



Environmental Social and Governance (ESG) REPORT



At Immutep we are committed to improving the lives of our patients, employees and communities. Whilst our product candidates and the industry we work within have the potential to make a real difference to people’s lives, we are also mindful that the paths we take to develop our candidates and how we conduct our business are just as important. We are progressing our ESG initiatives and have implemented this ESG Report to explain to our stakeholders how we are addressing and tracking on a range of Environmental, Social and Governance matters that are material to our company. Immutep 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.

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Environmental

Energy consumption

Immutep's offices and laboratory operate at a minimal energy consumption. Devices are operating in normal or energy saving mode and no exceptional energy consuming devices or equipment are used.

In general, when selecting new vendors, sustainability is one of the selection criteria for Immutep. Immutep's vendors comply with high regulatory standards regarding energy consumption, water usage and hazardous waste disposal.



Our key vendors are applying reliable, effective, and responsible Environmental Management Systems (EMS) developed according to the latest ISO 14001 standard. The international environmental management standard ISO 14001 defines globally recognised requirements for an environmental management system.

For instance, Labor LS who perform analytical testing for Immutep, was one of the first testing laboratories to be certified according to this standard in 1997 refer <https://www.labor-ls.de/en/the-company/quality-and-certifications/>

WuXi Biologics, the manufacturer of our lead candidate, identifies products, activities and services that have significant impacts on the environment and manages the environmental elements of its operation. They are committed to reducing the generation of pollutants while complying with national norms for waste and emissions. The ESG report of WuXi Biologics can be found here: <https://www.wuxibiologics.com/wp-content/uploads/2023-ESG-Report.pdf>

WuXi Biologics was certified to ISO 14001 standard in 2022. They installed a Environmental Health and Safety (EHS) Management Digital System to further improve the EHS management. The system is used for monitoring, gathering, storing, and analysing EHS data and improving data reliability and traceability.

Their Mashan site in the city of Wuxi, where Immutep's candidate Eftilagimod is manufactured, was recognised as a Two-Star Green Factory by the Bureau of Industry and Information Technology of Binhu District. In 2022, WuXi Biologics complied with all environmental laws and regulations of the jurisdictions

in which they operate, and there were no reported external environmental pollution incidents or environmental penalties.

Clinigen Clinical Supplies Management (CCSM), is our vendor providing packaging and labelling activities for our clinical trial material. Their ESG report can be found here:

<https://www.clinigengroup.com/media/3264/clinigen-sustainability-report-2023.pdf>.

Our registered corporate head office in Sydney is leased from The Australia Square who are committed to minimising waste, increasing energy efficiency and reducing environmental impact. For more details, please refer <https://www.australiasquare.com.au/about/sustainability>.

Management minimises carbon emissions by conducting many meetings virtually instead of travelling to physical meetings. For instance, the Company's Board meetings and global management team meetings have been conducted virtually via Zoom since the start of calendar year 2020. Many industry and investor conferences are also being attended by management virtually rather than physically, reducing carbon emissions and travel costs.

Currently, we have not yet begun reporting on our carbon emissions. However, we recognise the significance of adopting best practices and guidelines for climate-related disclosure and will consider conducting a Greenhouse Gas (GHG) assessment in the future depending on its materiality to the business.

Water usage

Immutep's offices and laboratory operate at a minimal water usage, and no exceptional water consuming operations are performed. For this reason, we consider this metric to be immaterial at this point in time. However, we do understand the importance of efficient water consumption in contributing to the Sustainable Development Goals, and so have erected water conservation notices in our offices to remind employees of tips on how to conserve water.

Animal testing

As a biotechnology company active in therapeutic development in life threatening and other diseases we are obliged by governmental bodies and authorities to evaluate our therapeutics in *in vivo* (animal) models (e.g. toxicology studies) according to the relevant guidelines.

Immutep follows the 3R principles to Replace, Reduce and Refine the use of animals in therapeutic testing. We adhere to this responsible approach to animal testing which enables Immutep to keep *in vivo* studies to an absolute minimum.

Social

Clinical research

Immutep's mission is to improve the power of the body's own immune system through therapeutic intervention for the benefit of patients. Our investigational studies in human subjects are conducted in accordance with the relevant laws, regulations and guidelines for the protection of human participants, including those issued by the International Council for Harmonisation Good Clinical Practice (ICH GCP).



All patients are comprehensively informed about the clinical trial and its goals and we conduct a benefit/risk assessment of the clinical trial according to ICH GCP rules. Patients only participate in the clinical trial after giving their explicit informed consent. Information given to the patient is approved beforehand by an independent ethics committee.

Employees

Immutep's management team believes its employees are a key asset. As a biotech company with 44 employees globally as at 30 June 2024, each employee is important to the company's success and brings important skills and qualifications to their role. Our Employee Handbook details Immutep's commitment to providing a safe and healthy working environment for all of its employees and provides policies to help facilitate this approach to employees including a Grievance Resolution, Anti-bullying and harassment policies.

Immutep employees can work flexibly, while continuing to meet the needs of the business. Managers work together with employees to design and agree on the most optimal hybrid workstyle to foster a productive, safe, healthy, and sustainable way of working to enable employees to deliver their best work wherever they are best placed to do so.

Immutep assesses employee engagement via questions included in its employee evaluation forms.

Diversity and Inclusion

Immutep is an equal employment opportunity employer and believes diversity in its workforce is an element to its success. Employees from diverse backgrounds with differing skill sets bring individual talents and experiences to their respective roles within Immutep and enable Immutep to make better decisions by having access to a larger pool of ideas and experiences; and better communicate with its stakeholders.

Immutep is committed to fostering a corporate culture that embraces and values diversity at all levels of the organisation, regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience. In order to have an inclusive workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated by Immutep.

As at 30 June 2024, 68% of the Company's employees were female.

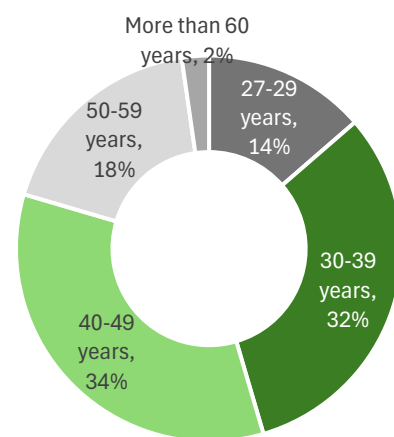
Its Board consisted of six directors with two being female. At this stage, the Board believes that the Company is not of a size and does not have a large enough workforce to warrant the setting of formal gender diversity objectives. However, if the Company is in the S&P / ASX 300 Index at the commencement of a reporting period, the measurable objective for achieving gender diversity in the composition of the Board will be to have not less than 30% of its directors of each gender within a specified period.

As at 30 June 2024, there were five females in senior executive positions across the whole workforce at Immutep out of a total of 10 senior executives so 50% of the Company's senior executives were female. "Senior executive" is defined for these purposes as those employees who report directly to the CEO or to a direct report of the CEO and oversee their department's operations, including planning, organizing, staffing, and directing the work of other employees within their department.

Immutep's workforce with offices located in Australia, Germany and France is also very ethnically and racially diverse with employees from 16 different nationalities. Our company also has a diverse employee age demographic with team members aged between 27 years old to 69 years old. The age distribution split is shown in the figure on the right.

For further information, please refer to Immutep's Diversity policy at <https://www.immutep.com/about-us/corporate-governance.html>.

Age Distribution of Employees FY24



Governance

Ethical business conduct

Immutep is committed to maintaining high standards of integrity and to operating in compliance with applicable laws, regulations and policies. To uphold its principles of ethical business conduct, Immutep requires its employees and other persons working with the Company to be committed to complying with all laws that apply to it, including anti-bribery and corruption laws.

Please refer to Immutep's Anti-Bribery & Corruption Policy at <https://www.immutep.com/about-us/corporate-governance.html>



Engagement of key enablers to achieve a mutually beneficial long-term relationship

Immutep requires its key enablers, such as contractors, consultants and directors with whom it does business, to uphold its principles of ethical business conduct, as detailed in its Anti-Bribery & Corruption Policy.

Ensuring quality of product and services

Our Statement of Values emphasises the importance to us of building long term sustainable value for our shareholders, including the need to preserve and protect Immutep's reputation and standing in the community and with key stakeholders, such as customers, employees, patients, suppliers, law makers and regulators.

Immutep operates in highly regulated environments where it would be subject to regulatory action if it failed to meet the applicable rules imposed to ensure the quality of its products and services. For instance, our drug candidates are developed by us and our collaboration partners in accordance with applicable Good Practices (GXPs, including Good Manufacturing Practices (GMPs) and GCP's) and we have an internal Quality Assurance Manager who is responsible for helping to ensure we always remain compliant with these requirements.

We are also dually listed on ASX and NASDAQ markets and are regulated by the ASIC and the SEC. Hence, we have policies and processes in place to ensure our compliance with relevant rules such as our Continuous Disclosure and Public Communications Policy at <https://www.immutep.com/about-us/corporate-governance.html>.

Data privacy protection

Immutep adheres the relevant data privacy protections for each of the geographies in which it operates. Its data privacy policy is available internally and all EU employees are obliged and trained to work according to principles of data protection of General Data Protection Regulation.

In addition, details relating to the data privacy for users of the company's website are available in the Company's Privacy Policy at <https://www.immutep.com/footer-navigation/privacy-policy.html>.

Governance body composition

Immutep's Board has implemented a set of corporate governance practices that align with the Company's size, complexity, and operations, as well as those of its subsidiaries. We have developed a comprehensive Corporate Governance Statement and Board Charter which incorporates our Board Skills Matrix and Code of Conduct at <https://www.immutep.com/about-us/corporate-governance.html>, for which we conduct periodic reviews to ensure their ongoing relevance and effectiveness in changing circumstances. The corporate governance framework is developed and evaluated in accordance with the ASX Corporate Governance Principles and Recommendations. As well as in the Board Skills Matrix (Corporate Governance Statement, item 2.2), the skills of each Board member are made publicly available on the Company's website and in the Annual Report issued annually. The Board Charter also clearly articulates the desired composition in terms of skills and diversity that the Board is looking to achieve.

The Board aims to maintain a majority of independent, non-executive Directors, with consideration given to the company's future needs, ability to attract qualified candidates, and financial capabilities. By adopting this approach, the Board ensures that all discussions and decisions draw upon the valuable and diverse external perspectives and expertise of our non-executive Directors.