

# 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 mindful that the paths we take to develop our candidates and how we conduct our business are just as important. Hence, 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.

## Environmental

### 1. Energy consumption

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

Immutep's vendors must comply with strict regulatory standards regarding energy consumption, water usage and hazardous waste disposal.

The manufacturer of Immutep's lead product candidate, eftilagimod alpha (efti) is Wuxi Biologics (Wuxi). Wuxi strictly abides by relevant laws and regulations, as well as environmental industry standards, in all places of its operation. For further information regarding Wuxi's commitment to implementing sustainable and eco-friendly business practices by building a comprehensive and integrated Environmental, Health and Safety (EHS) please refer to <https://www.wuxibiologics.com/company/#ESG>.

Our registered corporate head office in Sydney is managed by The Executive Centre who are committed to operating their workspaces with environmentally responsible designs, management and energy-efficient processes. For more details, please refer <https://www.executivecentre.com/esg/>.

Management minimises carbon emissions by conducting many meetings virtually instead of travelling to physical meetings. For instance, the Company's shareholder 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.

## 2. Water usage

Immutep's offices and laboratory operate at a minimal water usage. No exceptional water consuming activities are performed. Water conservation notices are erected in our offices to remind employees of tips on how to conserve water.

## 3. 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

## 1. 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 subjects, including those issued by the International Council for Harmonisation Good Clinical Practice (ICH GCP). All patients are comprehensively informed about the clinical trial 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 expressing their explicit informed consent. Information given to the patient is approved beforehand by an independent ethics committee.

## 2. Employees

Immutep's management team believes its employees are a key asset. As a biotech company with close to 40 employees globally, 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 which has been particularly appreciated during COVID. Managers work together with employees to design and agree on the most optimal 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.

### 3. 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 2022, 65.78% of the Company's employees were female and its Board consisted of 4 directors with one being female. As at 30 June 2022, there were 5 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 as at 30 June 2022. "Senior executive" is defined for these purposes as those employees who are the head of a department at Immutep.

Immutep's workforce with offices located in Australia, Germany and France is also ethnically and racially diverse.

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

## Governance

### 1. 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>

### 2. 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.

### 3. 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 scrutiny 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 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>.

### 4. 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>