immutep
Empowering the Immune System

Environmental Social and Governance (ESG) REPORT



At Immutep we are committed to improving the lives of our patients, employees and communities. Whilst our product candidates and the industry we work within have the potential to make a real difference to people's lives, we are also mindful that the paths we take to develop our candidates and how we conduct our business are just as important. We are progressing our ESG initiatives and this ESG Report explains to our stakeholders how we are addressing and tracking on a range of Environmental, Social and Governance matters material to our company. Immutep 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.

Basis of preparation

This ESG Report is published voluntarily. It is not prepared in accordance with any mandatory sustainability, climate or other ESG reporting standard, and Immutep is not currently subject to any such mandatory reporting obligation in Australia or the United States.

Unless otherwise stated, the report covers Immutep Limited and its controlled entities for the financial year ended 30 June 2026. The report has not been audited, and no assurance engagement has been performed on the information it contains, other than the specified procedures described in the Environmental section in relation to our greenhouse gas emissions inventory.

Parts of this report draw on information published or provided by third parties, including our vendors, service providers and landlords. Immutep believes that information to be reliable and has attributed it to its source, but has not independently verified it.

Contents

Environmental.....4

Social.....6

Governance.....8

Environmental

Energy consumption

Immutep's offices and laboratory operate at a minimal energy consumption. Devices are operating in normal or energy saving mode and no exceptional energy consuming devices or equipment are used.



In general, when selecting new vendors, sustainability is one of the selection criteria for Immutep. Immutep's vendors are expected to comply with high regulatory standards regarding energy consumption, water usage and hazardous waste disposal.

Our key vendors are applying Environmental Management Systems (EMS) developed in accordance with the ISO 14001 standard. The international environmental management standard ISO 14001 defines globally recognised requirements for an environmental management system.

For instance, Labor LS who perform analytical testing for Immutep, was one of the first testing laboratories to be certified according to this standard in 1997 refer https://www.labor-ls.de/en/the- company/quality-and-certifications/

WuXi Biologics, the manufacturer of our lead candidate, identifies products, activities and services that have significant impacts on the environment and manages the environmental elements of its operation. They are committed to reducing the generation of pollutants while complying with national norms for waste and emissions. The ESG report of WuXi Biologics can be found here: https://www.wuxibiologics.com/esg-report/

WuXi Biologics was certified to ISO 14001 standard in 2022. They report that they installed a Environmental Health and Safety (EHS)Management Digital System to further improve EHS management. The system is used for monitoring, gathering, storing, and analysing EHS data and improving data reliability and traceability. Their Mashan site in the city of Wuxi, where Immutep's candidate Eftilagimod Alfa is manufactured, was recognised as a Two-Star Green Factory by the Bureau of Industry and Information Technology of Binhu District.

Clinigen Clinical Supplies Management (CCSM), is one of our vendors providing packaging and labelling activities for our clinical trial material. Their ESG report can be found here: https://www.clinigengroup.com/about/sustainability/a-message-from-our-ceo/.

Immutep also utilises other specialist vendors for clinical trial supply operations, including Thermo Fisher Clinical Services for packaging and labelling and broader Investigational Medicinal Product ('IMP') supply activities. Their ESG report can be found here:
Corporate Social Responsibility - ThermoFisherCSR

Our registered corporate head office in Sydney is leased from Dexus Group who are committed to minimising waste, increasing energy efficiency and reducing environmental impact. For more details, please refer https://www.australiasquare.com.au/about/sustainability.

Management minimises carbon emissions by conducting many meetings virtually instead of travelling to physical meetings. For instance, the Company's Board meetings and global management team meetings have been conducted virtually via Zoom since the start of calendar year 2020. Many industry and investor conferences are also being attended by management virtually rather than physically, reducing carbon emissions and travel costs.

Immutep Limited ('Immutep) engaged Pathzero Pty Ltd ('Pathzero') to conduct specified procedures in relation to the FY2024-25 reported greenhouse gas (GHG) emissions inventory for Immutep's operations. Pathzero's engagement was limited to the specified procedures set out in its Review Statement and did not constitute an audit or an assurance engagement. Immutep is not currently required to report under Australia's mandatory climate-related financial disclosure regime — the smallest reporting cohort (Group 3) applies only to financial years commencing on or after 1 July 2027 — and this GHG disclosure is therefore made voluntarily and is not prepared in accordance with any mandatory climate reporting standard. Please refer to Annexure A of this ESG Report for a copy of the Pathzero Review Statement.

Water usage

Immutep's offices and laboratory operate at a minimal water usage, and no exceptional water consuming operations are performed. For this reason, we consider this metric to be immaterial at this point in time. However, we do understand the importance of efficient water consumption in contributing to the Sustainable Development Goals, and so have erected water conservation notices in our offices to remind employees of tips on how to conserve water.

Animal testing

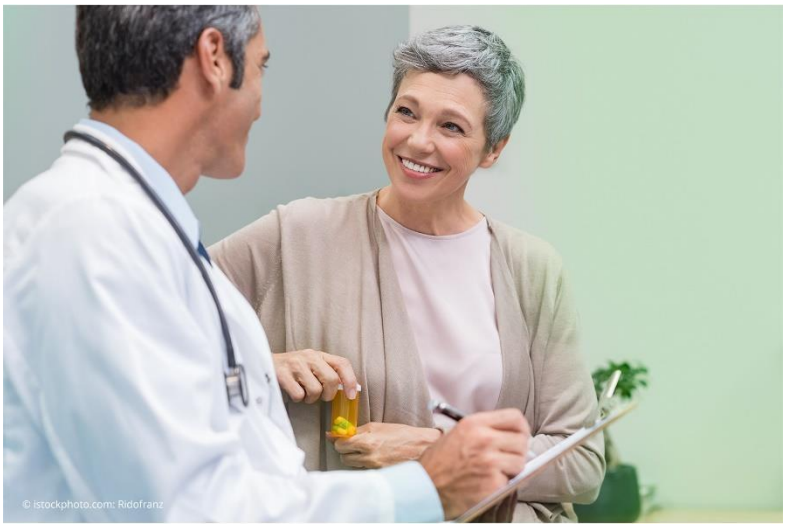
As a biotechnology company active in therapeutic development for treatment of life-threatening and other diseases, we are obliged by governmental bodies and authorities to evaluate our therapeutics in *in vivo* (animal) models (e.g. toxicology studies) according to the relevant guidelines.

Immutep follows the 3R principles to Replace, Reduce and Refine the use of animals in therapeutic testing. We adhere to this responsible approach to animal testing thereby restricting Immutep's *in vivo* studies to an absolute minimum.

Social

Clinical research

Immutep's mission is to improve the power of the body's own immune system through therapeutic intervention for the benefit of patients. Our investigational studies in human subjects are conducted in accordance with the relevant laws, regulations and guidelines for the protection of human participants, including those issued by the International Council for Harmonisation Good Clinical Practice (ICH GCP).



For each of our clinical trials, patients are comprehensively informed about the clinical trial and its goals and we conduct a benefit/risk assessment of the clinical trial according to ICH GCP rules. Patients only participate in the clinical trial after giving their explicit informed consent. Information given to the patient is approved beforehand by an independent ethics committee.

Employees

Immutep's management team believes its employees are a key asset. As a biotech company with 46 employees globally as at 30 June 2026, each employee is important to the company's success and brings important skills and qualifications to their role. Our Employee Handbook details Immutep's commitment to providing a safe and healthy working environment for all its employees and provides policies to help facilitate this approach to employees including a Grievance Resolution, Anti-bullying and harassment policies.

Immutep employees can work flexibly, while continuing to meet the needs of the business. Managers work together with employees to design and agree on the most optimal hybrid workstyle to foster a productive, safe, healthy, and sustainable way of working to enable our employees to deliver their best work wherever they are best placed to do so.

Immutep assesses employee engagement via questions included in its employee evaluation forms.

Diversity and Inclusion

Immutep is an equal employment opportunity employer and believes diversity in its workforce is an element to its success. Employees from diverse backgrounds with differing skill sets bring individual talents and experiences to their respective roles within Immutep and enable us to make better decisions with access to a larger pool of ideas and experiences; and better communicate with its stakeholders.

Immutep is committed to fostering a corporate culture that embraces and values diversity at all levels of the organisation, regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience. In order to have an inclusive workplace, discrimination, harassment, vilification and victimisation are not tolerated by Immutep.

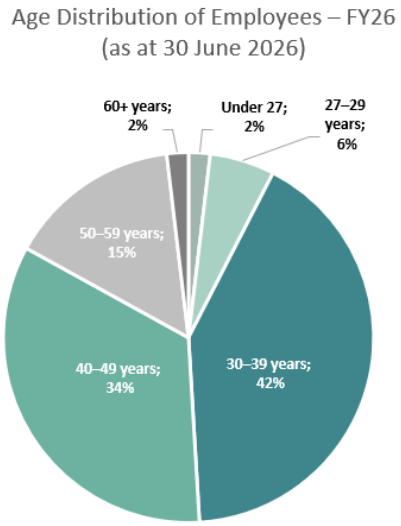
As at 30 June 2026, 63% of the Company's employees were female.

The Board currently comprises four male directors and one female director. Although the Company is currently a constituent of the S&P/ASX 300 (subject to review at the next index rebalance) and does not yet meet the 30% gender representation goal, it intends to address this by seeking to appoint a female director whenever a Board vacancy arises, until at least 30% representation from each gender is achieved.

As at 30 June 2026, there were six females in senior executive positions across the whole workforce at Immutep out of a total of 12 senior executives so 50% of the Company's senior executives were female. "Senior executive" is defined for these purposes as those employees who report directly to the CEO or to a direct report of the CEO and oversee their department's operations, including planning, organizing, staffing, and directing the work of other employees within their department.

Immutep's workforce with offices located in Australia, Germany and France is also very ethnically and racially diverse with employees from over 15 different nationalities. Our company also has a diverse employee age demographic with team members aged between 26 years old to 71 years old. The age distribution split is shown in the figure on the right.

For further information, please refer to Immutep's Diversity policy at https://www.immutep.com/about-us/corporate-governance



Governance

Ethical business conduct

Immutep is committed to maintaining high standards of integrity and to operating in compliance with applicable laws, regulations and policies. To uphold its principles of ethical business conduct, Immutep requires its employees and other persons working with the Company to be committed to complying with all laws that apply to it, including anti-bribery and corruption laws.



Please refer to Immutep's Anti-Bribery & Corruption Policy at https://www.immutep.com/about-us/corporate-governance

Engagement of key enablers to achieve a mutually beneficial long-term relationship

Immutep requires its key enablers, such as contractors, consultants and directors with whom it does business, to uphold its principles of ethical business conduct, as detailed in its Anti-Bribery & Corruption Policy.

Ensuring quality of product and services

Our Statement of Values emphasises the importance to us of building long term sustainable value for our shareholders, including the need to preserve and protect Immutep's reputation and standing in the community and with key stakeholders, such as customers, employees, patients, suppliers, law makers and regulators.

Immutep operates in highly regulated environments where it would be subject to regulatory action if it failed to meet the applicable rules imposed to ensure the quality of its products and services. For instance, our drug candidates are developed by us and our collaboration partners in accordance with applicable Good Practices (GXPs, including Good Manufacturing Practices (GMPs) and Good Clinical Practices (GCPs) and we have an internal Quality Assurance Manager who is responsible for supporting our compliance with these requirements.

We are also dually listed on ASX and NASDAQ markets and are regulated by ASIC and the SEC.

Hence, we have policies and processes in place to support our compliance with relevant rules such as our Continuous Disclosure and Public Communications Policy at https://www.immutep.com/about-us/corporate-governance

Data privacy protection

Immutep seeks to adhere to the relevant data privacy protections for each of the geographies in which it operates. Its data privacy policy is available internally and EU employees are required to work in accordance with the data protection principles of the General Data Protection Regulation.

In addition, details relating to the data privacy for users of the company's website are available in the Company's Privacy Policy at https://www.immutep.com/privacy-policy

Governance body composition

Immutep's Board has implemented a set of corporate governance practices that align with the Company's size, complexity, and operations, as well as those of its subsidiaries. We have developed a comprehensive Corporate Governance Statement and Board Charter which incorporates our Board Skills Matrix and Code of Conduct at https://www.immutep.com/about-us/corporate-governance or which we conduct periodic reviews to ensure their ongoing relevance and effectiveness in changing circumstances. The corporate governance framework is developed and evaluated in accordance with the 4th edition of the ASX Corporate Governance Principles and Recommendations. As well as in the Board Skills Matrix (Corporate Governance Statement, item 2.2), the skills of each Board member are made publicly available on the Company's website and in the Annual Report issued annually. The Board Charter also clearly articulates the desired composition in terms of skills and diversity that the Board is looking to achieve.

The Board aims to maintain a majority of independent, non-executive Directors, with consideration given to the company's future needs, ability to attract qualified candidates, and financial capabilities. By adopting this approach, the Board ensures that all discussions and decisions draw upon the valuable and diverse external perspectives and expertise of our non-executive Directors.