



RADIOPHARM THERANOSTICS

Radiopharm Theranostics Limited
ACN 647 877 889

2024

Environmental, Social and Governance Report

Environmental, Social, and Governance (ESG)

Radiopharm Theranostics (“RAD”, “Radiopharm” 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 July 2021, we commenced reporting on selected Environmental, Social, and Governance (ESG) disclosures of the Stakeholder Capitalism Metrics (SCM) of the World Economic Forum (WEF).

We continue to progress our 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.

We use this universal ESG framework to align our mainstream reporting on performance against ESG indicators. We continue to look for opportunities for further transparency on the topics which are material to our business.

Riccardo Canevari
Chief Executive Officer and Managing Director

Governance

Purpose

Radiopharm is developing radiopharmaceutical products for both diagnostic and therapeutic uses in areas of high unmet medical needs.

See also:

- www.radiopharmtheranostics.com/about-us
- www.radiopharmtheranostics.com/investors

Governance Body Composition

Radiopharm 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 Financial Report](#).

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 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 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:

- www.radiopharmtheranostics.com/our-team
- www.radiopharmtheranostics.com/investors

Material Issues Impacting Stakeholders

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

Anti-Corruption Practices

Radiopharm is committed to the highest standard of honesty and integrity. RAD'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:

- www.radiopharmtheranostics.com/investors

Mechanisms to Protect Ethical Behaviour

Radiopharm 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.

Radiopharm's Corporate Governance Framework can be found on the Radiopharm Theranostics website:

- www.radiopharmtheranostics.com/investors

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. RAD's Risk and Audit Committee reviews the risk management framework annually to satisfy itself that it continues to be sound.

A summary of material risk is contained in the [Annual Report](#).

Radiopharm's Corporate Governance Framework, outlining their Risk Management Policy can be found on the Radiopharm Theranostics website:

- www.radiopharmtheranostics.com/investors

Planet

GHG Emissions

Radiopharm does not consider greenhouse gas (GHG) emissions to be a material stakeholder capitalism metric at this time, due to its small workforce and limited office-space footprint. RAD currently considers airline travel to be its highest GHG contribution and has therefore set a target for FY25 and beyond to always purchase carbon offsets for flights.

TCFD Implementation

RAD 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, limited office-space footprint and limited exposure to risk and opportunities arising from climate change.

Land Use and Key Biodiversity Areas

Radiopharm 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

Radiopharm 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

Radiopharm 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.

RAD's Corporate Governance Framework, outlining their Diversity Policy can be found on the Radiopharm Theranostics website:

- www.radiopharmtheranostics.com/investors

Pay Equality

Radiopharm 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. We work with experienced HR professionals to ensure fair and comparable remuneration packages in line with market benchmarking in the USA Biotech Industry.

Wage Level

As a specialist biotechnology company with a small, highly educated and specialist team, we ensure compliance with all USA federal and state laws with regards to remuneration for all employees.

Child, Forces or Compulsory Labour

Radiopharm 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 not identified any 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, Radiopharm has effective workplace health and safety practices. Radiopharm will report on health and safety statistics in a future ESG report. Radiopharm 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. Radiopharm 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 10 employees during the reporting period, Radiopharm 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

Radiopharm's Annual Report includes full disclosure of research, capital expenditure, depreciation and amortisation. [Annual Report](#).

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](#).

RAD ESG Performance Data

Financial Year Ended 30 June 2024

Metric	Notes ¹	Unit ²	FY22	FY23	FY24	Target
Governance						
Governance performance reported in Annual Report and Corporate Governance Statement (CGS).			Annual Report & CGS	Annual Report & CGS	Annual Report & CGS	
Governance compliance with ASX Corporate Governance Council Principles and recommendations	3	%	100	100	100	100
Anti-corruption Bribery and corruption incidents reported or identified		#	Nil	Nil	Nil	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
Planet						
Carbon offset purchased for flights		%	Not measured	Not measured	Not measured	%100
Greenhouse Gas (GHG) emissions	5				Refer to note	
TCFD implementation	6				Refer to note	
Land use and ecological sensitivity	7				Refer to note	
Water consumption and withdrawal in water-stressed areas	8				Refer to note	
People						
Diversity and inclusion Directors	9	%				
• Female			33	33	33	40/40/20 ¹⁰
• Male			67	67	67	40/40/20
• Other / not identified			-	-	-	

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 stake holder 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.

9 Ratios calculated as at 30 Jun. Senior Management includes Executive Chair, CEO, COO, CFO, CMO, CBO and Director level roles.

10 40/40/20 male/female/flexible (www.wgea.gov.au/newsroom/4040-vision-a-new-initiative-to-bolster-gender-equality-in-the-asx200)

Metric	Notes ¹	Unit ²	FY22	FY23	FY24	Target
Employees						
• Female			27	47	30	40/40/20
• Male			73	53	70	40/40/20
• Other / not identified			-	-	-	
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						
• 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
Prosperity						
Employment						
• New employee hires		#	5	4	2	n/a
• Employee turnover		%	Nil	7%	9%	
Economic Contribution						
a. Revenue			Refer Annual Report	Refer Annual Report	Refer Annual Report	
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 (excl. associated employment costs)		\$M	7.5	22.6	23.1	n/a
Total R&D tax incentive						
Total tax offset received under R&D tax incentive (incl. associated employment costs)		\$M	0	5.9	1.3	n/a



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