

Chimeric Therapeutics Limited  
ACN 638 835 828



# Environmental Social Governance Report

2023

# Environmental, Social, and Governance (ESG)

Chimeric Therapeutics (“CHM”, “Chimeric” 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. In June 2022, we commenced 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 quarterly and updated periodically.

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.

JENNIFER CHOW  
CHIEF EXECUTIVE OFFICER

# Governance

## Setting Purpose

Chimeric's purpose is to discover, develop and commercialise novel cell therapies with the most curative potential for patients.

### See Also:

- [chimerictherapeutics.com/about-us/](https://chimerictherapeutics.com/about-us/)
- [chimerictherapeutics.com/investors/](https://chimerictherapeutics.com/investors/)
- [chimerictherapeutics.com/investors/#corporate-governance](https://chimerictherapeutics.com/investors/#corporate-governance)

## Governance Body Composition

Chimeric is governed by its Board of Directors and Committees of the Board. A description of director expertise, tenure, committee roles, meeting attendance, other significant positions and commitments and remuneration are outlined in the [Annual Report](#).

The skills and perspectives of our board members are important for ongoing decisions and governance, with respect to the everyday running of the company as well as important economic, environmental, and social topics.

The Board has referred to the guidance provided by the ASX Corporate Governance Council and acknowledges the recommendation that a majority of the Board of a listed entity should be independent and will work towards this outcome as the Company continues to grow.

The Board is cognisant of maintaining a balance of diversity, skills, experience, and independence amongst its members. The process of formally integrating ESG competencies into the Board Skills Matrix is underway.

### See Also:

- [chimerictherapeutics.com/about-us/](https://chimerictherapeutics.com/about-us/)
- [chimerictherapeutics.com/investors/](https://chimerictherapeutics.com/investors/) including [Annual Report](#)
- [chimerictherapeutics.com/investors/#corporate-governance](https://chimerictherapeutics.com/investors/#corporate-governance)

## Material Issues Impacting Stakeholders

Chimeric is reviewing stakeholder mapping for disclosure in a future ESG report.

## Anti-Corruption Practices

Chimeric is committed to the highest standard of honesty and integrity. Chimeric'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 in the formal Anti-Bribery and Anti-Corruption Policy included in the Corporate Governance Framework.

### See Also:

- [chimerictherapeutics.com/investors/](https://chimerictherapeutics.com/investors/)
- [chimerictherapeutics.com/investors/#corporate-governance](https://chimerictherapeutics.com/investors/#corporate-governance)

## **Mechanisms To Protect Ethical Behaviour**

Chimeric is committed to the highest standards of honesty and ethical practices in all business activities. This is documented in the Company's Corporate Governance Framework, which outlines Code of Conduct and Whistleblower Policy.

**Chimeric's Corporate Governance Framework can be found on the Chimeric Therapeutics website:**

- [chimerictherapeutics.com/investors/](https://chimerictherapeutics.com/investors/)
- [chimerictherapeutics.com/investors/#corporate-governance](https://chimerictherapeutics.com/investors/#corporate-governance)

## **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 recognises that risk management is an essential element of good corporate governance and fundamental in achieving its strategic and operational objectives.

**Chimeric's Corporate Governance Framework, outlining their Risk Management Policy can be found on the Chimeric Therapeutics website:**

- [chimerictherapeutics.com/investors/](https://chimerictherapeutics.com/investors/)
- [chimerictherapeutics.com/investors/#corporate-governance](https://chimerictherapeutics.com/investors/#corporate-governance)

# Planet

## **GHG Emissions**

Chimeric 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.

## **TCFD Implementation**

Chimeric does not consider Task Force on Climate Related Financial Disclosures (TCFD) implementation to be a material stakeholder capitalism metric at this time, due to its small workforce and limited office-space footprint.

## **Land Use and Key Biodiversity Areas**

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

## **Water Consumption**

Chimeric 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.

# People

## Diversity and Inclusion

Chimeric 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 benefits.

**Chimeric's Corporate Governance Framework, outlining their Diversity Policy can be found on the Chimeric Therapeutics website:**

- [chimerictherapeutics.com/investors/](https://chimerictherapeutics.com/investors/)
- [chimerictherapeutics.com/investors/#corporate-governance](https://chimerictherapeutics.com/investors/#corporate-governance)

## Pay Equality

Chimeric pays men and women equally in like for like roles. Despite only having a small number of employees we use external benchmarking to ensure proper and fair compensation.

## Wage Level

As a specialist biotechnology company with a small, highly educated and specialist team, wage parity is not a material stakeholder capitalism metric for the Company.

## Child, Forces or Compulsory Labour

Chimeric considers child, forced and compulsory labour to be abhorrent. As a specialist biotechnology 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.

## Health and Safety

As a specialist biotechnology company, Chimeric has effective workplace health and safety practices. Chimeric will report on health and safety statistics in a future ESG report. Chimeric has never reported a work-related fatality.

## Training Provided

As a specialist biotechnology company with a small, highly educated team, training is not a material stakeholder capitalism metric for the Company. Chimeric supports individuals to maintain their continuing professional education and to remain up-to-date with development in their respective fields of endeavour.

# Prosperity

## Rate of Employment

With 7 employees at the end of the reporting period, Chimeric does not consider it worthwhile to perform further employment analysis at this time.

## Economic Contribution

As a specialist biotechnology company, economic contribution is not considered a material stakeholder capitalism metric. This will be reviewed as the Company grows.

## Financial Investment Contribution

Chimeric's [Annual Report](#) includes full disclosure of research, capital expenditure, depreciation and amortisation, and how it supports the Company's investment strategy.

## Total R&D Expenses

As a specialist biotechnology company, research and development is fundamental to the Company and is comprehensively disclosed in the [Annual Report](#).

## Total Tax Paid

The Company reports Income tax in its [Annual Report](#).

Chimeric's Annual Report can be found on the Chimeric Therapeutics website:

- [chimerictherapeutics.com/investors/](https://chimerictherapeutics.com/investors/)

# ESG Performance Data

Financial Year Ended 30 June 2023

Metric	Notes 1	Unit 2	FY21	FY22	FY23	Target
<b>Governance</b>						
Governance performance reported in Annual Report and Corporate Governance Statement (CGS).			<a href="#">Annual Report CGS</a>	<a href="#">Annual Report CGS</a>	<a href="#">Annual Report CGS</a>	
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	\$	\$0	\$0	\$0	\$0
Political Donations		\$	\$0	\$0	\$0	\$0
Whistle-blower complaints		#	0	0	0	n/a
<b>Planet</b>						
Carbon offset purchased for flights		%	100%	100%	100%	100%
Greenhouse Gas (GHG) emissions	5		Refer note			
TCFD implementation	6		Refer note			
Land use and ecological sensitivity	7		Refer note			
Water consumption and withdrawal in water-stressed areas	8		Refer note			

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

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

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
<b>People</b>						
Diversity and inclusion		%				
Directors						
• Female			67%	67%	67%	40/40/20
• Male			33%	33%	33%	40/40/20
• Other / not identified			0%	0%	0%	
Employees						
• Female			33%	50%	43%	40/40/20
• Male			67%	40%	57%	40/40/20
• Other / not identified			0%	0%	0%	
Risk for incidents of child, forced or compulsory labour						
Identified cases of child, forced or compulsory labour in company or direct suppliers.		#	Nil	Nil	Nil	Nil
Health and Safety						
• Fatalities		#	Nil	Nil	Nil	Nil
• Recordable work-related injuries		#	Nil	Nil	Nil	Nil
Discrimination and Harassment						
• Number of incidents		#	Nil	Nil	Nil	Nil
• Total amount of monetary losses as a result of legal proceedings associated with law violations and employment discrimination.		\$	\$0	\$0	\$0	\$0
<b>Prosperity</b>						
Economic Contribution			Refer Annual Report			
a. Revenue						
b. Operating costs						
c. Employee wages and benefits		\$				
d. Payments to providers of capital						
Total R&D expenses						
Total costs related to research and development		\$	\$3,778,382	\$6,115,990	\$14,432,338	
Total R&D tax incentive						
Total tax offset received under R&D tax incentive		\$	\$0	\$2,617,122	\$4,505,729	



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