ixbiopharma
it's life changing

Sustainability Report 2020

15 November 2020

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 2020. 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 page 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 2019 to June 2020 (**FY2020**) with historical performance data (**FY2019**) 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:

Chew Sien Lup
CFO
sienlup.chew@ixbiopharma.com

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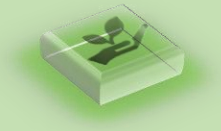
Sponsor Statement
This Sustainability Report has been reviewed by the Company's sponsor, CIMB Bank Berhad, Singapore Branch (the **Sponsor**), in accordance with Rule 226(2)(b) of the Catalist Rules. This document has not been examined or approved by the SGX-ST and the SGX-ST assumes no responsibility for the contents of this document, including the correctness of any of the statements or opinions made or reports contained in this document.
The contact person for the Sponsor is Mr. Yee Chia Hsing, Head, Catalist. The contact particulars are 50 Raffles Place, #09-01 Singapore Land Tower, Singapore 048623, telephone: (65) 6337-5115.

Sustainability Board Statement

GRI 102-14

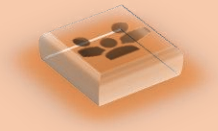
iX Biopharma is pleased to publish this FY2020 Sustainability Report. It captures our initiatives to integrate sustainability across our organisation in the areas of environment, social and governance.

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

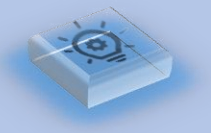
We are fully committed to our environmental initiatives along its entire value chain, from product development to supply of goods. We have identified energy as one of the material topics and will continue to identify other areas of improvement where we can mitigate our environmental impact.



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.

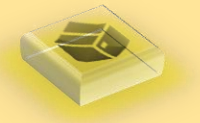
We also value the importance of competency and proficiency in our workforce to ensure the long-term success of our business. During FY2020, we continued to invest in training and development of our employees to enhance their skills and capabilities.



Innovation

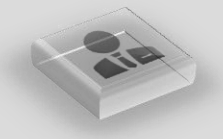
Innovation is the cornerstone of the Group and continues to be an important driver of future growth.

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 FY2020.



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 | GRI 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.

We are a specialty pharmaceutical and nutraceutical company, operating a fully integrated business model from drug development and manufacturing to sales and marketing. Our Company and our subsidiaries (the **Group**) are focused on the development and commercialisation of innovative therapies for improving the quality of life of those suffering from pain and other health conditions. We offer our products and services to consumers and businesses in Singapore, Australia and China.

We leverage our patented sublingual drug delivery technology, WaferiX, to develop proprietary products that incorporate pharmacologically active compounds that have been approved by regulatory bodies. Our portfolio of products includes Wafermine, a sublingual ketamine drug for the treatment of moderate to severe acute pain and depression, and Wafesil, a sublingual sildenafil drug, which has obtained approval and registration in Australia, for the treatment of male erectile dysfunction. We have also developed Xativa, a sublingual cannabidiol wafer for the treatment of various conditions.

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. Entity's range of products was launched on e-commerce platforms and is now stocked in more than 270 pharmacies and health food stores across Australia. In April 2020, Entity Health launched Entity flagship stores on JD Worldwide (**JD**) and Tmall Global (**Tmall**). JD and Tmall are the two largest e-commerce platforms in China, commanding over 85% of the total B2C e-commerce market in China. Chinese consumers now have access to the full range of Entity nutraceuticals products in these stores.

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 2020)

Indicator	Total	Breakdown		
Employees by region	45	Australia	Singapore	China
		25	17	3
Full Employees by gender		Male		Female
		25		20
Total number of operations	4 (Corporate, R&D, trading, manufacturing)			
Net revenue	S$ 0.99 million			
Total capitalisation	Total Equity		Total liabilities	
	S$ 10.17 million		S$ 6.81 million	

Figure 1. Entity Nutraceuticals

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.

Figure 2. iX Syrinx - GMP Manufacturing Plant located in, Croydon, Victoria, Australia

Supply chain

GRI 102-9

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 FY2020, we have a pool of approximately 260 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.

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.

During FY2020, the global COVID-19 pandemic has surfaced specific concerns from our stakeholders as set out in the table below. We recognise and incorporate these concerns in our action plans, communications and engagements with our stakeholders.

Stakeholder	Key Topics	COVID-19 specific concerns	Mode of Engagement
Shareholders	Economic performance Governance and compliance Innovation	Business resilience	Annual general meeting Corporate press releases and announcements Annual report
Suppliers and vendors	Product safety and quality	Reliability of supply	Supplier pre-qualification program Annual audits
Customers	Product safety and quality	Access to product training and knowledge Reliability of supply	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	Adherence to workplace safe distancing guidelines from government authorities	Regulatory inspections Periodic audits Safe distancing practices in workplace
Employees	Training and development Health and safety Workplace ownership Diversity and equal opportunity	Workplace flexibility Enhanced safety protocol in COVID-19 responses	Annual performance reviews Go-Extra-Mile awards (Quarterly) 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

Materiality Assessment

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

Informed by GRI Standards, 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 2020 Sustainability Board Statement and peer research have also been referenced in this assessment.

We conducted a materiality assessment workshop with our internal stakeholders. They were given a list of material sustainability topics identified by peers in their sustainability reports as well as working definitions to aid in the identification process.

This was subsequently assessed for relevancy to both our stakeholders and the environmental, social and governance impact of our business operations.

Material Aspects and Indicators Identified

	Material Aspects	List of Indicators		Aspect Boundary
Economic	Economic Performance	201-4	Financial assistance received from government	Within organisation
Environment	Energy	302-1	Energy consumption within the organisation	Within organisation
Social	Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	Within and outside organisation
		416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	
	Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Within organisation
	Training and Education	404-1	Average hours of training per year per employee	Within organisation
	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
Innovation	Innovation	Annual research and development investment Number of new product or indication approvals		Within organisation

Economic

Financial assistance received from the government

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

Why is this a material issue?

The Company's core business is focused on the development and commercialisation of innovative therapies for improving the quality of life. This is aligned with the objectives of the government to develop innovative products. The Group has received recognition and support from the Singapore and Australia governments in various ways mentioned below.

Our approach to managing

We have proper practices in place to administer the grants and funds received. We consistently provide updates on the outcome of the programmes and how the funds were utilised to the necessary parties.

Figure 3. Xativa: CBD Product of the Year in Australia.

Total monetary value of financial assistance received by the Group from any government				
	Singapore		Australia	
	FY2020	FY2019	FY2020	FY2019
Tax relief and tax credits	S$1,553,000[1]	-	S$742,000[2]	-[2]
Investment grants, research and development grants, and other relevant types of grants	S$200,000 (Wage Credit, Productivity Improvement Credit), Jobs Support Scheme)	S$14,000 (Wage Credit, Productivity Improvement Credit)	S$55,000 (COVID 19 Cashflow Booster)	-

1 During the year, the Group agreed with the Comptroller of Income Tax of Singapore on the treatment of its tax losses for the Years of Assessment (YA) 2011 to 2019. Total tax benefits relating to qualified research and development expenditure during YA2011 to 2019 amounted to S$1,533,000.

2 An amount equivalent to S$742,000 was approved during FY2019. As it is received in July 2019, the amount is reported in FY2020 in this report. Similarly, an amount equivalent to S$700,000 has been submitted for FY2020 and is still being reviewed by the relevant agency as at the date of this report. The amount will be included in our next report.

Environment

Energy

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

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 the 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.

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.

We look forward to sourcing for more energy efficiency improvements that will help to cultivate good practices across our organisation to save energy.

During the year, we commenced a programme to replace old or retired lighting and devices with energy saving models. We will also seek to invest in practical solutions to mitigate and prevent adverse environmental impacts.

	Energy Consumption (kWh)	
	FY2020	FY2019
	1,135,734	1,225,589

Lower energy consumption during the year despite increase in our manufacturing activities was mainly due to a milder summer experienced and active energy management by our Australian operation.

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 of 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.

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.

We also review our compliance with Therapeutic Goods Administration (**TGA**) requirements from manufacturing to product and labelling standards for our pharmaceutical and nutraceutical products. As at the end of FY2020, two of our pharmaceutical products for erectile dysfunction are registered with the TGA. In addition, all our nutraceutical products are listed on the Australian Register of Therapeutic Goods (ARTG).

During FY2020, we filed for marketing approval for Wafesil with the European Medicines Agency. Our application is currently being evaluated. We had also filed and obtained marketing approval for Silcap from Health Sciences Authority of Singapore in October 2020.

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 plan to carry out clinical research in certain conditions such as anxiety, pain and insomnia amongst others to contribute to the body of scientific understanding about therapeutic cannabis use. We will continue to train and support physicians using the results of such clinical investigations with the goal of improving the quality of prescriptions.

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

- 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

FY2020 and FY2019	
	No cases 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

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	
FY2020	FY2019
52.7	53.6

Note: Please refer page 11, 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.

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.

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

Throughout the COVID-19 pandemic, we have taken every step to ensure that our employees are protected from the risks of the virus. We implemented temperature monitoring, enhanced cleaning regimes and other safe workspace protocols across all locations.

We also provide face masks and a daily dose of glutathione wafers to our employees. Glutathione is the most powerful antioxidant and has been shown to defend against viral infections and protects lung cells and other organs.

During the year, no reportable incident has been recorded.

FY 2020 & 2019 Performance
Zero case of work-related **fatalities** **Zero** case of work-related **serious injury**†

Note: Please refer page 11, 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

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.

Patents: 56 patents granted, 1 patent allowed, 14 patents pending

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.

Ongoing product developments

- **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.

- **Xativa**
  What it is: Sublingual cannabidiol (CBD) wafer
  What is CBD: CBD is one of the primary compounds found in the cannabis plant
  Potential indications: Promising research suggests that CBD can help with chronic pain, certain inflammatory and motor diseases, appetite, anxiety and inflammatory bowel disease, among others.
  Sublingual delivery of CBD: CBD is 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 CBD, giving users a better experience.
  Clinical development status: Supplied through Special Access Scheme and Authorised Prescriber pathway in Australia. Formulation currently being evaluated for use in the treatment of anxiety, pain, insomnia and other conditions.

- **BnoX**
  What it is: a sublingual buprenorphine wafer for the treatment of moderate to severe pain
  Active compound: Buprenorphine
  Target patient population market: Buprenorphine has been shown to provide longer-lasting pain relief with fewer side effects compared to other opioids. It also exhibits a ceiling effect – higher doses do not result in unwanted additional opioid effects, including euphoria and respiratory depression. Patients are therefore less likely to develop addiction and tolerance, while the risk of death is also greatly reduced.
  Clinical development status: Completed Phase 1 Pharmacokinetic Study

- **Other products**
  We believe that our WaferiX drug delivery platform is suitable for the development of other products that incorporate active pharmacological compounds. During the year, we commenced development on a number of new pharmaceutical sublingual wafer products with potential therapeutic indications including analgesia and sedation.

  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.

	FY2020	FY2019
Annual research and development investment	S$2,499,000	S$ 3,765,000
Number of new products	4	5
Pharmaceuticals	3	1
Nutraceuticals	1	4

Performance Metrics

Diversity and equal opportunity

Percentage of women employees within iX Biopharma's governance bodies

Governance Bodies	Percentage of female employees (%)	
	FY2020	FY2019
Board of Directors (Board)	20%[1]	25%
Audit Committee (AC)	25%	33%
Nominating Committee (NC)	25%	33%
Remuneration Committee (RM)	25%	33%
Risk Management Committee (RMC)	25%	33%

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

Age Group	FY2020					FY2019				
	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 (%)	
	FY2020	FY2019
Management	33%	33%
Executive	33%	30%
Non-executive	54%	58%

Percentage of employees per employee category by age group

Age Group	FY2020			FY2019		
	Management	Executive	Non-executive	Management	Executive	Non-executive
Under 30 year old	17%	-	29%	17%	-	27%
30-50 year old	33%	50%	46%	33%	33%	55%
Over 50 year old	50%	50%	25%	50%	67%	18%

Training and education

Average training hours per employee gender

	FY2020	FY2019
Per employee	52.7	53.6
Per female employee	34.5	37.0
Per male employee	67.1	67.8

Average training hours per employee category

Employee Category	FY2020	FY2019
Director	-	2.0
Manager	56.6	16.2
Executive	89.7	90.0
Non-executive	53.6	62.5

Safety, Health and Environment[2]

	FY2020			FY2019		
	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

	FY2020		FY2019	
	Female	Male	Female	Male
Number of first aid incidents	-	-	-	-
Number of medically treated incidents	-	-	-	-
Number of lost-time incidents	-	-	-	-

[1] Change in percentage in Board's composition was due to retirement of a director in October 2018 which had since been filled in December 2019.

[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	Not Applicable
	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 31 to 47
	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	Not Applicable
	102-50	Reporting period	1
	102-51	Date of the most recent report	June 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	12and 13
	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	6and 7 (Partial Compliance)
	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 201: Economic Performance 2016	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
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 11
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 11
	103-1	Explanation of the material topic and its Boundary	6 and 9 (Partial Compliance)

GRI Standard	Disclosure		Chapter, Page Reference, Performance and/or Explanation for Omissions
GRI 103: Management Approach 2016	103-2	The management approach and its components	
	103-3	Evaluation of the management approach	
GRI 403: Occupationa 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 11 (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 Number of new product or indication approvals	10