our participation in the CA Clinics Observational Study (CACOS) by CA Clinics network in Australia. This study assesses the safety and efficacy of our medicinal cannabis products prescribed by the clinic doctors across a variety of medical conditions.

FY2022 and FY2021	
	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

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 testing and assessment of products prior to release

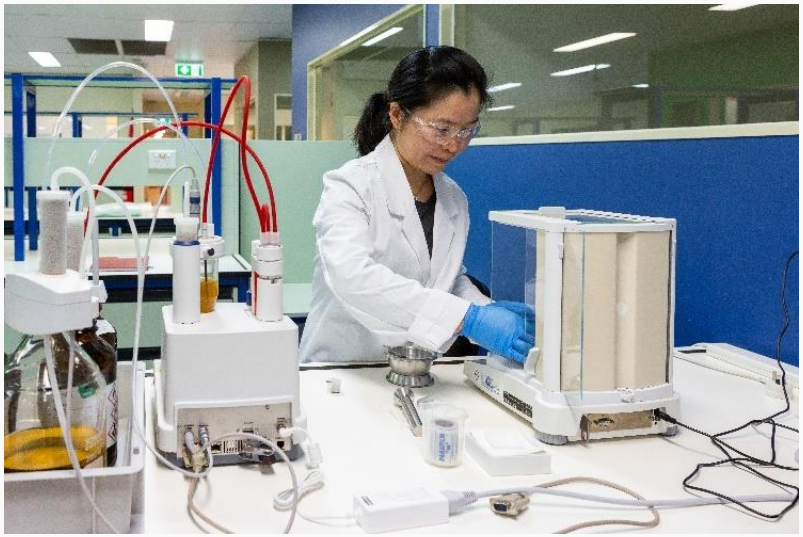


Figure 4 Product Testing

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.

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.

Average Training Hours Per Employee	
FY2022	FY2021
56.4	49.3

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

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.

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. We recognise that we have a responsibility to provide a safe and healthy work environment for all our employees.

Figure 5 Bottling process

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.

FY 2022 & 2021 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

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. 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.

Figure 6 Blister filling for wafer production

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.

We explore other therapeutic areas, in addition to pain and urology (erectile dysfunction), that we can leverage with our WaferiX technology:

- **Psychiatry**

We have identified a new drug candidate, dexmedetomidine, with the potential to address acute agitation in patients with dementia. 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.

	FY2022	FY2021
Annual research and development investment	S$2,332,000	S$2,747,000
Patents		
• Granted	60	58
• Allowed	2	1
• Pending	8	13
Products under development	9	6
Number of new products launched		
• Pharmaceuticals	1	1
• Nutraceuticals	1	-

Selected Products

Pharmaceuticals

- ***Wafermine***

  What it is: Sublingual ketamine wafer for the treatment of pain and psychiatric conditions, including depression

  Active compound: racemic ketamine

  Clinical development status: The Group out-licensed Wafermine to Seelos Therapeutics, Inc in November 2021. Seelos will now further the development of Wafermine for Complex Regional Pain Syndrome (CRPS), amongst others. The Group also obtained orphan designation for the use of ketamine to treat Complex Regional Pain Syndrome (CRPS) from US FDA in May 2021.

- ***Sublingual Dexmedetomidine Wafer***

  What it is: Sublingual dexmedetomidine wafer, intended to treat agitation in patients with dementia, amongst other conditions.

  Active compound: dexmedetomidine

  Clinical development status: We have commenced evaluation in a human pharmacokinetic study.

- ***Sublingual Apomorphine Wafer***

  What it is: Sublingual apomorphine wafer to treat the "off-episodes" in patients with Parkinson's Disease, which are periods when patients experience worsening motor symptoms despite being on medication.

  Active compound: apomorphine

  Clinical development status: We have completed formulation and are ready for evaluation in a human pharmacokinetic study.

- ***Sublingual Dronabinol Wafer***

  What it is: Sublingual dronabinol, synthetic THC, will be developed for the currently approved indications of chemotherapy induced nausea, vomiting and anorexia associated with weight loss in patients with HIV/AIDS. Current marketed formulations of dronabinol require ingestion as either a capsule or liquid. A sublingual delivery has the advantage of not having to be swallowed, which is particularly useful in patients with severe nausea.

  Active compound: dronabinol

  Clinical development status: We have completed formulation and are ready for evaluation in a human pharmacokinetic study.

Medicinal Cannabis

- ***Xativa, a sublingual cannabidiol (CBD) wafer***
- ***Hypera, a sublingual tetrahydrocannabinol (THC) 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 and Hypera are 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.

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 skin brightening and building immunity

  Active compound: glutathione

  LumeniX is a skin brightening formula designed to lighten and beautify the skin. Glutathione, the key ingredient in LumeniX, is a powerful antioxidant that defends against viral infections and protects the lungs, liver and other organs against inflammation by reducing oxidative stress. It reduces melanin for a fairer complexion. 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 (%)	
	FY2022	FY2021
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	FY2022					FY2021				
	Board	AC	NC	RC	RMC	Board	AC	NC	RC	RMC
Under 30 year old	-	-	-	-	-	-	-	-	-	-
30-50 year old	20%	25%	25%	25%	-	-	-	-	-	-
Over 50 year old	80%	75%	75%	75%	100%	100%	100%	100%	100%	100%

Percentage of employees per employee category by gender

Employee Category	Percentage of female employees (%)	
	FY2022	FY2021
Management	17%	33%
Executive	17%	38%
Non-executive	54%	44%

Percentage of employees per employee category by age group

Age Group	FY2022			FY2021		
	Management	Executive	Non-executive	Management	Executive	Non-executive
Under 30 year old	-	-	19%	17%	-	20%
30-50 year old	33%	50%	46%	50%	50%	48%
Over 50 year old	67%	50%	35%	33%	50%	32%

Training and education

Average training hours per employee gender

	FY2022	FY2021
Per employee	56.4	49.3
Per female employee	42.0	31.8
Per male employee	65.3	63.1

Average training hours per employee category

Employee Category	FY2022	FY2021
Director	10.2	4.0
Manager	20.5	25.5
Executive	72.4	64.7
Non-executive	70.1	57.5

Safety, Health and Environment[2]

	FY2022			FY2021		
	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

	FY2022		FY2021	
	Female	Male	Female	Male
Number of first aid incidents	-	-	-	-
Number of medically treated incidents	-	-	-	-
Number of lost-time incidents	-	-	-	-

[2] 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	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 25 to 40
	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
	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 • Ligo Pharma Limited
	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 305-2
	102-50	Reporting period	1
	102-51	Date of the most recent report	29 November 2021
	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. During FY2022, the sustainability reporting processes have been reviewed by the internal audit function that reports directly to the Board's Audit Committee.

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	6 and 7
	103-2	The management approach and its components	Chairman's Statement, AR pages 3 - 9
	103-3	Evaluation of the management approach	Chairman's Statement, AR pages 3 - 9 Operations Review, AR pages 12 - 15 Business Strategy, AR pages 16 - 19 Financial Review, AR pages 20 - 21
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
	305-2	Energy indirect (Scope 2) GHG emissions	7 (first year of reporting)
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
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 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	