



## INVESTOR DECK

October 2023

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# INVESTMENT HIGHLIGHTS

Highly prospective portfolio comprising clinical & pre-clinical stage radiopharmaceutical technologies for both therapeutic & diagnostic applications

Four priority assets in areas of high unmet medical need and high commercial potential

- Phase 1 diagnostic in pancreatic recruiting (99 patients dosed under compassionate use/IIT)
- Phase 2b diagnostic in Brain Mets to commence by YE 2023
- Phase 1 therapeutic in Lung Cancer recruiting by YE 2023
- Phase 1 therapeutic in Breast Cancer recruiting by Q1 2024

Robust IP portfolio

Isotope supply chain secured

Senior management team with deep radiopharmaceutical expertise & experience

Lean overhead

Raising approximately \$10m via an Entitlement Offer to fund the company through to end of Q3 2024 & achievement of multiple inflection points

# CAPITAL RAISING OVERVIEW

Company is raising up to approximately A\$10m via a non-renounceable entitlement offer

Offer Size & Structure	<ul style="list-style-type: none"><li>Capital raising of up to approximately A\$10m comprising:<ul style="list-style-type: none"><li>A 1 for 2.35 pro-rata non-renounceable entitlement offer ("<b>Entitlement Offer</b>", the "<b>Offer</b>")</li></ul></li><li>Approximately 144.4 million new fully paid ordinary shares in RAD ("<b>New Shares</b>") to be issued under the Offer, representing approximately 43% of RAD current shares on issue</li></ul>
Offer Price	<ul style="list-style-type: none"><li>Shares under the Offer will be issued at a price of A\$0.07 per new share, representing a:<ul style="list-style-type: none"><li>23.1% discount to the Theoretical Ex-Rights Price (TERP<sup>1</sup>) of \$0.091;</li><li>30.0% discount to the last close price on Monday, 30 October 2023 of \$0.10; and</li><li>46.2% discount to 15-day trading day VWAP of \$0.130.</li></ul></li></ul>
Ranking	<ul style="list-style-type: none"><li>All new shares issued under the Offer will rank equally with existing RAD shares from the date of issue</li></ul>
Lead Manager	<ul style="list-style-type: none"><li>Bell Potter Securities Limited ("<b>Bell Potter</b>") is acting as Lead Manager to the Offer</li></ul>
Directors' participation	<ul style="list-style-type: none"><li>All eligible Directors intend to participate in the Offer</li></ul>

<sup>1</sup> The theoretical ex-rights price (TERP) of \$0.091 is calculated using Radiopharm's closing price on Monday, 30 October 2023 of \$0.10 assuming proceeds from the Entitlement Offer of approximately \$10 million. TERP is the theoretical price at which shares should trade immediately after the ex-date for the Entitlement Offer assuming 100% take-up of the Entitlement Offer. TERP is a theoretical calculation only and the actual price at which shares trade immediately after the ex-date for the Entitlement Offer will depend on many factors and may not be equal to the TERP.

# Use of funds

USE OF FUNDS	A\$M
<b>RAD 101 Pivalate</b>	
- Complete RAD 101 (Pivalate) Phase 2b	<b>\$3.0</b>
<b>RAD 301 (integrin AvB6)</b>	
- Complete to data read out for RAD 301 (integrin AvB6) Phase 1 Imaging - Start RAD 301 (integrin AvB6) Phase 2	<b>\$1.0</b>
<b>RAD 204 (Nanomab for PDL1 NSCLC)</b>	
First patient dosed & recruiting for RAD 204 (Nanomab for PDL1 NSCLC) Phase 1 Therapeutic	<b>\$1.5</b>
<b>RAD 204 (Nanomab for PDL1 NSCLC)</b>	
First patient dosed & recruiting for RAD 202 (Nanomab for HER 2 Breast) Phase 1	<b>\$1.5</b>
SG&A	<b>\$3.0</b>
<b>TOTAL</b>	<b>\$10.0</b>

PRO-FORMA FUNDING	A\$M
Existing Cash Balance <sup>1</sup>	\$3.8
Capital Raising <sup>2</sup>	\$10.0
<b>TOTAL</b>	<b>\$13.8</b>

<sup>1</sup>As of October 31, 2023

<sup>2</sup>Assumes capital raising is fully subscribed

# OFFER TIMETABLE

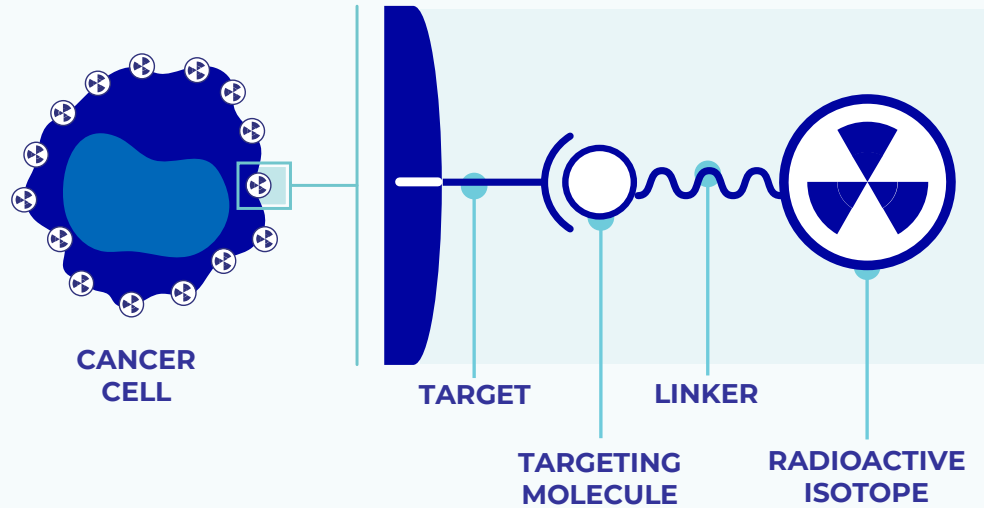
Indicative capital raising timetable <sup>1</sup>	Date (AEDT)
Announcement of Entitlement Offer	Tuesday, 31 October 2023
Record date to identify shareholders entitlement to participate in the offer (7.00pm AEDT)	Friday, 3 November 2023
Entitlement Offer Opens	Wednesday, 8 November 2023
Entitlement Offer Closes	Friday, 24 November 2023
Announcement of Results of Entitlement Offer	Friday, 1 December 2023
Settlement of Entitlement New Shares	Friday, 1 December 2023
Allotment of Entitlement New Shares issued under the Entitlement Offer	Friday, 1 December 2023
Normal ASX trading commences for New Shares under the Entitlement Offer	Monday, 4 December 2023

<sup>1</sup> The timetable is indicative only and subject to change by the Company and Lead Manager, subject to the Corporations Act and other applicable laws

# COMPANY OVERVIEW



# RADIOPHARMACEUTICALS DELIVER RADIATION THERAPY DIRECTLY TO CANCER CELLS



## Building Blocks of Radiopharmaceuticals

- TARGETING MOLECULE**  
High affinity, specific to cancer cells  
**small molecule, peptide or antibody**
- RADIOACTIVE ISOTOPE**  
Imaging Isotope to **SEE** the Cancer Cells  
Therapeutic Isotope to **TREAT** Cancer
- LINKER**  
Joins Targeting Molecule and Radioactive Isotope

### Imaging

**SEE** and measure disease  
with radioactive isotopes

Imaging compounds specifically deliver radioactive isotopes to detect and image cancer cells

### Therapeutics

**TREAT** cancer with high  
energy particle emitters

Extreme selectivity to cancer cells while  
limiting damage to healthy tissues



# COMPANY VISION & STRATEGY

## *SUCCESSFULLY FIGHT CANCER THROUGH INNOVATIVE RADIOPHARMACEUTICAL THERAPIES*



### Unique Business Model

- High resource allocation to R&D
- Low resource allocation to G&A – small team of 11 FTE.
- Expanded partnerships and strategic alliances



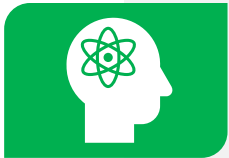
### Intellectual Property

- Extensive Patient portfolio for targets through 2040



### Differentiated Targeting Molecules

- Radiopharm is in a unique space where other radiopharmaceutical companies are not known to be focused
- Proprietary molecules designed to identify and attack a broad range of malignancies



### Deep Expertise in Radiopharmaceuticals

- All team members with previous Imaging or Therapeutic radiopharmaceutical experience
- Extensive team of accredited multinational researchers

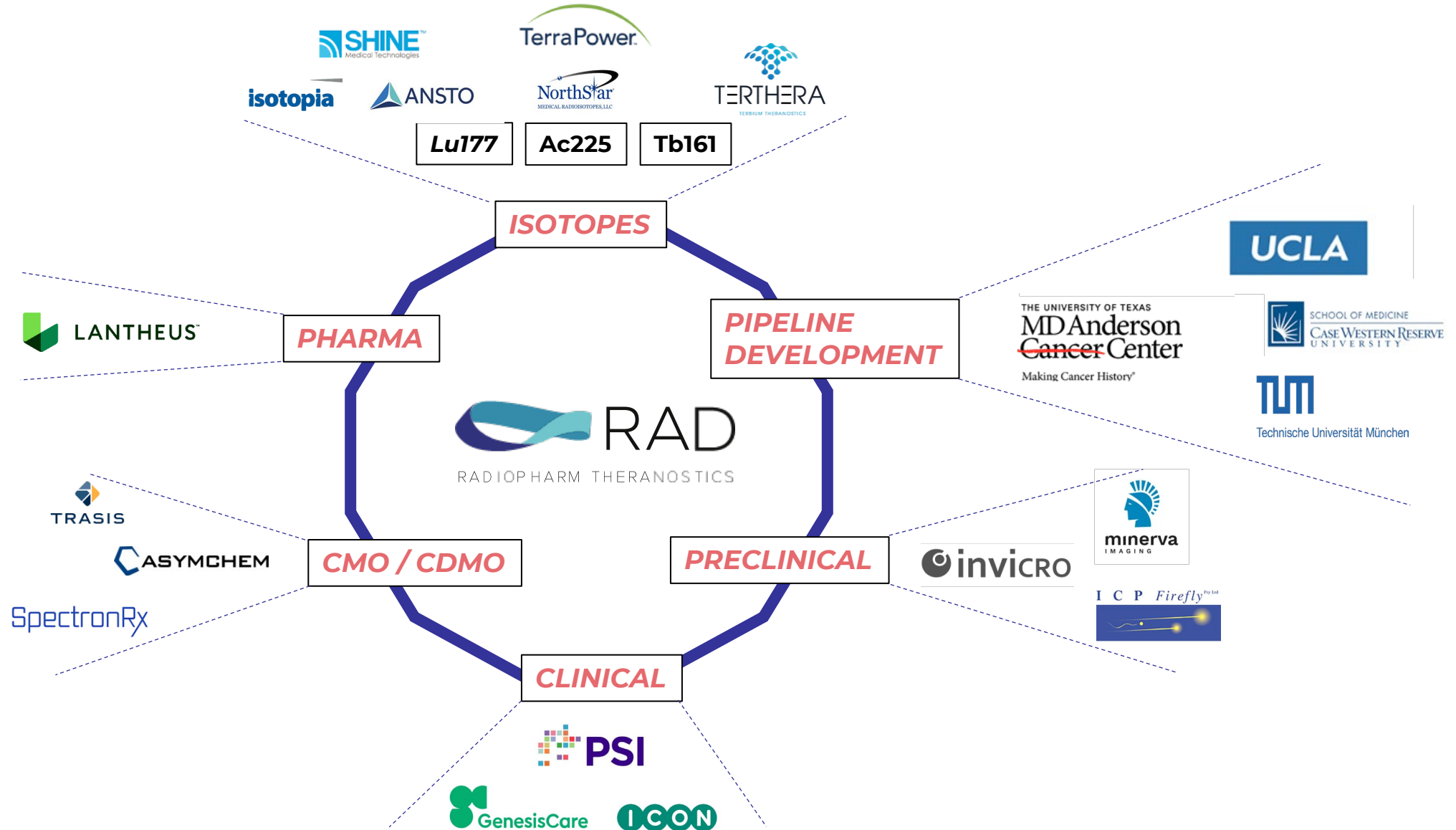


### Timely, Accurate & Rich News Flow Expected in the Next 6-12 Months

- Transitioning four different molecules from pre-clinical to clinical stage

# EXPANDED PARTNERSHIPS & STRATEGIC ALLIANCES

- *UNIQUE BUSINESS MODEL: LOW CAPITAL INTENSITY, FLEXIBLE RESOURCE ALLOCATION*



# TRANSITION FROM PRECLINICAL TO CLINICAL STAGE COMPANY IN ONLY TWO YEARS

2021

Company incorporation in Australia & capital raise AUS\$ 20m

7/2021

Created management team and BoD

In-licensed 4 technologies highly differentiated

IPO AUS\$ 50m  
ASX:RAD

11/2021

2022

In-licensed 2 technologies from UCLA & Case Western Univ.

6/2022

Joint Ventures with MD Anderson secure future pipeline inflow

9/2022

Pivalate (RAD 101) positive Ph2a data in Brain Mets

10/2022

Capital raise AUS\$ 10m

10/2022

2023

Nanomab PDL1 (RAD 204) Australian Ethic Committee approval, Phase 1 Therapeutic in lung cancer

10/2023

Trivehexin (RAD 301) First Patient dosed in Phase 1 imaging in pancreatic cancer

11/2023

Pivalate (RAD 101) First patient dosed in Phase 2b imaging in Brain Mets



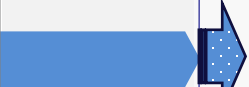

Q4/2023

Nanomab HER2 (RAD 202) FDA IND submission for Phase 1 Therapeutic in breast & gastric cancer

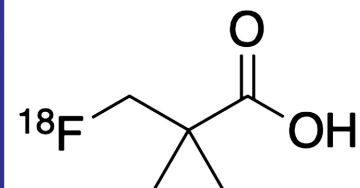
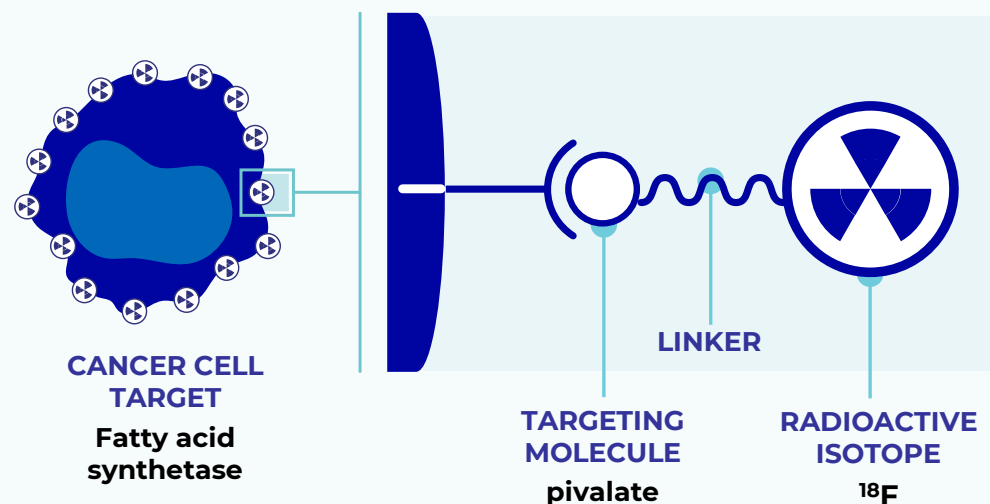
Q4 /2023

■ Clinical Milestones ■ Management Team ■ Capital ■ Portfolio □ Upcoming expected catalyst

# PORTFOLIO PRIORITIES – Two Imaging & Two Therapeutics

RAD CODE	MOLECULE & TARGET	INDICATION	ISOTOPE	PRECLINICAL	PHASE I	PHASE IIa	PHASE IIb	PHASE III	NOTES
				IMAGING					
RAD101	Pivalate (Fatty Acid Synthetase)	BRAIN METS	F18						Phase 2b first patient expected in Q4 IND approval after USA Tech transfer completion in Q4
RAD301	Trivehexin ( $\alpha V\beta 6$ Integrin)	PANCREATIC	Ga68						ODD received May 2023 FDA IND received 9 patient Ph 1 trial: first patient expected in November, last patient by Dec 2023
				THERAPEUTIC					
RAD204	Sd mAb (PD-L1)	NSCLC	Lu177						Australian Ethics approval received 10/2023. First patient in Q4
RAD 202	Sd mAb (HER 2)	BREAST GASTRIC	Lu177						FDA IND submission in Q4, first patient in Q1 2024

# RAD 101 Imaging: F18-PIVALATE



## F18-PIVALATE

Selectively targets fatty acid synthetase which is overexpressed in tumours but not normal brain cells

## BRAND VISION:

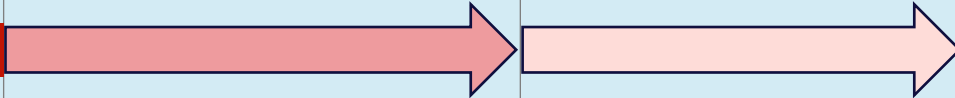
## BECOME THE LEADING PET AGENT FOR IMAGING BRAIN METASTASIS

- 300,000 new patients every year in USA only
- MRI current standard of care, but has limitations in patient post surgery or post stereotactic radiation surgery (pseudo-progression)

# RAD 101 Imaging: F18-PIVALATE

## CLINICAL DEVELOPMENT & REGULATORY STRATEGY

- Ongoing Tech transfer from UK to USA. IND approval after Tech transfer finalized
- 21 months to complete late-stage development (Phase IIb + Phase III)
- ~30 months to anticipated NDA Approval and first commercial sales
- USD 364m peak yearly sales potential (Jones Group independent report)
- Only 1 expected competitor: Axumin (Bracco) currently in Phase III

PRECLINICAL	PHASE I	PHASE IIa	PHASE 2b	PHASE 3	APPROVAL & COMMERCIAL LAUNCH
					
	24 pts	17 pts	30 pts	150 pts	
√	√	√	Q4 – Q2 2024	Q3 2024 – Q2 2025	1H 2026

# Pivalate Delivers Positive Phase II Data in Brain Metastasis Trial

## RAD101 Phase IIa Clinical Trial: F18-pivalate PET/MRI Imaging

Patients with one or more cerebral metastases from different primary tumours of origin; breast, lung, melanoma & colorectal cancer

### TRIAL ANALYSED:

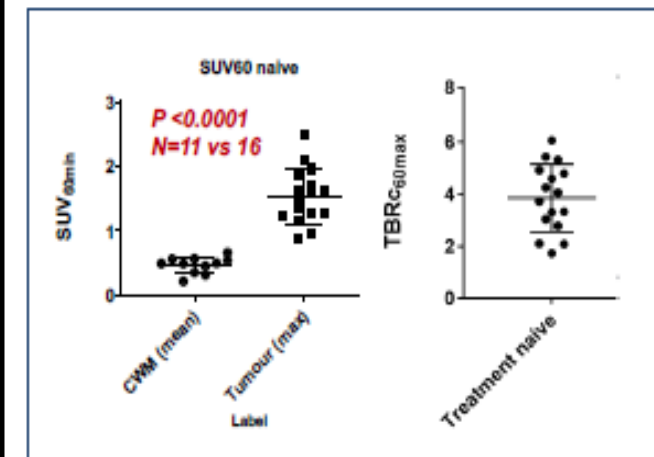
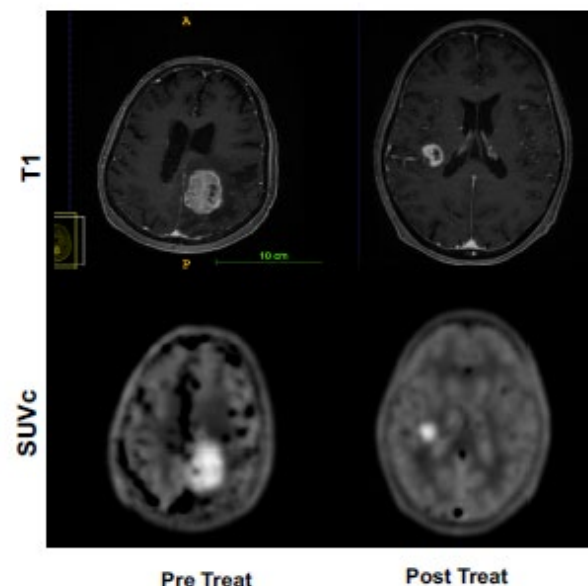
- Selective F18-pivalate uptake in cerebral metastases
- Impact of Stereotactic Radiosurgery (SRS) on F18-pivalate uptake at early time points (4-8 weeks)
- 2 cohorts of patients: 11 treatment naïve & 6 SRS treated (4-8 weeks post treatment)

## RESULTS

F18-pivalate PET showed high uptake regardless of origin of primary tumour

Indicates that pivalate can be used to detect & monitor cerebral metastases

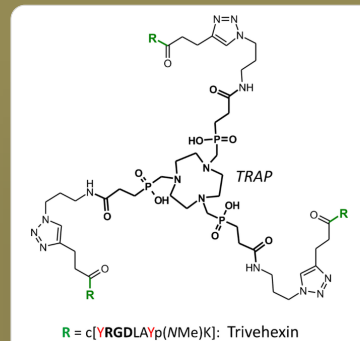
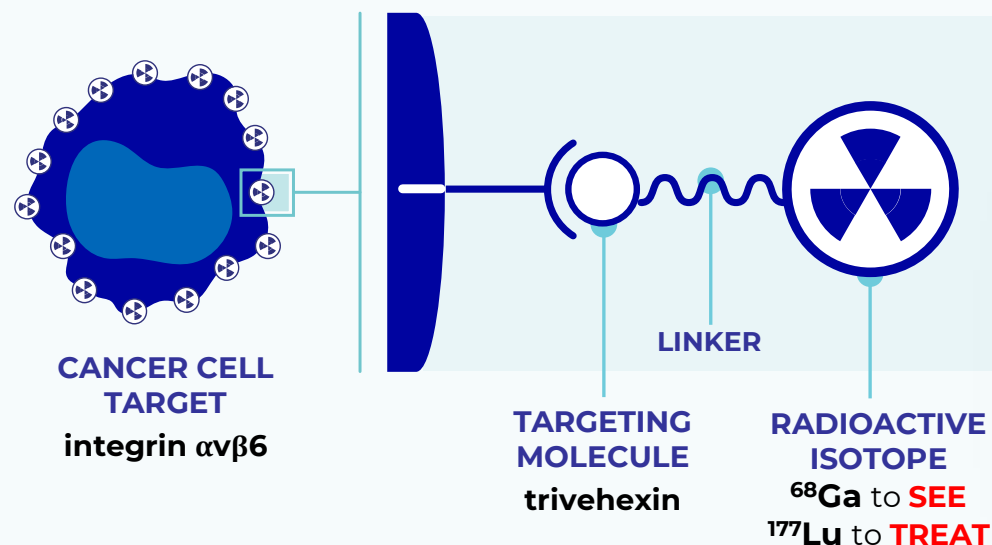
- Patients without previous external beam radiation showed higher tumour uptake of radiopharmaceutical
- Previously treated patients show trend towards lower radiopharmaceutical uptake



The RAD 101 Phase II results were presented at a Joint Meeting of the European Organisation for Research and Treatment of Cancer (EORTC), the (USA) National Cancer Institute (NCI), and the America Association for Cancer Research (AACR) in Barcelona, Spain, 26-28 Oct 2022



# RAD 301 Imaging: Ga68-TRIVEHEXIN



## TRIVEHEXIN

RGD peptide (arginylglycylaspartic acid)

Integrin  $\alpha v \beta 6$  receptor antagonist

Marker for tumour invasion and metastatic growth

Expression correlates with decreased survival in numerous carcinomas

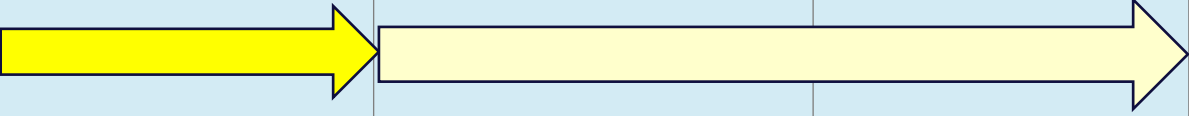
## BRAND VISION: FIRST TO MARKET PET AGENT FOR IMAGING PANCREATIC CANCER

- High unmet need in detecting and monitoring pancreatic cancer
- Current standard of care (FDG & MRI) have significant limitations
- FDA IND approval received ; Orphan drug Designation granted (5/2023)
- Multi-indication potential beyond PDAC (Head & Neck, NSCLC, TNBC, Colorectal)

# RAD 301 Imaging: Ga68-TRIVEHEXIN

## CLINICAL DEVELOPMENT & REGULATORY STRATEGY

- 66 patients already dosed under compassionate use (solid safety profile)
- 33 patients dosed under Pilot Study (presented at EANM 9/2023)
- IND approved Phase I start imminent, followed by registrational trial (leveraging RWE data)
- USD 240m peak yearly sales potential in PDAC only (Bell Potter independent report)
- Only 1 expected competitor: Integrin  $\alpha v \beta 6$  -  $\alpha v \beta 1$  (UC Davis) currently in Phase I

COMPASSIONATE USE (Germany)	Pilot study in PDAC + H&N	PHASE I	PHASE II	PHASE III	APPROVAL & COMMERCIAL LAUNCH
					
66 pts	33pts	9 pts	30 pts		
✓	✓	Fully recruited by Dec 2023	Apr 2024 – April 2025		1H 2026

# RAD301 Clinical Development Began Under German Medical Drug Act, supported by European partner TRIMT

68Ga-trivehexin PET/MRI Imaging Patients with Pancreatic Tumours

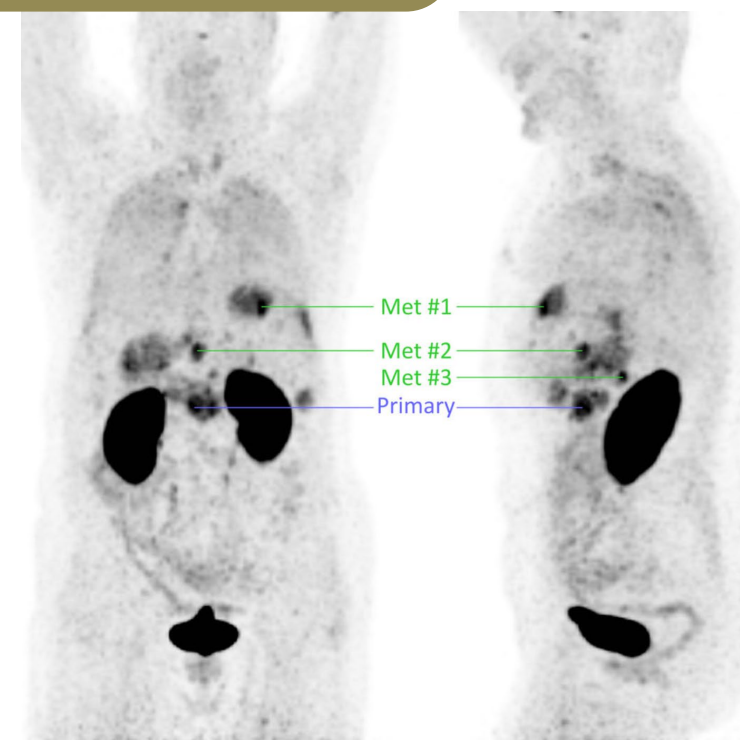
## TRIAL ANALYSED:

- Selective detection of  $\alpha v \beta 6$  integrin-expressing tumour lesions in patients with PDAC
- 66 patients administered RAD301 (as of 2022)
  - 60 pancreatic cancer and GI tumours
  - 5 with head and neck cancer
  - 1 patient with tumour of unknown origin

## Results Indicate that RAD301 can be used to detect and monitor pancreatic cancer

- Rapid and specific accumulation in many target PDAC primary lesions and metastases
- Low background accumulation and purely renal elimination

### 68Ga-TRIVEHEXIN PDAC IMAGING



from Quigley NG Notni J.  
Eur J Nucl Med 2021

# RAD301 Clinical Development: Investigator Initiated Trial at Fortis Medical Center, supported by TRIMT

68Ga-trivehexin PET/CT Imaging vs F18-FDG

## TRIAL ANALYSED:

- Selective detection of  $\alpha v \beta 6$  integrin-expressing tumour lesions in patients with PDAC & HNSCC
- 33 patients administered RAD301

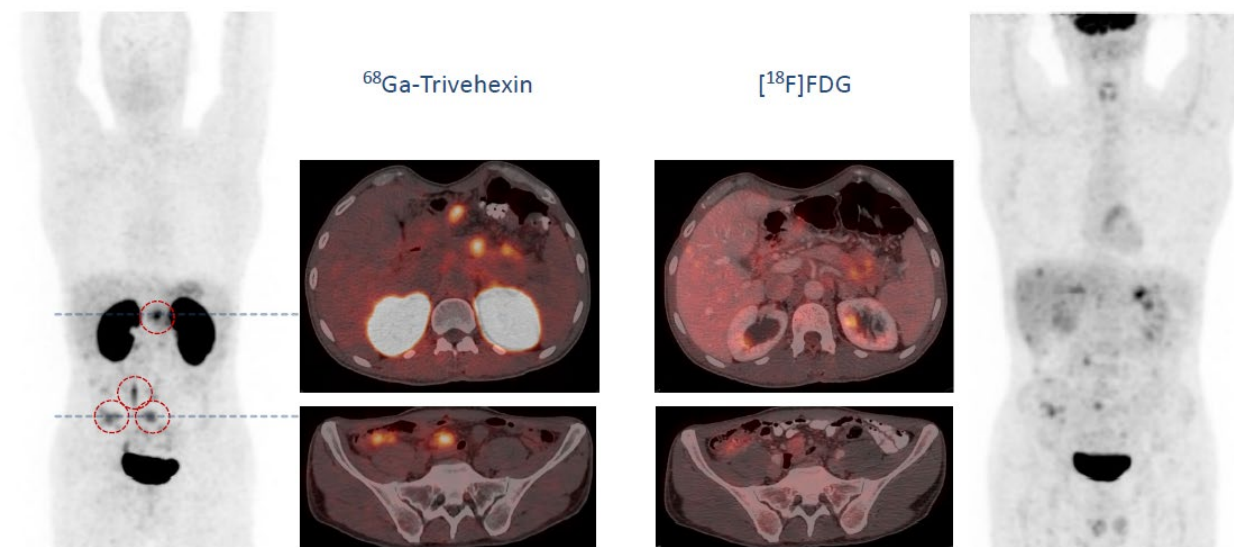
*Data presented at World Theragnostic Congress 2022  
(Wiesbaden, Germany) & follow up presented at EANM  
9/2023 (Vienna)*

## Results Indicate that RAD301 shows incremental value over F18-FDG in PDAC & HNSCC

- Favorable tumour-to-background contrast vs F18-FDG
- Sharper images and practically no uptake in the surrounding normal tissue

**68Ga-trivehexin PDAC imaging shows  
superior resolution vs F18-FDG**

<sup>68</sup>Ga-Trivehexin vs. [<sup>18</sup>F]FDG—Metastatic PDAC in the Pancreatic Tail

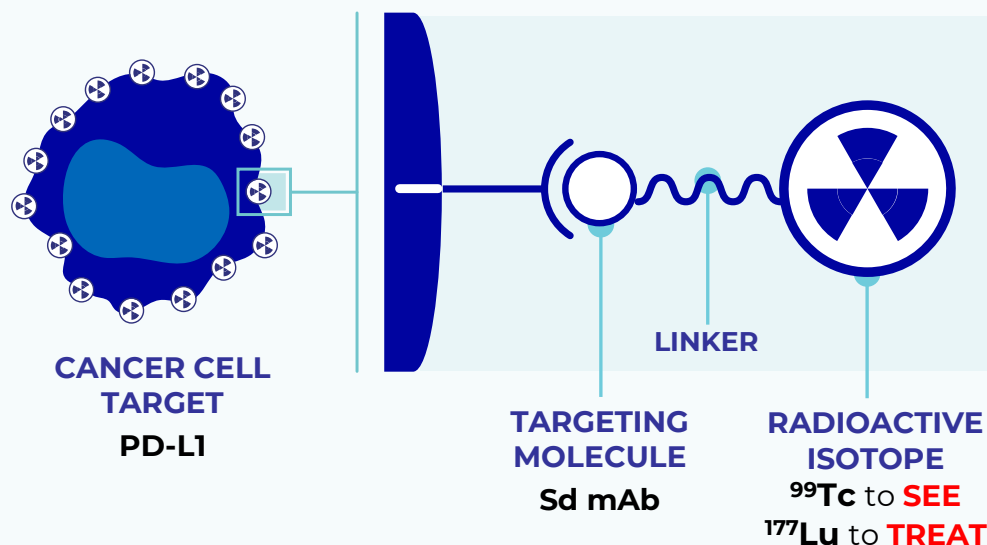


Images courtesy of Dr. Ishita Sen, Fortis Medical, New Delhi, India

# TWO IMAGING ASSETS: PROJECTED REVENUE OPPORTUNITIES

Cancer Type	New US Cases Per Annum	Eligible New Patients Per Annum	Price Per Dose	Revenue Opportunity Per Annum
<b><i>Imaging</i></b> <b>Brain Metastasis</b>	<b>300,000</b> <small>Source: SEER database US incidence</small>	<b>88,000</b>	<b>USD \$4,730</b>	<b>USD 364m</b>
<small>Source: Jones Group analyst report</small>				
<b><i>Imaging</i></b> <b>Pancreatic Cancer</b>	<b>124,000</b> <small>Source: SEER database US incidence</small>	<b>99,000</b>	<b>USD \$5,000</b>	<b>USD 240m</b>
<small>Source: Bell Potter analyst report</small>				

# RAD 204 Therapeutic: NANOMAB PD-L1



## PD-L1 NANOMAB

Single domain monoclonal antibody (Sd mAb)

PD-L1 Immune Checkpoint Protein

Overexpression mediates evasion of immune responses by cancer cells

Blockade by antibodies leads to tumour regression

## BRAND VISION:

## FIRST TO MARKET CHECKPOINT INHIBITOR-RADIOPHARMACEUTICAL COMBINATION

- Lead Indication : non-small cell lung cancer
- 200,000 new patients every year in USA only
- ~70% patients refractory to Check Point Inhibitors regimen

# RAD 204 Therapeutic: NANOMAB PD-L1

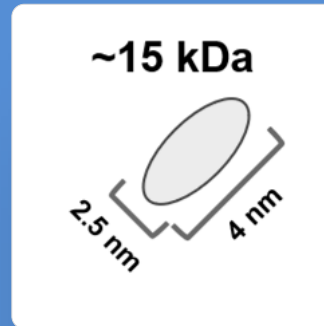
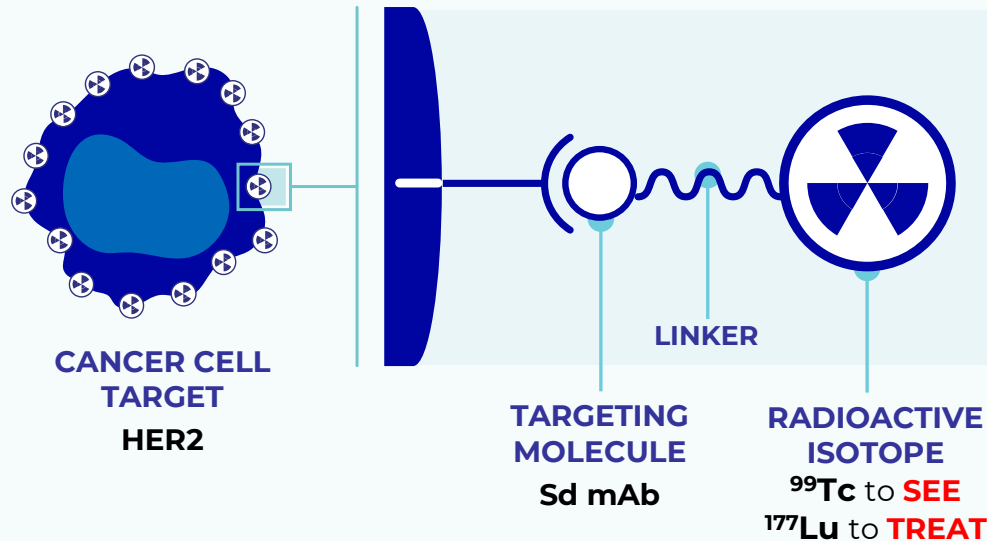
## CLINICAL DEVELOPMENT & REGULATORY STRATEGY

- Human pharmacokinetic and Biodistribution proven with Imaging agent (positive Phase I in 16pts in 2019)
- Strategic Collaboration with Lantheus for the PDL-1 Imaging agent
- Phase I therapeutic dose escalation in Australia (approval to start received in October)
- Phase II combo therapy trial with checkpoint inhibitor
- Blockbuster sales potential (Company assessment ongoing)
- No other PDL1 radiopharmaceuticals in preclinical or clinical development

PRECLINICAL	Imaging PHASE I	Therapeutic PHASE I	PHASE II
	16pts	27 pts	50 pts
√	√	Q4 2023– Q1 2025	Q3 2025 – Q3 2027



# RAD 202 Therapeutic: NANOMAB HER-2



## HER 2 NANOMAB

Single domain monoclonal antibody (Sd mAb)

HER 2 pathway proven in Oncology

Overexpression in Breast Cancer and  
Gastroesophageal cancers

## BRAND VISION:

## BREAST & GASTRIC HER2+ THERAPY FOR PATIENTS REFRACTORY to TRASTUZUMAB / DERUXTECAN

- 47,000 new patients every year in USA only
- Suboptimal toxicity profile ADCs (2<sup>nd</sup> line metastatic cancer) opens opportunity for new agents

# RAD 202 Therapeutic: NANOMAB HER-2

## CLINICAL DEVELOPMENT & REGULATORY STRATEGY

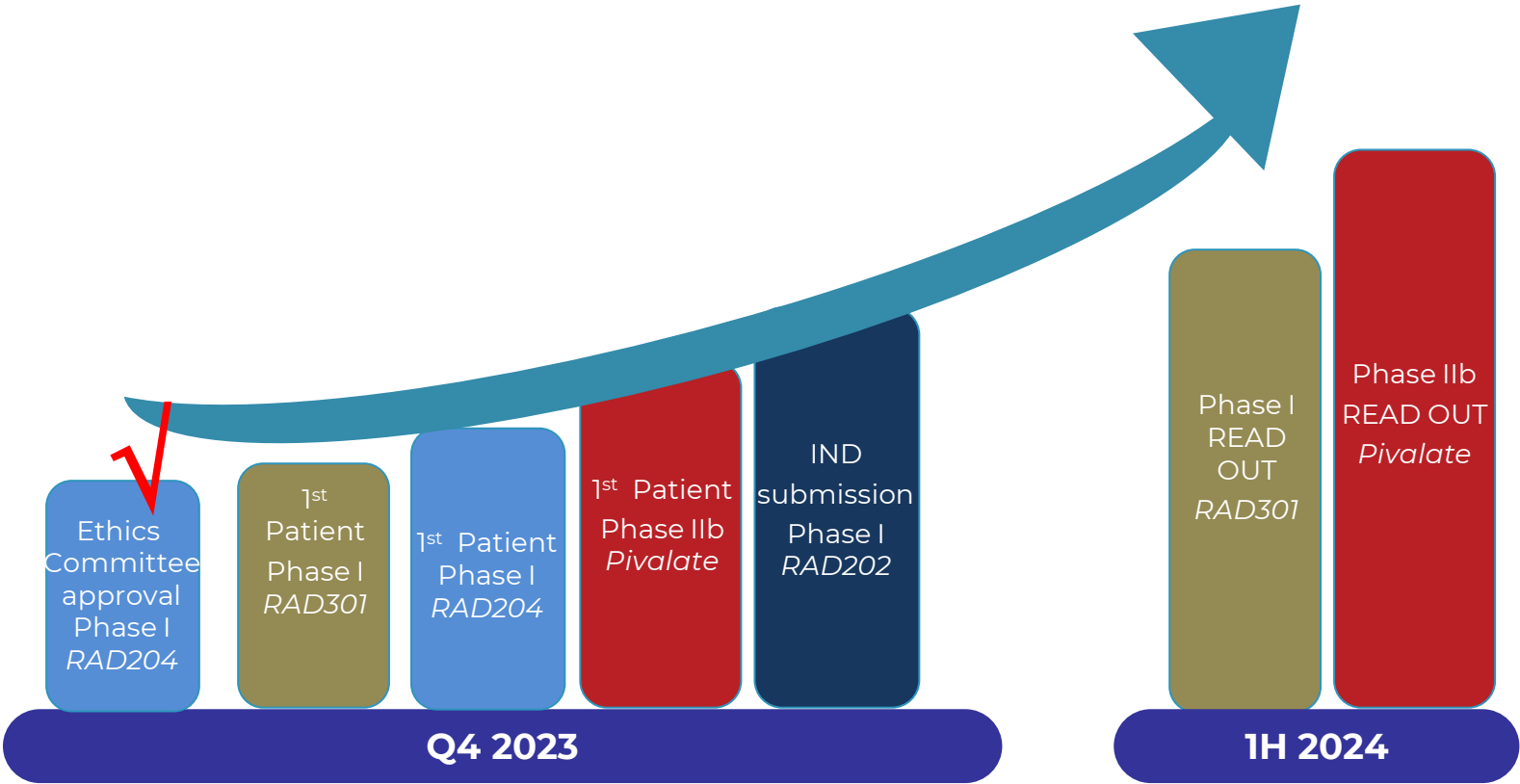
- Human pharmacokinetic and Biodistribution proven with Imaging agent (positive Phase I in 10pts in 2021, follow by IIT in Germany in additional 6 pts).
- Phase I therapeutic dose escalation in USA (approval to start expected in Q4) in Breast / Gastric Cancers
- Phase II therapy trial in the Breast or Gastric (depending on Phase I data)
- Blockbuster sales potential (Company assessment ongoing)
- Only 1 competitor (Precirix – private company) currently in Phase I

PRECLINICAL	Imaging PHASE I	Therapeutic IND Approval	PHASE I	PHASE II
	10pts + IIT in 6pts		21 pts	50 pts
✓	✓	Q4 2023	Q1 2024 – Q3 2025	Q4 2025 – Q4 2027

# IMMINENT TRANSITION FROM PRECLINICAL TO CLINICAL STAGE

## COMPANY WITH 4 DIFFERENT MOLECULES

RAD CODE	MOLECULE & TARGET	INDICATION	ISOTOPE
RAD101	Pivalate (Fatty Acid Synthetase)	BRAIN METS	F18
RAD301	Trivehexin ( $\alpha V\beta 6$ Integrin)	PANCREATIC	Ga68
RAD204	Sd mAb (PD-L1)	NSCLC	Lu177
RAD 202	Sd mAb (HER 2)	BREAST GASTRIC	Lu177



### INFLECTION POINTS

# KEY MANAGEMENT TEAM



**Paul Hopper**  
Executive Chairman

- Founder of Radiopharm Theranostics LTD.
- 25 years experience as a life-sciences entrepreneur
- Founder, Chairman, non-executive director or CEO of more than fifteen companies in the US, Australia and Asia
- Previous and current Boards include Imugene, Chimeric Therapeutics, Viralytics, Prescient Therapeutics, Polynoma and Arovella Therapeutics



**Riccardo Canevari**  
Chief Executive Officer

- Radiopharm Theranostics CEO since September 2021
- Previously, Chief Commercial Officer of Novartis Company Advanced Accelerator Applications S.A.
- Lead for Lutathera in-market growth strategy & Pluvicto launch strategy
- Senior Vice President & Global Head, Breast Cancer Franchise, for Novartis Oncology since 2017



**Vittorio Puppo**  
Chief Operating Officer

- Has served as Chief Operating Officer since June 2022.
- Previously, Chief Marketing Officer at Bracco Imaging, a world leader in diagnostics
- Managed businesses in Europe and Asia for Accuray, Covidien, Mallinckrodt and Amersham
- Board member of Life Sciences Capital



**Dr. Antje Wegener**  
VP, Clinical Development

- Served in the role since March 2022.
- Previously, Senior Development Medical Director at AAA / Novartis
- Global Clinical Program Leader at Advanced Accelerator Applications.
- Global Head of Development at Nanobiotix, International Project Director at Servier and Global Clinical Lead at Novartis



**Dr. Sherin Al-Safadi**  
VP, Medical Affairs

- Served in the role since Aug 2023.
- Previously, VP Medical Affairs at Point Biopharma
- Lead Strategic & Tactical planning radiopharmaceutical Phase III programs
- Global Director, Medical Affairs at Bayer

# SUMMARY

**FOUR PRIORITY ASSETS LEADING THE ONGOING COMPANY TRANSFORMATION TO CLINICAL STAGE COMPANY**

**ISOTOPE SUPPLY CHAIN SECURED WITH MULTIPLE CONTRACTS SIGNED FOR Lu177, Ac225, Tb161**

**CAPITAL RAISE TO SUPPORT RUNAWAY THROUGH THE END OF Q2-2024 & ACHIEVEMENT OF MULTIPLE INFLECTION POINTS:**

***RAD 101 Phase 2b read out***

***RAD 301 Phase 1 read out***

***RAD 204 Phase 1 At ~50% recruitment***

***RAD 202 Phase 1 at ~33% recruitment***

# Key specific risks associated with Radiopharm's business

<b>Pipeline product in development and not approved for commercial sale</b>	Radiopharm's ability to achieve profitability is dependent on a number of factors, including its ability to complete successful clinical trials, obtain regulatory approval for its products and successfully commercialise those products. There is no guarantee that Radiopharm's products will be commercially successful.
<b>Intellectual property</b>	Radiopharm's ability to leverage its innovations and expertise depends on its ability to continue to protect its intellectual property.
<b>Dependence upon Licence Agreements</b>	Radiopharm is reliant on the continuing operation of the Licence Agreements. A failure of a Licensor or Radiopharm to comply with the terms of the Licence Agreements could have a material adverse effect on Radiopharm's business, financial condition, operations or prospects.
<b>Clinical trial risk</b>	Radiopharm may be unable to secure necessary approvals from regulatory agencies and institutional bodies (clinics and hospitals) to conduct future clinical trials. There is no assurance that products developed using Radiopharm's technologies will be a success and not expose the Company to product liability claims with unforeseen effects on clinical subjects. Unsuccessful clinical trial results could have a significant impact on the value of the Company's securities and the future commercial development of its technologies.
<b>Regulatory and reimbursement approvals</b>	The research, development, manufacture, marketing and sale of products using Radiopharm's technology are subject to varying degrees of regulation by a number of government authorities in Australia and overseas. Products may also be submitted for reimbursement approval. The availability and timing of that approval may have an impact upon the uptake and profitability of products in some jurisdictions.
<b>Commercialisation of products and potential market failure</b>	Radiopharm has not yet commercialised its technology and as yet has no material revenues.

# Key specific risks associated with Radiopharm's business

<b>Dependence upon key personnel</b>	Radiopharm depends on the talent and experience of its personnel as its primary asset. There may be a negative impact on Radiopharm if any of its key personnel leave.
<b>Arrangements with third-party collaborators</b>	Radiopharm may pursue collaborative arrangements with pharmaceutical and life science companies, academic institutions or other partners to complete the development and commercialisation of its products.
<b>Risk of delay and continuity of operations</b>	Radiopharm may experience delay in achieving a number of critical milestones, including securing commercial partners, completion of clinical trials, obtaining regulatory approvals, manufacturing, product launch and sales
<b>Competition</b>	The biotechnology and pharmaceutical industries are intensely competitive and subject to rapid and significant technological change. A number of companies, both in Australia and abroad, may be pursuing the development of products that target the same markets that Radiopharm is targeting.
<b>Requirement to raise additional funds</b>	The Company may be required to raise additional equity or debt capital in the future. As there is no assurance a raise will be successful when required, the Company may need to delay or scale down its operations.
<b>Growth</b>	The Company may be unable to manage its future growth successfully and continue to hire and retain the skilled personnel it requires.