

Neurotech Initial ESG Report

Neurotech International Limited (ASX: NTI) ('Neurotech', 'NTI' or 'the Company') a clinical-stage biopharmaceutical development company focused predominately on paediatric neurological disorders, today is pleased to present its initial Environmental Social Governance (ESG) Report (also known as the 'Sustainability Report') to accompany the First Half FY2024 results.

The Report responds to the 21 core metrics identified by the World Economic Forum (WEF) in its stakeholder capitalism framework. For a small therapeutics Company like Neurotech, ESG principles are crucial for long-term success and sustainability. By integrating ESG considerations into our operations, we believe it can enhance our reputation, attract investors who prioritise responsible investment practices, and mitigate various risks associated with environmental, social, and governance factors.

Neurotech will provide a second report that will accompany its 2024 financial results in August.

Authority

This announcement has been authorised for release by the Board of Neurotech International Limited.

Further Information

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About Neurotech

Neurotech International Limited (ASX:NTI) is a clinical-stage biopharmaceutical development company focused predominately on paediatric neurological disorders. Neurotech has completed a Phase I/II clinical trial in Autism Spectrum Disorder (ASD), which demonstrated excellent safety and efficacy results at 28 days, 20 weeks and 52 weeks of treatment with NTI164. The Company commenced Phase II/III randomised, double-blind, placebo-controlled clinical trial in ASD in Q4 CY2022. Neurotech is also conducting additional Phase I/II trials in Paediatric Autoimmune Neuropsychiatric Disorders Associated with Streptococcal Infections (PANDAS) and Paediatric Acute-Onset Neuropsychiatric Syndrome (PANS), collectively PANDAS/PANS, along with Rett Syndrome and Cerebral Palsy during CY2023. Neurotech is also commercialising Mente, the world's first home therapy that is clinically proven to increase engagement and improve relaxation in autistic children with elevated Delta band brain activity.

For more information about Neurotech and Mente Autism, please visit www.neurotechinternational.com.

ENVIRONMENTAL
SOCIAL
GOVERNANCE

Disclosure Report



Neurotech International Ltd

1 Jan 2024 to 31 Mar 2024

Report generated on 16 Feb 2024  SOCIALSUITE

<https://neurotechinternational.com/>
Listed on ASX Stock Exchange (ASX:NTI)

[ESG Report Data Disclaimer](#)

Environmental, Social, and Governance (ESG)

Neurotech International Ltd (“NTI” 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 September 2023, we made a commitment to commence 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.

To track our disclosure progress and demonstrate our sustainability performance against the WEF SCM framework we utilise Socialsuite’s ESG disclosure platform. Socialsuite ESG enables us to demonstrate our ongoing commitment to ESG by providing a dedicated solution to track, report, and share our ESG disclosures. With Socialsuite ESG we have started the journey of building robust ESG credentials.

Last updated: 12/2/2024

Governance

GOVERNING PURPOSE

Setting purpose

CODE	TYPE	STATUS	LAST UPDATED
GO-01-C1	Full disclosure	Verified	12 Feb 2024

Our purpose is to focus on the development & commercialisation of innovative neurological therapies that improve quality of life.

We are dedicated to advancing research, developing innovative treatments, and providing compassionate care to improve the lives of children affected by neurological disorders. With a steadfast commitment to understanding the unique needs of each child, we strive to empower families, inspire breakthroughs in paediatric neurology, and create a future where every child can thrive and reach their full potential, irrespective of neurological obstacles.

QUALITY OF GOVERNING BODY

Governance body composition

CODE	TYPE	STATUS	LAST UPDATED
GO-02-C1	Partial disclosure	Verified	12 Feb 2024

The Neurotech Board has ESG competencies, as Directors have many years of experience across diverse industries (both public and private) which have a range of disclosure requirements relating to ESG. Neurotech is committed to fostering a culture that encourages, supports and maintains high standards of honest and ethical behaviour, corporate compliance, social responsibility and good governance.

The Company does not consider that it has material exposures to environmental or social sustainability risks.

The Board of the Company is comprised of directors with a broad range of technical, commercial, financial and other skills, experience and knowledge relevant to overseeing

the business of the Company. As at 30 June 2023, three out of the four directors on the Company's Board were considered independent, non-executive board members.

The Board and the Company as a whole is committed to an inclusive workplace that embraces and values diversity while always upholding the principle of meritocracy. However, the Board did not set measurable objectives for achieving gender diversity in the composition of its Board and workforce generally in FY2023. It does not currently have sufficient resources to be able to define and implement a formal diversity program at this time.

Further, the Board considers that, at this stage, the incremental benefits of a structured diversity program are disproportionate to the implementation costs involved, when compared to the Company's current practices. Neurotech International is a small company with a small, dedicated Board consisting of the Chair, one Executive Director and two Non-Executive Directors.

Neurotech acknowledges the importance of social inclusion, which extends beyond the workplace to how a company engages with its broader community. Companies that actively contribute to social well-being and address societal issues demonstrate a commitment to creating positive impact. By focussing on rare, difficult to treat paediatric neurological disorders with safe and effective new drug treatments, there is a strong correlation of social good with this important Company objective.

Director tenure and other commitments are reported every year in the Company's Director Report, which forms part of the Annual Report to shareholders. In addition, new Board additions/removals are disclosable to ASX under the Continuous Disclosure Rules. See Also: [Corporate Governance Plan Schedule 1: Board Charter & Skills Matrix](#), [Neurotech Board](#)

STAKEHOLDER ENGAGEMENT

Material issues impacting stakeholders

CODE	TYPE	STATUS	LAST UPDATED
GO-03-C1	Partial disclosure	Verified	12 Feb 2024

The Company regularly provides updates to stakeholders through its disclosure practices on ASX. In addition, the Company maintains a line of communication through regular investor presentations and a database of investors through an automated email marketing platform along with a contact email which is actively monitored and allows interested investors, patients, parents and clinicians to ask questions of the Company.

The Company has established a Code of Conduct (Code), which applies to all employees of the Company (which the Board interprets to extend to all Directors, senior executives, and employees), and addresses matters relevant to the Company's legal and ethical obligations to its stakeholders.

See Also: [Corporate Governance Plan Annexure B](#), [ASX Disclosures](#), [Investor Presentations](#), [Contact](#)

ETHICAL BEHAVIOUR

Anti-corruption practices

CODE	TYPE	STATUS	LAST UPDATED
GO-04-C1	Full disclosure	Verified	12 Feb 2024

The Company's policy on corruption has been disclosed in its anti-bribery and corruption Policy ("ABC Policy"), which is set out in the Corporate Governance Plan, a copy of which is available on the Company's website. The Anti-Bribery and Corruption Policy is publicly available and outlines NTI's stance on bribery and corruption, emphasizing a zero-tolerance approach.

The Company requires all Personnel to comply with its ABC Policy. Any Personnel or stakeholder who believes that a violation of this ABC Policy or any laws has been committed, is being committed, or is being planned, should report the matter immediately to the Company. Material breaches of this ABC Policy will be reported to the Board.

As part of the Company's Onboarding process all staff and directors and important consultants are required to have read the Corporate Governance Plan in full and familiarise themselves with Company policies and procedures.

Compliance with these policies and procedures is reviewed annually and where required, additional training is available upon request to the Company Secretary.

There have been zero reportable corruption-related incidents at NTL.

See Also: [Corporate Governance Plan Schedule 14: Anti-Corruption and Bribery Policy](#)

RISK AND OPPORTUNITY OVERSIGHT

Integrating risk and opportunity into business process

CODE	TYPE	STATUS	LAST UPDATED
GO-05-C1	Partial disclosure	Verified	12 Feb 2024

The Risk Committee Charter is publicly available within the Corporate Governance Plan. The Company's process of risk management and internal compliance and control includes:

- (a) identifying and measuring risks that might impact upon the achievement of the Company's goals and objectives, and monitoring the environment for emerging factors and trends that affect these risks;
- (b) formulating risk management strategies to manage identified risks, and designing and implementing appropriate risk management policies and internal controls; and
- (c) monitoring the performance of, and improving the effectiveness of, risk management systems and internal compliance and controls, including regular assessment of the effectiveness of risk management and internal compliance and control.

While the Risk Management policy does not specifically stipulate ESG risks, these can be considered part of the overall risk management for Neurotech and are identified in a database of external risk factors. These do include environmental risks associated with the production of drug product and social accountability. In the Risk Committee Charter, Schedule 4.3 provides for "the identification and management of business, economic, environmental and social sustainability risks".

The responsibility for undertaking and assessing risk management and internal control effectiveness is delegated to management. Management is required to assess risk management and associated internal compliance and control procedures and report back at least annually.

The Board will review assessments of the effectiveness of risk management and internal compliance and control at least annually. The Company maintains a risk register which is

reviewed at least annually.

The Company must disclose at least annually whether the Board (or a committee of the Board) has completed a review of the Company's risk management framework to satisfy itself that it continues to be sound.

See Also: [Corporate Governance Plan Schedule 9: Risk Management Policy](#)

ETHICAL BEHAVIOUR

Mechanisms to protect ethical behaviour

CODE	TYPE	STATUS	LAST UPDATED
GO-04-C2	Full disclosure	Verified	12 Feb 2024

Neurotech is committed to fostering a culture that encourages, supports and maintains high standards of honest and ethical behaviour, corporate compliance, social responsibility and good governance.

The Company's Corporate Code of Conduct is set out in the Corporate Governance Plan which is available at the Company's website.

The Company is committed to promoting good corporate conduct grounded by strong ethics and responsibility. Any material breaches of the Code are reported to the Board, and employees are encouraged to raise any matters of concern in good faith with the head of their business unit or with the Company Secretary, without fear of retribution, to ensure such breaches are reported.

Neurotech adopted a Whistleblower Policy in 2019 to support this culture by encouraging Stakeholders to report incidents of wrongdoing and ensuring that each Stakeholder that reports wrongdoing can do so and is protected from reprisal, discrimination, intimidation or victimisation. The Company has several channels for making a report or disclosure, internally and externally to Neurotech, if a Stakeholder becomes aware of any issue or behaviour the Stakeholder considers to be Reportable Conduct.

In circumstances where a disclosing Stakeholder does not wish to raise a concern in respect of Reportable Conduct with the Designated Officer, concerns may be raised with:

- (a) a lawyer, where the information is disclosed for the purpose of obtaining advice about the whistleblower protection regime established in the Corporations Act;
- (b) Neurotech's internal or external auditor;
- (c) ASIC;
- (d) APRA; or
- (e) a Commonwealth authority prescribed to be an authorised recipient of whistleblower concerns for the purpose of section 1317AA(1)(b) of the Corporations Act.

See Also: [Whistleblower Protection Policy](#)

Planet

CLIMATE CHANGE

GHG emissions

CODE	TYPE	STATUS	LAST UPDATED
PL-01-C1	Explanation	Verified	12 Feb 2024

The Company does not report on GHG emissions given the size and scale of the Company's operations. The Company outsources the majority of activities relating to (a) manufacturing, (b) intellectual property (c) clinical trials (4) finance (5) Company Secretary

NATURE LOSS

Land use and key biodiversity areas

CODE	TYPE	STATUS	LAST UPDATED
PL-02-C1	Explanation	Verified	12 Feb 2024

The Company operates a virtual business model. The Company outsources the majority of activities relating to manufacturing, intellectual property, clinical trials, finance, Company Secretary. The Company does not operate near biodiverse areas.

FRESHWATER AVAILABILITY

Water consumption

CODE	TYPE	STATUS	LAST UPDATED
PL-03-C1	Explanation	Verified	12 Feb 2024

The Company does not withdraw and consume megalitres of water given the size and scale of the Company's operations. The Company outsources the majority of activities relating to, manufacturing, intellectual property, clinical trials, finance, Company Secretary.

CLIMATE CHANGE

TCFD implementation

CODE	TYPE	STATUS	LAST UPDATED
PL-01-C2	Explanation	Verified	12 Feb 2024

The Company does not report TCFD given the size and scale of the Company's operations. The Company outsources the majority of activities relating to manufacturing, intellectual property, clinical trials, finance, Company Secretary.

People

DIGNITY AND EQUALITY

Diversity and inclusion

CODE	TYPE	STATUS	LAST UPDATED
PE-01-C1	Partial disclosure	Verified	12 Feb 2024

The Company and all its related bodies corporate are committed to workplace diversity. The Company recognises the benefits arising from employee 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.

Neurotech has adopted a Diversity Policy which is publicly available on the Company website. The Board did not set measurable objectives for achieving gender diversity in the composition of its Board and workforce generally in FY2023 due to the small size and scale of its operations.

Gender diversity statistics at Neurotech as of June 30, 2023:

- 33% of the Company's entire workforce of 12 people were female
- 50% of senior executives were female.
- None of the Company's Four Board members were female.

The Board will continue to drive the Company's diversity strategies on an informal basis and will apply the initiatives contained in the Diversity Policy to the extent that the Board considers relevant and necessary.

See Also: [Corporate Governance Plan Schedule](#)

HEALTH AND WELL-BEING

Health and safety

CODE	TYPE	STATUS	LAST UPDATED
PE-02-C1	Explanation	Verified	12 Feb 2024

Neurotech has a Health, Safety and Environmental Policy in place. Occupational Health and Safety data is not reported given the size and nature of the Company's operations.

There are no non-occupational medical and healthcare services provided to employees and workers.

SKILLS FOR THE FUTURE

Training provided

CODE	TYPE	STATUS	LAST UPDATED
PE-03-C1	Explanation	Verified	12 Feb 2024

Under the Company's Diversity Policy, our strategies include developing programs to develop a broader pool of skilled and experienced senior management and Board candidates, including, workplace development programs, mentoring programs and targeted training and development.

However due to the small number of staff, Neurotech does not record training data.

See Also: [Diversity Policy](#)

DIGNITY AND EQUALITY

Pay equality

CODE	TYPE	STATUS	LAST UPDATED
PE-01-C2	Explanation	Verified	12 Feb 2024

Neurotech is committed to an inclusive workplace that embraces equal pay for equal work, while always upholding the principle of meritocracy. However, due to the Company's small size and limited scale of operations, reporting on pay equality is not feasible. Data would be insignificant to disclose in this report.

DIGNITY AND EQUALITY

Wage level

CODE	TYPE	STATUS	LAST UPDATED
PE-01-C3	Partial disclosure	Verified	12 Feb 2024

Neurotech is committed to maintaining a policy of fair and balanced wage levels. The Neurotech team is not of sufficient size to report on any significant data on wage levels.

The remuneration for the Managing Director and Directors is disclosed annually in the Annual Report (see link below). Remuneration is governed by the Company's Remuneration Policy found on the Neurotech website.

See Also: [Corporate Governance Plan Schedule 11: Remuneration Policy, Annual Report 2023](#)

DIGNITY AND EQUALITY

Child, forced or compulsory labour

CODE	TYPE	STATUS	LAST UPDATED
PE-01-C4	Explanation	Verified	12 Feb 2024

Neurotech firmly opposes all types of child, forced, or compulsory labor. We are dedicated to creating a workplace devoid of exploitative practices. The Company does not have a modern slavery policy and falls well below the threshold requirements of the Australian Modern Slavery Act 2018.

Prosperity

EMPLOYMENT AND WEALTH GENERATION

Rate of employment

CODE	TYPE	STATUS	LAST UPDATED
PR-01-C1	Explanation	Verified	12 Feb 2024

The Company does not collect or report these metrics due to the Company's small size.

INNOVATION OF BETTER PRODUCTS AND SERVICES

Total R&D expenses

CODE	TYPE	STATUS	LAST UPDATED
PR-02-C1	Full disclosure	Verified	12 Feb 2024

The vast majority of R&D investment pertains to running clinical trials in paediatric patient populations with neurological disorders. This includes autism, Rett Syndrome, Cerebral Palsy and Paediatric Acute Onset Neuropsychiatric Syndrome (PANS). Close to 100 children have now participated in a Neurotech clinical trial.

The detailed Company financials can be reviewed in the Annual Report for the year ended 30 June 2023.

See Also: [2023 Annual Report](#)

COMMUNITY AND SOCIAL VITALITY

Total tax paid

CODE	TYPE	STATUS	LAST UPDATED
PR-03-C1	Full disclosure	Verified	12 Feb 2024

The details of the tax contribution is made at each Half and Full Year Report (Audited) and is also available in the Company's Annual Report.

See Also:[2023 Annual Report](#)

EMPLOYMENT AND WEALTH GENERATION

Economic contribution

CODE	TYPE	STATUS	LAST UPDATED
PR-01-C2	Full disclosure	Verified	12 Feb 2024

The Company publishes any grant-related income it receives, along with the annual R&D Tax Rebate Incentive received from the Australian Government in the Annual Report Financial Statement (link below).

The detailed Company financials can be reviewed in the Annual Report for the year ended 30 June 2023.

The Company does not hold any operations beyond Australia. Under its paediatric clinical trial programs across a range of neurological disorders, patients will continue to receive drug therapy if they elect to do so once the clinical trial has completed. Neurotech provides the drug free of charge to these patients ensuring their symptoms continue to be positively managed.

See Also:[2023 Annual Report](#)

EMPLOYMENT AND WEALTH GENERATION

Financial investment contribution

CODE	TYPE	STATUS	LAST UPDATED
PR-01-C3	Explanation	Verified	12 Feb 2024

The detailed Company financials can be reviewed in the Annual Report for the year ended 30 June 2023.

See Also:[2023 Annual Report](#)