arovella
THERAPEUTICS

ENVIRONMENTAL SOCIAL GOVERNANCE
ESG Report

17 September 2026

Arovella Therapeutics Limited
ABN 35 090 987 250
www.arovella.com

Environmental, Social, and Governance (ESG)

Arovella Therapeutics ("ALA" or the "Company") is committed to the principles of ESG as an effective means of creating long-term enterprise value and addressing the societal priorities reflected in the United Nations' Sustainable Development Goals. In July 2021, we commenced reporting on Environmental, Social, and Governance (ESG) disclosures. We are pleased to present our fifth report demonstrating our commitment to ESG principles.

We continue to make progress for 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.

For FY2026, Arovella has reviewed its ESG disclosures against evolving Australian sustainability reporting expectations, including the phased introduction of mandatory climate-related financial disclosures. Arovella does not currently consider itself within the mandatory reporting thresholds; however, the Company will continue to monitor regulatory developments and strengthen its voluntary reporting where proportionate to its size, operating model and stakeholder expectations.

Governance

SETTING PURPOSE

Arovella Therapeutics is a biotechnology company focused on developing its unique iNKT cell therapy platform to treat cancer and autoimmune disease.

GOVERNANCE BODY COMPOSITION

The Company is governed by its Board of Directors and Committees of the Board.

Full details of the directors' expertise and experience, tenure, committee roles, meeting attendance, other significant positions and commitments and remuneration are set out in the Annual Report (refer to the link below).

The Board includes independent non-executive directors and assesses director independence in accordance with the ASX Corporate Governance Council Principles and Recommendations.

The role of the Board, its committees and the directors' skills and experience is expanded further in the annual Corporate Governance Statement and Appendix 4G Key to Disclosures relating to ASX Corporate Governance Council Principles and Recommendations.

SEE ALSO:
Leadership Team
Annual Report
Corporate Governance

MATERIAL ISSUES IMPACTING STAKEHOLDERS

The Company applies a proportionate materiality approach to ESG reporting, prioritising matters most relevant to its stakeholders, business model and stage of development. The Company's principal stakeholders include shareholders, employees, directors, strategic partners, regulators, suppliers and the broader healthcare community.

Given Arovella's small workforce, limited office footprint and outsourced operating model, some quantitative environmental and social metrics are not considered material at this time. Where a metric is not reported, the Company explains the rationale and will reassess materiality as the business grows.

ANTI-CORRUPTION PRACTICES

The Company is committed to the highest standards of honesty and integrity. The Company's commitment to the highest of ethical standards, includes strict compliance with applicable anti-bribery and anti-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 Company's statement of values and Anti-Bribery and Anti-Corruption Policy (refer link below).

SEE ALSO:
Anti-Bribery and Anti-Corruption Policy

RISK AND OPPORTUNITY OVERSIGHT

The Board is committed to the identification, assessment and management of risk throughout the Company's business activities. The Board recognises that risk management is an essential element of good corporate governance and is fundamental in achieving its strategic and operational objectives. The Company's Risk and Audit Committee reviews the Company's risk management framework annually to satisfy itself that it continues to be sound, as reported in the annual Corporate Governance Statement.

SEE ALSO:
Corporate Governance Statement

MECHANISMS TO PROTECT ETHICAL BEHAVIOUR

The Company is committed to the highest standards of honesty and ethical practices in all aspects of the Company's operations. This is documented in the Company's Code of Conduct and supported by the Company's Whistleblower Policy (refer links below).

The Company has not reported any incidents of bribery or corruption, nor has it had any monetary losses from unethical behaviour. It has made no political donations and received no whistleblower complaints.

SEE ALSO:
Code of Conduct
Whistleblower Policy

CYBER SECURITY OVERSIGHT

The Company recognises the importance of cyber security in protecting its operations, intellectual property and stakeholder information. Cyber security risks are considered as part of the Company's broader risk management framework and are reviewed periodically by management and the Board. The Company requires all staff to undertake cyber security awareness training.

INTELLECTUAL PROPERTY PROTECTION

The Company's intellectual property portfolio is a critical business asset and underpins the long-term value of its research and development activities. Arovella actively manages and protects its intellectual property through patents, contractual protections, confidentiality arrangements and internal controls designed to safeguard proprietary information and know-how. The Company regularly reviews its intellectual property strategy to support its commercial and development objectives.

SUPPLY CHAIN GOVERNANCE

Arovella utilises a network of specialised suppliers, contract research organisations, contract development and manufacturing organisations and professional service providers to support its operations. The Company seeks to engage reputable suppliers that operate in accordance with applicable laws, regulations and ethical business practices. Supplier relationships are governed through contractual arrangements, quality expectations and ongoing oversight appropriate to the nature of the services provided.

Planet

GHG EMISSIONS

The Company does not consider full operational GHG emissions reporting to be a material ESG metric due to its small workforce and small physical footprint. The Company considers employee air travel to be its highest direct and measurable GHG contribution and therefore maintains a target to purchase carbon offsets for all employee flights. For FY2026 the Company purchased carbon offsets for 100% of employee flights, offsetting a total of 39.08 tonnes of carbon emissions.

Arovella's operations rely on specialist external partners, including contract research, manufacturing and service providers. The Company does not currently quantify indirect supplier-

Corporate One, 84 Hotham Street, Preston, VIC 3072 Australia
Telephone: + 61 3 9863 6472
info@arovella.com | www.arovella.com

related emissions; however, it will continue to consider whether this information can be collected as its development activities progress and as supplier data becomes available.

LAND USE AND ECOLOGICAL SENSITIVITY

The Company does not consider land use and ecological sensitivity to be a material ESG metric at this time, as it operates from small offices in urban areas.

WATER CONSUMPTION

The Company does not consider water consumption to be a material ESG metric at this time, due to its small workforce and limited urban office-space footprint.

CLIMATE RISK AND OPPORTUNITIES

The Company considers climate related risks and opportunities as part of its annual review of the Company's risk management framework. Given Arovella's small workforce, limited office footprint and outsourced operating model, climate-related risks are not currently considered material to the Company's financial position or operations. The Company will continue to monitor developments in climate-related reporting requirements and assess the applicability of emerging Australian sustainability reporting standards as its operations evolve.

People

DIVERSITY AND INCLUSION

The Company 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 beliefs.

Arovella currently has 100% male Directors and 75%:25% female to male representation in Senior Executive roles. The Company recognises the importance of diversity across the Board, senior management and workforce and will continue to consider diversity as part of succession planning, recruitment and governance renewal.

SEE ALSO:
Diversity Policy
Corporate Governance Statement

Corporate One, 84 Hotham Street, Preston, VIC 3072 Australia
Telephone: + 61 3 9863 6472
info@arovella.com | www.arovella.com

HEALTH AND SAFETY

As a specialist biotechnology company, Arovella maintains workplace health and safety practices appropriate to its operating model. During FY2026, the Company reported no work-related fatalities and no recordable work-related injuries. The Company will continue to monitor health and safety performance and consider additional reporting as its workforce and operational footprint grow.

TRAINING PROVIDED

As a specialist biotechnology company with a small, highly educated and specialist team, training is not a material ESG metric for the Company. However, the Company recognises the importance of continual improvement and therefore supports individuals to maintain their continuing professional development and to remain up-to-date with advances in their respective fields. The Company set a target of 22 hours of professional development per staff member for FY2024 and beyond. During FY2026, employees completed an average of 56.1 hours of professional development, mainly via attendance at relevant scientific conferences and specialised Good Clinical Practice (GCP) and Good Laboratory Practice (GLP) training courses.

DISCRIMINATION AND HARASSMENT

The Company is committed to maintaining a workplace free from discrimination and harassment. During FY2026, the Company reported no incidents of discrimination or harassment and no monetary losses associated with legal proceedings relating to employment discrimination.

PAY EQUALITY

The Company pays men and women equally in like for like roles, taking into account responsibilities and geographic location.

During FY2026, the average female salary was 81% of the average male salary.

WAGE LEVEL

As a specialist biotechnology company with a small, highly educated and specialist team, wage parity is not a material ESG metric for the Company. However, the Company notes that the ratio of the CEO's total annual salary to the median total annual salary of all other employees for FY2026 was only 2.5:1.

TALENT DEVELOPMENT AND RETENTION

Arovella's success depends on attracting, developing and retaining a highly skilled workforce. The Company supports ongoing professional development and encourages employees to maintain current knowledge and expertise in their respective disciplines. Arovella seeks to foster an inclusive, collaborative and high-performance culture that promotes employee engagement, wellbeing and long-term retention while supporting the achievement of the Company's strategic objectives.

CHILD, FORCED OR COMPULSORY LABOUR

The Company 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.

SOCIAL IMPACT

As part of our social impact commitments, we hosted a company-wide charity fundraiser that achieved 100% employee participation and raised $6,584 to support community initiatives. The event brought together teams across functions and locations, reflecting our culture of inclusion and shared purpose. By encouraging every employee to contribute, we strengthened engagement while delivering tangible benefits beyond our business. The fundraiser also reinforced our ESG priorities by aligning employee action with measurable community outcomes, enhancing morale and demonstrating that collective effort can drive meaningful change. We will continue to build on this momentum with future initiatives that deepen our positive social impact.

Prosperity

RATE OF EMPLOYMENT

With only 11 employees during the reporting period, the Company does not consider it worthwhile to perform further employment analysis at this time.

TOTAL R&D EXPENSES

As a specialist biotechnology company, research is fundamental to the Company and is comprehensively disclosed in the Annual Report. In FY2026, the Company spent $8.3 million on R&D (including employee costs), representing 74% of its overall expenses (excluding write-downs of intangible assets, amortisation and depreciation).

SEE ALSO:
Annual Report

TOTAL TAX PAID

The Company reports income tax in its Annual Report.

SEE ALSO:
Annual Report

ECONOMIC CONTRIBUTION

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

SEE ALSO:
Annual Report

FINANCIAL INVESTMENT CONTRIBUTION

The Company's Annual Report includes full disclosure of research, capital expenditures, depreciation and amortisation.

SEE ALSO:
Annual Report

Corporate One, 84 Hotham Street, Preston, VIC 3072 Australia
Telephone: + 61 3 9863 6472
info@arovella.com | www.arovella.com

ESG PERFORMANCE DATA

Metric	Notes	Unit[1]	FY2025	FY2026	Target
Governance					
Governance performance reported in Annual Report and Corporate Governance Statement (CGS).			Annual Report CGS	Annual Report CGS	
Governance compliance with ASX Corporate Governance Council Principles and Recommendations	2	%	100	97	100
Board independence	3	%	80	90	n/a
Anti-corruption Bribery and corruption incidents reported or identified		#	Nil	Nil	Nil
Monetary losses from unethical behaviour	4	$	0	0	0
Political donations		$	0	0	0
Whistleblower complaints		#	Nil	Nil	n/a
Cyber security oversight • Number of material cybersecurity incidents • Cyber security awareness training completion rate	5	# %	Nil 100	Nil 100	Nil 100
Planet					
Carbon offset purchased for flights		%	100	100	100
Greenhouse Gas (GHG) emissions	6		Refer note	Refer note	

1 All currency in Australian dollars (AUD).
"#" = number.
2 Compliance assessed on 'if not why not' basis per ASX Corporate Governance Council Principles and Recommendations
3 Board independence was not reported in the Company's ESG report for 2025, however can be found in our Corporate Governance Statement.
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 Cyber Security Oversight was not reported in the Company's ESG report for 2025, however 2025 figures were collated and have been reported here.
6 The Company does not consider GHG emissions to be a material ESG metric at this time, due to its small workforce and limited office-space footprint.

Corporate One, 84 Hotham Street, Preston, VIC 3072 Australia
Telephone: + 61 3 9863 6472
info@arovella.com | www.arovella.com

ESG PERFORMANCE DATA

Metric	Notes	Unit[1]	FY2025	FY2026	Target
Land use and ecological sensitivity	7		Refer note	Refer note	
Water consumption and withdrawal in water-stressed areas	8		Refer note	Refer note	
People					
Diversity and inclusion Directors • Female • Male Senior Executive Management • Female • Male	9	%	 40 60 50 50	 0 100 75 25	 50 50 50 50
Pay equality Ratio of the basic salary and remuneration for all employees: women to men, expressed as a percentage	10	%	78	81	100
Wage level Ratio of CEO's total annual salary to median total annual salary of all employees (excluding the CEO)	10	#	2.0	2.5	n/a
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
Health and safety • Recordable work-related injuries		#	Nil	Nil	Nil
Training provided • Average hours of training per person • Average training and development expenditure per full time employee	11	Hrs $	34.5 Not measured	56.1 Not measured	22 n/a

7 The Company does not consider land use and ecological sensitivity to be a material ESG 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 ESG metric at this time, due to its small workforce and limited urban office-space footprint.

9 Ratios calculated as at 30 June. Senior Executive Management includes CEO and COO, Senior VP's and Senior Directors.

10 Includes consultants involved in day-to-day management of the Company.

11 Average hours of training per person that the organization's employees have undertaken during the reporting period (total number of training hours provided to employees divided by the number of employees)

Corporate One, 84 Hotham Street, Preston, VIC 3072 Australia
Telephone: + 61 3 9863 6472
info@arovella.com | www.arovella.com

ESG PERFORMANCE DATA

Metric	Notes	Unit[1]	FY2025	FY2026	Target
Discrimination and Harassment • Number of incidents • Total amount of monetary losses as a result of legal proceedings associated with law violations and employment discrimination.		# $	Nil 0	Nil 0	Nil 0
Prosperity					
Employment • new employee hires • employee turnover		# %	3 0	2 8.3	n/a <10%
Economic Contribution a. Revenue b. Operating costs c. Employee wages and benefits d. Payments to providers of capital		$	Refer Annual Report	Refer Annual Report	
Total R&D expenses Total costs related to research and development, including employee benefits expense		$	8,026,774	8,312,285	n/a

Corporate One, 84 Hotham Street, Preston, VIC 3072 Australia
Telephone: + 61 3 9863 6472
info@arovella.com | www.arovella.com