



IMUGENE

Developing Cancer
Immunotherapies

ASX:IMU

ESG REPORT 2023

Imugene Limited
ABN 99 009 179 551

ENVIRONMENT, SOCIAL, AND GOVERNANCE (ESG)

Imugene Limited (“IMU” or the “Company”) is committed to the principles of ESG as the most effective means of creating long-term enterprise value and addressing the societal priorities enshrined in the United Nations’ Sustainable Development Goals.

We have made a commitment to commence reporting on the Environmental, Social, and Governance (ESG) disclosures of the Stakeholder Capitalism Metrics (SCM) of the World Economic Forum (WEF).

We are in the process of making ESG disclosures in the form of a set of universal, comparable ESG metrics focused on people, planet, prosperity, and principles of governance that organisations can report on regardless of industry or region. This table represents our reporting against the 21 core metrics, being reviewed progressively and updated annually.

We use this universal ESG framework to align our mainstream reporting on performance against ESG indicators. By integrating ESG metrics into our governance, business strategy, and performance management process, we diligently consider all pertinent risks and opportunities in running our business. We continue to look for opportunities for further transparency on the topics which are material to our business.

This ESG Report complements, and should be read in conjunction with, information contained in the Imugene’s corresponding Annual Report and Corporate Governance Statement, both released today and available at www.imugene.com.

Mr Paul Hopper
Executive Chairman

GOVERNANCE

SETTING PURPOSE

Our mission is to develop transformative cancer medicines to improve patients' lives.

See also:

- [Mission & Values](#)

GOVERNANCE BODY COMPOSITION

The Company is governed by its Board of Directors and Committees of the Board.

Full details of the directors' expertise and experience, tenure, committee roles, meeting attendance, other significant positions and commitments and remuneration are set out in the Annual Report (refer to the link below).

The role of the Board, its committees and the directors' skills and experience are expanded further in the Annual Corporate Governance Statement and Appendix 4G Key to Disclosures relating to ASX Corporate Governance Council Principles and Recommendations

See also:

- [Board of Directors](#)
- [Annual Report](#)
- [Corporate Governance Statement](#)
- [ASX Appendix 4G](#)

MATERIAL ISSUES IMPACTING STAKEHOLDERS

The Company is reviewing stakeholder mapping for disclosure in a future ESG report, however, issues for patients are well documented and strictly governed by a multitude of clinical codes in the various jurisdictions in which the Company operates.

ANTI-CORRUPTION PRACTICES

The Company is committed to the highest standard of honesty and integrity. The Company's commitment to the highest ethical standards includes strict compliance with applicable anti-bribery and corruption laws in Australia and overseas, acting in an ethical manner and acting with honesty, integrity, fairness and respect.

This commitment is reflected in the statement of values of the Company, and the Company's Anti-Bribery and Anti-Corruption Policy (refer link below).

See also:

- [Anti-Bribery and Anti-Corruption Policy](#)

RISK AND OPPORTUNITY OVERSIGHT

The Board is committed to the identification, assessment, and management of risk throughout the Company's business activities.

The Company's Risk Management Policy (refer link below) recognises that risk management is an essential element of good corporate governance and fundamental in achieving its strategic and operational objectives.

See also:

- [Risk Management Policy](#)
- [Annual Report](#)

MECHANISMS TO PROTECT ETHICAL BEHAVIOUR

The Company is committed to the highest standards of honesty and ethical practices in all aspects of the Company's operations.

This is documented in the Company's Code of Conduct and supported by the Company's Whistleblower Policy (refer links below).

The Code of Conduct sets out the minimum standards of behaviour expected of all employees and directors, including to act honestly, ethically and responsibly with high personal integrity.

The Whistleblower Policy enables an open working environment in which all company employees, prospective employees, contractors, consultants and external stakeholders are able to raise concerns regarding actual or suspected misconduct (wrongdoing) including unethical and unlawful conduct by another company employee, prospective employee, supplier, contractor or consultant.

This Whistleblower Policy provides a mechanism to:

- ensure people who disclose Wrongdoing can do so safely, securely, with confidence that they will be protected and without fear of reprisal;
- ensure disclosures are dealt with appropriately and on a timely basis;
- provide transparency around the Company's process for receiving, handling and investigating disclosures;
- encourage more disclosures of Wrongdoing; and
- help deter Wrongdoing.

See also:

- [Code of Conduct](#)
- [Whistleblower Policy](#)

PLANET

GHG EMISSIONS

The Company does not consider GHG emissions to be a material stakeholder capitalism metric at this time, due to its small workforce and limited office-space footprint.

LAND USE AND ECOLOGICAL SENSITIVITY

The Company does not consider land use and ecological sensitivity to be a material stakeholder capitalism metric at this time, as it operates from small offices in urban areas.

WATER CONSUMPTION

The Company does not consider water consumption to be a material stakeholder capitalism metric at this time, due to its small workforce and limited urban office-space footprint.

TCFD IMPLEMENTATION

The Company does not consider TCFD implementation to be a material stakeholder capitalism metric at this time, due to its small workforce and limited office-space footprint.

PEOPLE

DIVERSITY AND INCLUSION

The Company recognises the benefits arising from employee, senior management and Board diversity, including a broader pool of high-quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent.

Diversity includes, but is not limited to, an individual's race, ethnicity, gender, sexual orientation, age, physical abilities, educational background, socioeconomic status, and religious, political, or other beliefs.

Gender diversity of the Company's workforce is reported in the annual Corporate Governance Statement (refer link below).

The Company's Diversity Policy promotes diversity and inclusion in the workplace (refer link below).

See also:

- [Diversity Policy](#)
- [Corporate Governance Statement](#)

HEALTH AND SAFETY

As a clinical stage immuno-oncology company, the Company has effective workplace health and safety practices. The Company will report on health and safety statistics in a future ESG report. The Company has never reported a work-related fatality.

TRAINING PROVIDED

As a clinical stage immuno-oncology company with a small, highly educated and specialist team, training is not a material stakeholder capitalism metric for the Company. The Company supports individuals to maintain their continuing professional education and to remain up to date with developments in their respective fields.

PAY EQUALITY

The Company pays men and women equally in like for like roles.

With twenty employees at the end of the reporting period, the Company does not consider it worthwhile to perform further pay equity analysis at this time.

WAGE LEVEL

As a clinical stage immuno-oncology company with a small, highly educated and specialist team, wage parity is not a material stakeholder capitalism metric for the Company.

CHILD, FORCED OR COMPULSORY LABOUR

The Company considers child, forced and compulsory labour to be abhorrent. As a clinical stage immuno-oncology company with a small, highly educated and specialist team, the Company has no direct exposure to child, forced or compulsory labour. The Company is below the A\$100 million revenue threshold to report under the Modern Slavery Act in Australia.

PROSPERITY

RATE OF EMPLOYMENT

As a clinical stage immuno-oncology company with a small, highly educated and specialist team, rate of employment is not a material stakeholder capitalism metric for the Company. A summary of the Company's workforce is reported in the annual Corporate Governance Statement.

See also:

- [Corporate Governance Statement](#)

TOTAL R&D EXPENSES

As a clinical stage immuno-oncology company, research is fundamental to the Company, and is comprehensively disclosed in the Annual Report.

See also:

- [Annual Report](#)

TOTAL TAX PAID

The Company reports income tax in its Annual Report.

See also:

- [Annual Report](#)

ECONOMIC CONTRIBUTION

The Company reports detailed financial information in its Annual Report (refer link below). The information reported includes (amongst other items):

- Income
- operating costs
- employee wages and benefits
- interest income and payments
- income tax expense

See also:

- [Annual Report \(for economic value generated and distributed \(EVG&D\)\)](#)

FINANCIAL INVESTMENT CONTRIBUTION

The Company's Annual Report includes full disclosure of research, capital expenditures, depreciation and amortisation.

See also:

- [Annual Report](#)

ESG PERFORMANCE DATA

FINANCIAL YEAR ENDED 30 JUNE 2023

Metric	Notes ¹	Unit ²	FY21	FY22	FY23	Target
GOVERNANCE						
Governance performance reported in Annual Report and Corporate Governance Statement (CGS).			Annual Report CGS	Annual Report CGS	Annual Report CGS	
			www.imugene.com/annual-report www.imugene.com/announcements			
Governance compliance with ASX Corporate Governance Council Principles and Recommendations	3	%	100	100	100	100
Anti-corruption Bribery and corruption incidents reported or identified		#	0	0	0	Nil
Monetary losses from unethical behaviour	4	\$	-	-	-	-
Political Donations		\$	-	-	-	-
Whistle-blower complaints		#	0	0	0	n/a

¹ Selected relevant metrics from World Economic Forum Report Measuring Stakeholder Capitalism: Towards Common Metrics and Consistent Reporting of Sustainable Value Creation, <https://www.weforum.org/stakeholdercapitalism/our-metrics>, 8.11.2022.

² All currency in Australian dollars (AUD). “#” = number.

³ Compliance assessed on ‘if not why not’ basis per ASX Corporate Governance Council Principles and Recommendations. Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behaviour, market manipulation, malpractice, or violations of other related industry laws or regulations.

⁴ Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behaviour, market manipulation, malpractice, or violations of other related industry laws or regulations

Metric	Notes ¹	Unit ²	FY21	FY22	FY23	Target
PLANET						
Carbon offset purchased for flights		%				100%
Greenhouse Gas (GHG) emissions	5			Refer to Notes		
TCFD implementation	6			Refer to Notes		
Land use and ecological sensitivity	7			Refer to Notes		
Water consumption and withdrawal in water-stressed areas	8			Refer to Notes		
PEOPLE						
Diversity and inclusion						
Directors						
						33%
						67%
						-
Employees						
						89%
						11%
						-

⁵ The Company does not consider GHG emissions to be a material stakeholder capitalism metric at this time, due to its small workforce and limited office-space footprint.

⁶ The Company does not consider TCFD implementation to be a material stakeholder capitalism metric at this time, due to its small workforce and limited office-space footprint.

⁷ The Company does not consider land use and ecological sensitivity to be a material stakeholder capitalism metric at this time, as it operates from small offices in urban areas.

⁸ The Company does not consider water consumption to be a material stakeholder capitalism metric at this time, due to its small workforce and limited urban office-space footprint.

Metric	Notes ¹	Unit ²	FY21	FY22	FY23	Target
Risk for incidents of child, forced or compulsory labour						
Identified cases of child, forced or compulsory labour in company.		#	0	0	0	Nil
Health and Safety						
Fatalities		#	0	0	0	Nil
Recordable work-related injuries		#	0	0	0	Nil
Discrimination and Harassment						
Number of incidents		#	0	0	0	Nil
Total amount of monetary losses as a result of legal proceedings associated with law violations and employment discrimination.		\$	-	-	-	Nil
PROSPERITY						
Economic Contribution						
Revenue						Refer to Annual Report
Operating costs		\$				
Employee wages and benefits						
Financial assistance						
Financial assistance received by the organisation from any government during the reporting period (excluding R&D tax incentive below)		\$	-	-	-	
Total R&D expenses						
Total costs related to research and development		\$	15.4	36.6	30.9	
Total R&D tax incentive						
Total tax offset received under R&D tax incentive		\$	7.2	12.6	11.7	



IMUGENE

Developing Cancer
Immunotherapies

ASX:IMU

Contact



Imugene Limited ABN 99 009 179 551
info@imugene.com
imugene.com