

2020 Sustainability Report

November 2020

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Message from the Chairman

Dear Shareholders,

In what has been a challenging and uncertain year, the IPH group has continued to progress our commitment to sustainable practices across our business.

In the 2020 financial year IPH's ability to respond rapidly to the global pandemic was critical in ensuring the sustainability of our business. Our ability to deliver a thorough and planned response to the COVID-19 pandemic across the group, supported by robust IT infrastructure and our dedicated teams of professionals across Asia-Pacific, ensured we were able to focus on the health and wellbeing of our people, continue to service our clients and support our communities.

Despite the disruption, we have been able to maintain high quality client services, further deliver on our growth strategy and continue to progress our stated sustainability focus areas of good governance, our people, supporting our communities and minimising our impact on the environment.

Since releasing our inaugural sustainability report in 2019 we have also further developed our sustainability reporting, and engaged with key stakeholders on sustainability matters.

In 2020 we are pleased to report for the first time our Scope 2 CO₂e emissions. As a professional services business, IPH has minimal carbon or energy-intensive business activities, however we recognise the importance of disclosing sustainability metrics such as these.

Our people continue to be critical to our business and our 2020 report outlines the steps we are taking to strengthen the group's proposition as an employer of choice, while supporting a remote workforce across the Asia-Pacific region.

IPH remains committed to high standards of governance to ensure the long-term sustainability of our business. In FY20 we also took steps to implement compliance with the 4th Edition of the Corporate Governance Principles and Recommendations, including the introduction of additional key policies across the group.

We have made good progress in 2020 and acknowledge there is more to do. We will continue to build on our sustainability practices and evolve our approach in this key area of focus.

On behalf of the IPH group I am pleased to present the 2020 IPH Sustainability Report.

Regards,



Richard Grellman, AM

Non-executive Chairman



About this report



About this report

- » Unless otherwise stated this report covers the IPH group's operations in the Asia-Pacific region in the following IP jurisdictions: Australia, New Zealand, China, Hong Kong, Indonesia, Malaysia, Singapore and Thailand.
- » Unless otherwise stated the information in this report covers the FY20 financial year: 1 July 2019 to 30 June 2020.
- » This report references Task Force on Climate-related Financial Disclosures (TCFD) and the UN Sustainability Goals but at this stage has not formally adopted them.
- » For future reports, IPH intends to continue to consider opportunities for appropriate sustainability metrics. This may include opportunities for referencing these frameworks where they are relevant to our business.

About IPH

About IPH

IPH Limited (IPH) is the leading intellectual property (IP) group in the Asia-Pacific region and was the first IP services group to list on the Australian Securities Exchange (ASX) in 2014.

Through the IPH network we provide services for the protection, commercialisation, enforcement and management of all forms of Intellectual Property including patents, trade marks and designs. We operate from eight IP jurisdictions in the Asia Pacific, servicing more than 25 countries across the region. We also operate in adjacent areas of IP.

IPH's vision is to be the leading IP services group in secondary IP markets and adjacent areas of IP. We service a broad range of clients, including some of the world's leading companies, multinationals, universities, public sector research organisations, foreign associates and other corporate and individual clients.

Our purpose

At IPH we understand the societal benefits of protecting and supporting innovation. The encouragement of research and development and the creation and appropriate protection of new inventions, designs and other innovations can have a positive impact on our communities in many ways. We provide services to industries including pharmaceutical, engineering, aerospace, healthcare, food and beverage, life sciences, agriculture, biotechnology, ICT and fintech that enables them to protect and sustain their investment in innovation and continue to pursue further commercial development.



8

IP Jurisdictions

20

Offices¹

900+

Employees²

Servicing more than 25 countries across the region.

1. Refers to number of primary offices of IPH group businesses in the Asia-Pacific region
2. Approximate employee numbers as at 30 June 2020

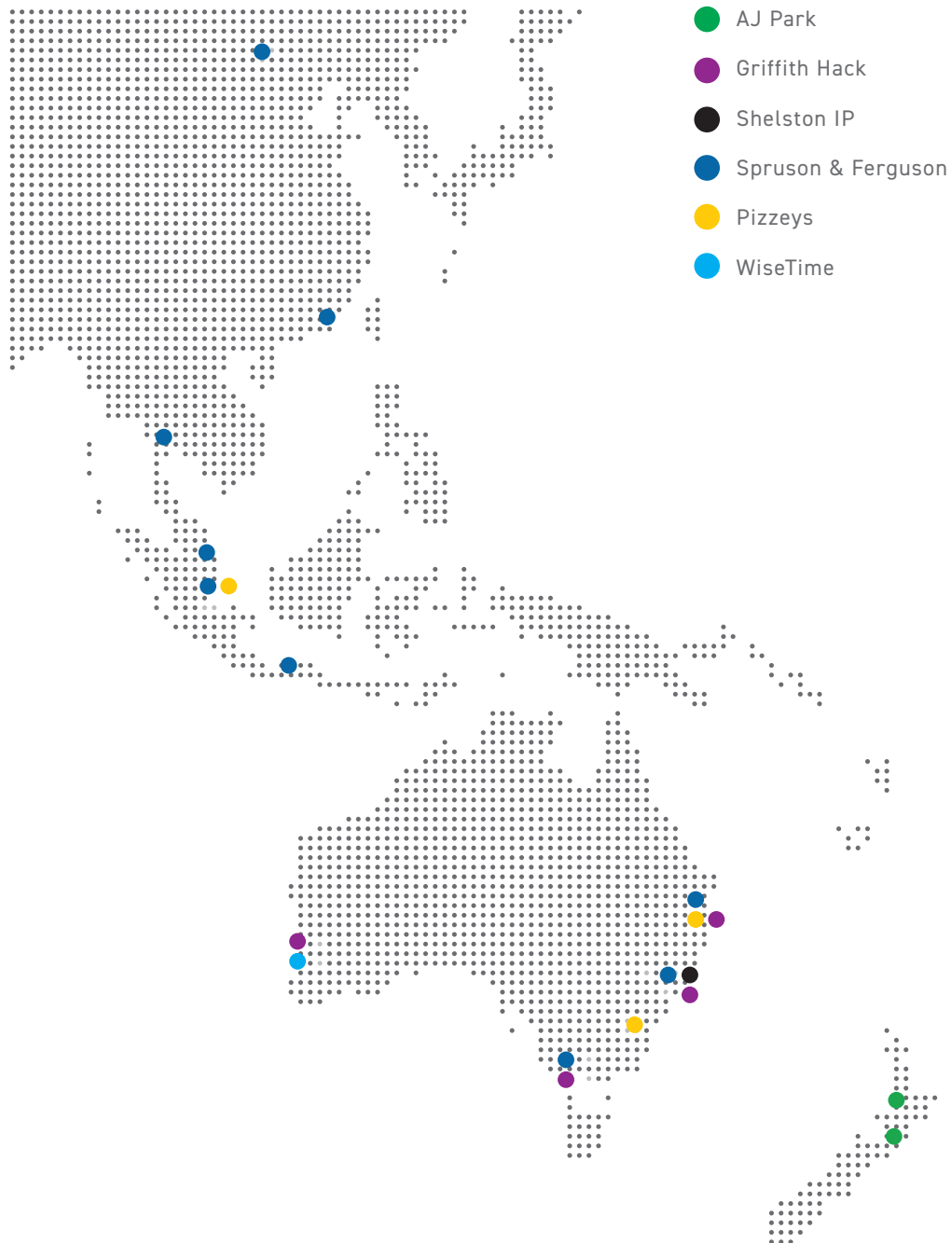
IPH group businesses

Our group

As at 30 June 2020, IPH operates six brands with over 900 employees¹. We operate in eight IP jurisdictions throughout the Asia Pacific region working in some 20 offices² and servicing more than 25 countries across the region.

IPH's Intellectual Property businesses comprise IP firms AJ Park, Griffith Hack, Shelston IP, Spruson & Ferguson and Pizeys, which provide services for the protection, commercialisation, enforcement and management of all forms of intellectual property. We also operate in adjacent IP areas through our WiseTime business.

Each of the businesses within the IPH group has its own culture which is aligned with the broader IPH vision.



1. Approximate employee numbers as at 30 June 2020
2. Refers to number of primary offices of IPH group businesses in the Asia-Pacific region

IPH group businesses

The IPH Board

The IPH Board is responsible for establishing and overseeing a corporate governance structure which creates and protects shareholder value. The Board is also responsible for setting the strategic direction of the group and monitoring the implementation of that strategy by IPH management.

John Atkin

**Independent
Non-executive Director**
(appointed Sep 2014)

LLB (1st Class Hons)
BA (Pure Mathematics)
(1st Class Hons)
FAICD



Richard Grellman, AM

**Independent
Non-executive Chairman**
(appointed Sep 2014)

FCA



Robin Low

**Independent
Non-executive Director**
(appointed Sep 2014)

BCom
FCA
GAICD



Dr. Andrew Blattman

CEO and Managing Director
(appointed Nov 2017)

BScAgr (Hons 1)
PhD
GraDipIP



Jingmin Qian

**Independent
Non-executive Director**
(appointed Apr 2019)

BEC
MBA
CFA
FAICD



IPH group businesses



AJ Park

AJ Park, established in 1891, is the premier New Zealand IP firm operating from offices in Auckland and Wellington. AJ Park is a full-service IP firm with a substantial local client base ranging from large multinational corporations and universities to start-up companies and entrepreneurs. On 16 October 2020 leading New Zealand IP firm Baldwins Intellectual Property was acquired by AJ Park, giving the AJ Park business greater depth and a strengthened client service capability.

Griffith Hack

Griffith Hack, established in 1904, is a multi-award-winning IP firm with a heritage stretching back more than 100 years. The firm is one of Australia's largest filers of patents and trade marks and provides a comprehensive range of domestic and international services relating to the protection, management, commercialisation and enforcement of IP rights. From May 2020, the business of Watermark was integrated into Griffith Hack, strengthening the intellectual property service offering of Griffith Hack.

Pizzeys

Pizzeys Patent and Trade Mark Attorneys was established in 1981 and has offices in Brisbane, Canberra and Singapore. Pizzeys' business is predominantly focused on in-bound work into Australia and Singapore from overseas IP associates and direct corporate clients.

Practice Insight

Practice Insight (including WiseTime) is a specialist provider of software applications for IP and other professional services firms under recurring license arrangements. The company is currently focused on autonomous time recording software known as Wisetime.

Shelston IP

Shelston IP is one of the oldest and most respected specialist intellectual property firms in Australia. The firm's trade mark attorneys, patent attorneys and IP lawyers provide services and advice relating to the protection, management, commercialisation and enforcement of intellectual property – locally and internationally.

Spruson & Ferguson

Spruson & Ferguson established in 1887, is one of the leading IP firms operating throughout the Asia-Pacific region, offering a variety of services for the protection, commercialisation, enforcement and management of IP.

About IPH Limited

Our Executive Leadership Team

The IPH Executive Leadership Team (ELT) comprises CEO and Managing Director, Dr Andrew Blattman, the Group General Counsel and Company Secretary, Chief Financial Officer, Chief People Officer, Chief Information Officer and Chief Operating Officer.

The ELT is responsible for developing and delivering group strategy and supporting the leaders of our group businesses to ensure their businesses are delivering outstanding outcomes for all stakeholders.

John Wadley

Chief Financial Officer

B.Bus (Accounting & Finance), ICAA



Cath Harris

Chief People Officer

BA (Hons), Master of Human Resources and Organisational Development



Dr Andrew Blattman

Managing Director and Chief Executive Officer

BScAgr (Hons 1), PhD, GraDipIP



Tee Tan

Chief Information Officer

BE (Computing) (Hons), MBA



Philip Heuzenroeder

Group General Counsel and Company Secretary

BEc, LLB, LLM
GAICD (Order of Merit)



John O'Shea

Chief Operating Officer

BEc, MBA, MAICD



About intellectual property

About intellectual property

IP refers to the protection of various forms of intellectual creativity that may be reflected in various forms including inventions, trade marks, designs and artistic works. Certain types of IP may be protected with registrable monopoly rights, granted by statute, in relation to use of the IP for a period of time. The most common forms of registrable IP rights are outlined below.

Patents

A patent is a temporary monopoly right which allows the patent owner to exclude others from exploiting an invention (which may be a device, substance, method or process) that is new, inventive and useful.

Trade marks

A trade mark is a “sign” used to distinguish the goods and services of one person from those provided by another person in the course of trade. A sign can include any stylised letter, word, name, signature, numeral, device, brand, heading, label, ticket, aspect of packaging, shape, colour, sound or scent or a combination of these things. Registration of a trade mark provides the owner with the right to exclude others from using, licensing or selling the mark in relation to goods and services for which it is registered.

Designs

A design is the overall appearance of a product resulting from one or more visual features of shape, configuration, pattern or ornamentation of the product. Registration of a design provides exclusive rights to the overall appearance of the product.

Other IP rights

Another IP right that can be protected under a statutory registration system is plant breeder’s rights. Other forms of IP which are protected under statute but for which there is no statutory registration system include copyright and circuit layouts.



Types of IP Services

Drafting and Filing

Preparation and filing of applications for protection with a relevant jurisdiction’s IP office.

Prosecution

A prosecution phase which leads to grant or registration of the IP right and which involves the IP office examining various criteria to ensure IP rights are appropriate and should be granted.

Renewals

An ongoing renewal process, including the payment of fees at defined times over the life of the IP rights.

Commercial legal advice and IP litigation

Enforcement of IP rights and providing IP related legal and commercial advice.

Our stakeholders



Our stakeholders

IPH has a range of important stakeholders who are vital to both IPH and our group businesses. In FY20 we continued to engage with stakeholders around our sustainability practices and reporting and we will build further on this engagement in FY21.

IPH's key stakeholders include:

Our people As a professional services business, our people are critical to our success. At 30 June 2020, the IPH group employs more than 900 employees, who are largely based within the IPH group businesses. Our people comprise multidisciplinary teams consisting of staff with a broad range of technical and management expertise. Our people include some of the most highly regarded IP professionals in the Asia-Pacific region.

Our clients Throughout our group businesses the IPH group has a diverse client base of Fortune 500 companies and other multinationals, public sector research organisations, universities, small and medium sized enterprises, start-ups, foreign associates and individuals. We assist our clients by helping to protect their intellectual property, including research, patents, inventions, trade marks, brands, designs and other IP.

Our communities IPH's businesses operate in eight IP jurisdictions and we recognise our responsibility to act appropriately within the communities in which we operate. We do this by supporting community and charitable initiatives within our geographic communities and professional development within the global IP industry.

Our shareholders IPH communication with investors is guided by our Continuous Disclosure and Investor Relations Policy. IPH communicates information on the group's activities to shareholders and the public via a number of forums including announcements to the ASX, investor presentations, releases to the media and the release of financial and other reports. Announcements are also placed on the IPH website.

Regulatory and government bodies IPH operates in a highly regulated environment. Our IP professional staff are governed by codes of conduct and professional conduct rules for patent and trade mark attorneys and legal practitioners. IPH and its group businesses are committed to maintaining the highest standards in our activities. To ensure we monitor and comply with regulatory and professional obligations, we engage directly with relevant regulatory and government bodies as required.



Sustainability at IPH

IPH is an ASX listed professional services business and is aware of the need to ensure a sustainable business by having in place strong governance, support for our people, ensuring we work with our local communities and minimise our environmental impact. As our business continues to grow we will continually seek to identify further opportunities to implement environmental and community sustainability initiatives and report on our efforts to ensure a sustainable business that benefits all stakeholders.

Good governance

Our people

Supporting our communities

Minimising our environmental impact

Sustainability at IPH

GOOD GOVERNANCE

IPH Corporate Governance Framework

IPH is committed to high standards of governance to ensure the long-term sustainability of our business. Our corporate governance framework includes policies and practices to manage risk effectively, maintain appropriate transparency of our operations and drive successful outcomes across the group.

The IPH Board

The IPH Board is responsible for establishing a corporate governance structure aimed at creating and protecting shareholder value. The Board is also responsible for setting the strategic direction of the group and monitoring the implementation of that strategy by IPH management.

Board Committees

The IPH Board has established the following committees to assist in managing its various responsibilities:

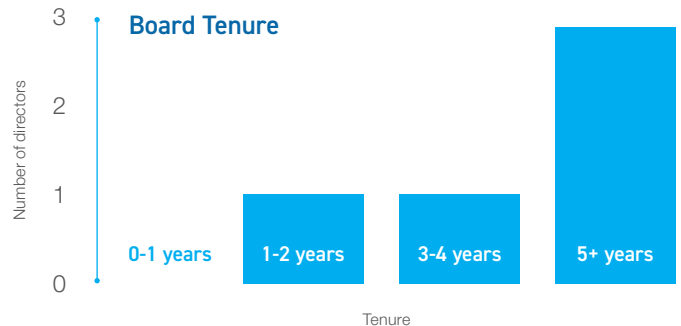
- » Audit Committee
- » Nominations and Remuneration Committee
- » Risk Committee

The members of each of these committees are outlined in the IPH Directors' Report and the Charter for each committee is available on the IPH website.

Governance Policies

We seek to maintain the highest standards of governance in the conduct of our activities and we continually seek out ways to strengthen our governance of the business.

With the implementation of 4th Edition of the Corporate Governance Principles and Recommendations, which IPH is required to comply with as a listed business from the commencement of FY21 onwards, in FY20 we implemented a range of additional governance measures to ensure compliance. This included the introduction of several new policies, including a Whistleblower Policy, Sanctions Policy and a revised Anti-Bribery Policy, and a range of amendments to existing policies and Charters already in place. As a result, we are pleased to be



able to comply with all recommendations of the 4th Edition of the Corporate Governance Principles and Recommendations from July 2020.

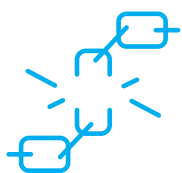
Our suite of corporate policies, listed below, are available on the IPH website.

- » Code of Ethics and Professional Conduct
- » Continuous Disclosure and Investor Relations Policy
- » Share Trading Policy
- » Diversity Policy
- » Hedging and Margin Loan Policy
- » Privacy Policy
- » Risk Management Policy
- » Whistleblower Policy
- » Sanctions Policy
- » Anti-Bribery Policy
- » Statement of Values

Risk Management

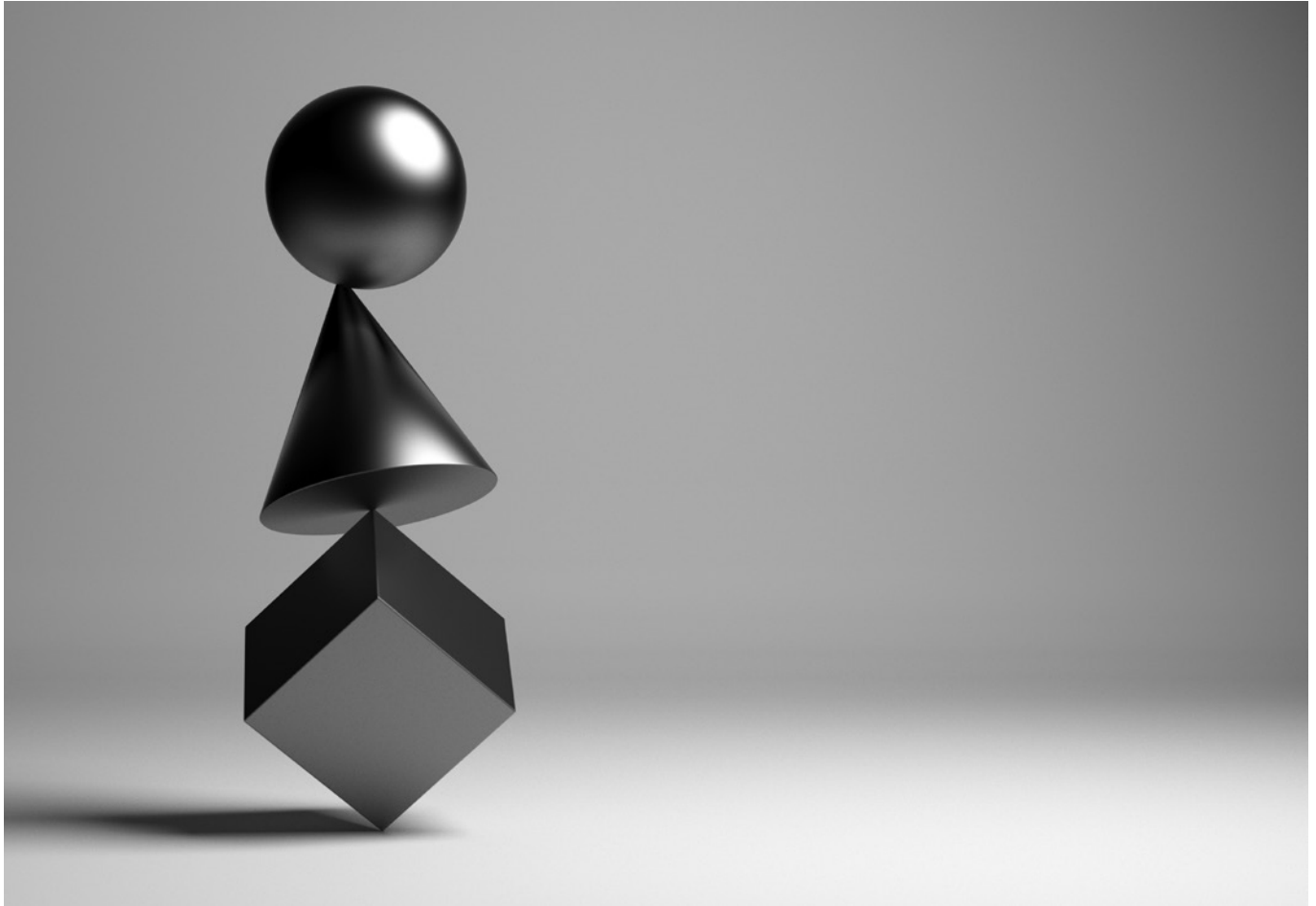
We recognise that a robust risk management framework is critical for the effective management of our business. Our risk management system aims to identify and manage potential risks in a continuous, proactive and systematic way through high quality risk management policies and processes across the group.

Our Risk Committee comprises of at least three independent non-executive Directors and is chaired by an independent non-executive Director who is not Chairman of the Company. The Committee's Charter is available on the IPH website.



Modern slavery

In FY20, IPH undertook activities to address and remediate modern slavery risks within its business and supply chains in compliance with the Australian Modern Slavery Act 2018 (Cth). We are currently preparing our inaugural Modern Slavery Statement, which will be published later in 2020.



Our risk management framework:

- » recognises risk management as a business process that is owned by all management;
- » requires integration into key business processes, including risk-based decisions in strategy, business planning and investment setting; and
- » incorporates a process for ongoing review and improvement.

The risk management framework incorporates relevant regulations and guidelines including the ASX Principles and the Australian / New Zealand standard AS/NZS ISO 31000:2009 Risk management - Principles and guidelines. Our framework was further developed in FY20 to reflect the 4th Edition Corporate Governance Principles and Recommendations.

Key risks

A full list of key risks identified across the group and how they are being managed is disclosed in FY20 Financial Report issued on 20 August 2020 which can be found on the IPH website.

In addition to receiving regular reports on these and other key financial, operational and compliance risks, the Board reviews IPH's risk management framework annually. In FY20 we commenced a review of our risk management framework, it's implementation and reporting with the support of external advisers. IPH's Risk Management Policy is available on our website.



Privacy and data protection

IPH provides services to a significant number of clients and interacts with a range of external contractors, suppliers and private and public-sector companies. We therefore take IT security and protecting data and information very seriously.

IPH continually invests in system enhancements and engages quality third-party suppliers to assist with our systems development and maintenance. We also continually seek out ways to educate our staff on awareness of the importance of data protection and cyber security.

In FY20, some additional measures we implemented to enhance data protection and security included:

- » Our systems and network are subject to enhanced monitoring 24/7 for any suspicious events and alerts are generated for such events.
- » All data in motion is encrypted using the industry standard encryption protocol.

- » We have implemented strict and improved systems access control to prevent any unauthorised access to our systems and data (with clear segregation of duties).
- » We have implemented an improved change control process to ensure our live/production environment is fully protected.
- » All firewalls and servers are subject to frequent patching with the latest updates.
- » We have established zero trust posture (i.e. all external network traffic is not trusted by default).

We recognise security is the key building block of the IPH future systems architecture and we continually seek to improve and optimise our system security.

Privacy

Our approach to privacy and how we collect, use, manage, and disclose personal information is outlined in our Privacy Policy, available on the IPH website. This policy was updated in May 2020 to further enhance our approach to privacy. We also have an established internal data breach policy and procedure across the group.

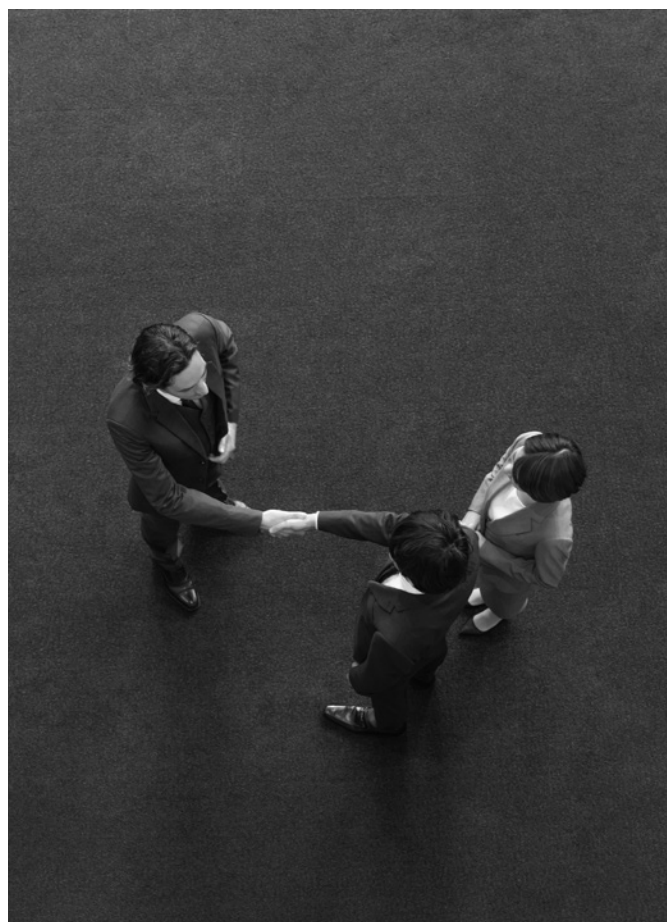
Sustainability at IPH

OUR PEOPLE

Our people

IPH is a business built on its people and we want to ensure they are supported and are able to flourish in their careers. Our focus remains on creating a rewarding and inclusive environment for our people to grow and develop their careers, while ensuring their health, safety and wellbeing.

In January 2020, we appointed an IPH Chief People Officer, highlighting our commitment to create a group wide HR function responsible for delivering a strategy to attract, develop and retain the best people in the market. The appointment of a Chief People Officer will help to facilitate increased collaboration among our group businesses and the implementation of standardised people policies and practices to achieve the best outcomes for our people.



Our workforce in FY20

As at 30 June 2020 IPH employed more than 900 people across our group businesses, working in 20 offices across eight IP jurisdictions. The following tables show our workforce by contract type, employment type and gender across the business by region.

Total number of employees by contract

Contract type	Total	%
Permanent	923	95
Casual	12	1
Contract	33	4
Total	968	100

Total number of permanent employees

Employment type	Total	%
Full time	810	88
Part time	113	12
Total	923	100

Total workforce by region and gender

Location	Female	Male	Total	%
Australia	351	202	553	57%
New Zealand	122	52	174	18%
Singapore	91	30	121	12%
Thailand	4	2	6	1%
Indonesia	11	6	17	2%
China	20	7	27	3%
Hong Kong	24	15	39	4%
Malaysia	22	9	31	3%
Total	645	323	968	100%
%	67%	33%	100%	

Note: Rounded to the nearest whole number

WiseTime staff, including contractors, are located in a number of countries.

Sustainability at IPH

OUR PEOPLE



Our values and culture

IPH focuses on rewarding performance and providing career growth opportunities for our people to serve our clients better. Each business within the IPH group has its own distinct culture which is aligned to the group's vision and contributes to its success.

IPH's core values are:

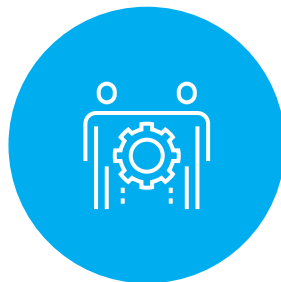
- » **Excellence** in service delivery to our clients
- » **Innovation** in value creation
- » **Integrity** in business practices
- » **Efficiency and effectiveness** in operations
- » **Empowerment and engagement** of our people.

Becoming an employer of choice

We are working to build a best practice work culture and work environment across the IPH group



Creating a group-wide HR function responsible for delivering our strategy to attract, develop and retain the best people in the market.



Providing strong career paths by facilitating opportunities for people to move across the group, within the network; creating an inclusive workplace culture that embraces diversity; and building our leadership capability across the group.



Rewarding our people through enhanced employee benefits and our employee incentive awards program for eligible employees.



Engaging with our people through regular employee surveys and regular internal communication.

Sustainability at IPH

OUR PEOPLE

Diversity and equal opportunity

Embracing diversity contributes to the IPH group achieving its corporate objectives, enhancing its reputation and helps the group to:

- » recruit the right people from a diverse pool of talented candidates;
- » create an inclusive workplace culture; and
- » better represent the diversity of all our stakeholders.

The following table shows the representation of women across the IPH group.

	Representation of women (%)
The Board	40%
Senior executives	23%
Principals	32%
All staff	67%

In FY20, we made progress on our target to have better representation of women in senior positions, exceeding our 30% target for FY20. Strengthening gender diversity continues to be an area of focus for the group and our diversity targets are one way we measure our progress.

While a focus remains on improving gender diversity within the group, we recognise the need to address the many different facets of diversity including age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity.



9 Principal promotions made for FY21



40+ Promotions to Principal since listing (2014)

Career progression at IPH

Dr Andrea Dickens

Managing Director, AJ Park



Dr Andrea Dickens was promoted to Managing Director of AJ Park in June 2020. Andrea has held various management roles at AJ Park since 1999, including Chief Operating Officer, and says she felt fortunate to have experienced the transition from partnership to corporate ownership in 2017, a process she found fascinating.

Before her promotion, Andrea was seconded to the Integration Management Office of IPH to help with the integration of the Xenith IP Group into the IPH group in 2019. "If I've learnt anything in my career, it's that you have to put up your hand when you see opportunities rather than waiting for opportunities to come to you."

Under her leadership, AJ Park has completed the acquisition and successful integration of fellow New Zealand IP firm, Baldwins in October 2020.

"We are delighted to have brought together two complementary businesses to strengthen our offering to clients through an expanded team of IP experts. This was also a great outcome for the people of AJ Park and Baldwins and, as the leader of AJ Park, I am excited about the enhanced career opportunities we can now offer our people as a result of the acquisition."



Sustainability at IPH

OUR PEOPLE

Participation in EIP program



Promotions and incentives

IPH was able to offer promotions across the group, including 9 Principals for FY21. We are proud to have been able to promote an increased number of our people in 2020, despite challenging market conditions brought about by the pandemic.

In FY20 185 eligible staff participated in our Employee Incentive Program (EIP), and we were able to grant awards to 97%* of eligible employees, including approximately A\$2.3 million in cash incentives and IPH shares of the same value. Our EIP enables eligible employees who receive awards on the program to become shareholders in the company, thereby sharing in its success.

Providing a safe and flexible work environment

At IPH, the safety and wellbeing of our people is paramount. We are committed to providing a safe work environment and flexible work options for our employees across all group businesses. This includes physical, mental, cultural and gender based safety. Where required, and in accordance with the legislative requirements of the country in which we operate, our businesses have the following policies (or similar) in place for the safety and protection of our people:

- » Injury management and worker's compensation (ACC in New Zealand)
- » Workplace Health and Safety
- » Equal Employment Opportunity
- » Workplace behaviour covering drug & alcohol use, discrimination, harassment, bullying and victimisation
- » Flexible work / work from home
- » COVID-19 Staff Policy
- » Code of ethics and professional conduct

Supporting the future of IP

Ben Dziekan

Trainee Patent Attorney, Griffith Hack



Ben is a trainee patent attorney with Griffith Hack in Melbourne. Ben is currently being supported by Griffith Hack, via financial assistance and paid study leave, to undertake his Masters of IP at Melbourne University. "I never pictured myself returning to the halls of university again! But the course has challenged me to synergise my real-world experience with theory and what has been really beneficial is applying my learnings in practice with clients."

Ben is currently undertaking his final subjects in his Masters and says he has felt well supported whilst balancing studying with work commitments, "My supervisors have been incredibly supportive, along with our support staff who have shown great patience with me!"

Ben works closely with the Engineering team to draft and prosecute patent applications for local and international clients. With degrees in Aerospace Engineering (Hons) and Commerce (Marketing), Ben understands the importance of ensuring that businesses are commercially rewarded for their investment in innovation and R&D. "I have been fortunate to have worked alongside several highly talented people in the sports engineering industry. I am grateful to have played a part in developing a new generation of protective equipment and shaping their use in professional sport, all the way through to the 2012 London and 2016 Rio Olympic Games."



* Fee earners on the incentive plan excludes departures during the year

Sustainability at IPH

OUR PEOPLE

In addition to the suite of services and initiatives we have offered in the past to assist in providing a safe and flexible work environment, in April 2020, we signed an enterprise-wide agreement with Employee Assistance Program (EAP) provider, Assure. This agreement and the services offered have been an important component of supporting our people's health and wellbeing.

Through Assure, we have been able to supplement our own employee welfare initiatives and to regularly promote and share resources with our people such as:

- » COVID-19 support.
- » Tip sheets.
- » Learning videos – with a focus on mental health.
- » Stress and wellbeing self-assessment tools.

In addition to these resources, we encourage our people to contact Assure for confidential free counselling.

We look forward to reporting on the utilisation of our EAP in future reports.

In the second half of FY20 our focus has been on the wellbeing of our people through the global pandemic as outlined later in this report.

Professional development

Each of our group businesses offer a range of programs to support the ongoing development of our people throughout their career including knowledge sharing sessions and regular in-house tutorials and seminars on IP related topics. In addition to these internal programs, AJ Park, Shelston IP, Griffith Hack and Spruson & Ferguson provide financial assistance to employees undertaking external professional courses or training.

Our people are given the opportunity to grow and progress their careers, with internal opportunities to change roles made available within each of our group businesses. This year, we were able to implement centralised Finance and IT functions across the group, creating new opportunities for people within these teams.



Sustainability at IPH

OUR PEOPLE



Keeping our people safe and connected during the pandemic

In response to the global pandemic, IPH and its group businesses proactively took steps to look after our people's wellbeing and support them through an extended period of remote working.

To achieve this, IPH established a COVID response team, responsible for implementing comprehensive COVID-19 response plans across all offices with the primary focus on the safety and wellbeing of its people, clients and communities. The response team worked closely with the leaders of each group business to address the many challenges the pandemic presented across all our office

locations, as well as ensuring relevant government advice was being followed.

The Group's IT systems enabled all IPH staff to work remotely, and we were able to transition to almost 100% remote working within a matter of weeks.

Today, the team has implemented COVID-safe plans in all offices and is working with each group business to help staff transition back to the office when it is deemed safe to do so.

IPH is committed to continuing to support a flexible workforce into the future and post the pandemic.

The response team led a number of initiatives, including:



- » Developing a COVID-19 Staff Policy and comprehensive Response Plans for each business unit and office location



- » Distributing regular employee updates to keep our people informed



- » Conducting a number of employee surveys to assess our COVID response and people's wellbeing



Providing COVID-19 support and wellbeing resources including:

- » Tip sheets
- » Learning videos – with a focus on mental health
- » Stress and wellbeing self-assessment tools
- » Access to confidential counselling

Sustainability at IPH

OUR PEOPLE



Professional development opportunities

IPH is passionate about supporting people to grow and develop their careers. Many of our group businesses, including Spruson & Ferguson, AJ Park and Griffith Hack, offer support for professional qualifications and ongoing training for both professional and support staff.

In FY20, Griffith Hack supported 10 patent attorneys to undertake further formal education, including Master of IP Law studies. AJ Park also supported 11 professional staff to undertake their Masters of IP Law or qualifying exams.

Networking and conferences

We encourage and support our people to attend and present at local and international conferences, exhibitions and trade shows.

During FY20, more than 180 staff attended national and international conferences across all group businesses. Due to restrictions on traveling and gathering of people due to COVID-19, we also supported many virtual conferences in 2020.

Examples of conferences include, but are not limited to:

- » **Asian Patent Attorneys Association (APAA) 70th Council Meetings, in Taipei, Taiwan** – 9 to 12 November 2019.
- » **BIO Digital 2020** – 8 to 12 June 2020. A virtual gathering of more than 7000 participants from 64 countries across 28 time zones. BIO 2020 showcased the amazing work that the biotechnology industry is doing to combat the COVID pandemic, and beyond.
- » **INTA Leadership Meeting in Texas** – 19 to 22 November 2019.
- » **IPO Annual Meeting in Washington** – 24 to 26 September 2019.

These conferences provided our people with the opportunity for ongoing professional development, learning, to present their expertise and share knowledge with IP professionals, and to network with peers in other IP jurisdictions.

Sustainability at IPH

OUR PEOPLE



Industry recognition

In FY20, more than 65 people from across our group businesses received industry recognition for their expertise in intellectual property. Some examples of these include, but are not limited to:

- » Five Spruson & Ferguson, seven AJ Park and three Griffith Hack attorneys were recognised as *Managing Intellectual Property* (MIP) 2020 IP Stars.
- » 13 AJ Park attorneys were listed in *The Best Lawyers in New Zealand* 2021.
- » Spruson & Ferguson Australia was named as Patent Firm of the Year in Asia IP Awards 2019.
- » Eight Spruson & Ferguson, Four Shelston IP and eight AJ Park practitioners were recognised in the 2020 Intellectual Asset Management: *IAM Patent 1000*.
- » Four AJ Park, two Griffith Hack and four Spruson & Ferguson principals were named in *World Intellectual Property Reviews* WIPR Leaders 2020 handbook.
- » WiseTime was a finalist in the British Legal Technology Awards 2020 ("Innovation in Legal Services").



65+

More than 65+ professional staff from our group businesses received IP industry awards or recognition in FY20

Future stars

Tam Huynh

Principal, Shelston IP



Tam has always been fascinated in learning about how things work and believes this is what led her to pursuing a career in engineering. "My Dad is an electrical engineer. Growing up, he was always working on computers and electronics, and I would spend time helping him."

Tam completed a degree in Computer Engineering and Commerce at the University of Sydney and says she chose to pursue a career as a patent attorney as it was a great opportunity to apply the skills she had developed from her degrees.

Tam mainly works in the fields of electrical engineering and information technology related patents. She has experience in drafting patent specifications in areas of technology including electrical power systems, computer systems and software. She also assists with the ongoing management of patent portfolios in Australia and a range of other jurisdictions.

Promoted to Principal in June 2020 and recognised as an IP Rising Star by *Managing Intellectual Property* in its 2020 awards, Tam has found it rewarding passing on her knowledge to the next generation of attorneys at Shelston IP. "I think it's extremely important to have people in your life who support and encourage you to be the best version of yourself. Being able to encourage and cultivate an environment where this is a focus is a great opportunity for me to contribute to the growth of our junior attorneys."



Sustainability at IPH

SUPPORTING OUR COMMUNITIES

IPH group comes together to help communities devastated by Australian bushfires

In early 2020, IPH coordinated its first group-wide fundraising campaign to support those affected by the devastating bushfires that swept through Australia. This campaign brought together all group businesses to raise money for bushfire relief efforts.

In addition to a donation of A\$50,000 to the Australian Red Cross, IPH matched dollar-for-dollar any personal donations made by our people, amounting to \$27,618, to identified charities supporting bushfire relief. We are proud that with our people a total of A\$105,236 was raised during the course of the campaign to help people, wildlife and communities in need.

A\$105,236 

Raised during the course of the campaign



Supporting our communities

We are proud to support the communities in which we operate and continue to work with charities to support causes that are important to our people and business. Our community initiatives are predominantly coordinated within each of our group businesses.

Some examples of charities we have supported across the group throughout FY20 include:

- | | |
|---|----------------------------|
| » Mother's Day Classic | » Variety for Bad Hair May |
| » Royal Flying Doctors Service of Australia | » Lifeline |
| » Eat my lunch | » Ozharvest |
| » Leukaemia and Blood Cancer New Zealand | » Breast Cancer Foundation |
| » First Foundation | » RSPCA |
| » Koala Hospital Port Macquarie | » Oxfam |
| » Aussie Ark | » The Smith Family |
| | » Alex Makes Meals |
| | » The Salvation Army |
| | » Australian Red Cross |



Knowledge sharing

Our professional teams regularly contribute to the development of the IP profession through knowledge sharing events and guest lecturing. In FY20, our IP professionals supported more than 110 industry and community events as well as hosting a number of community events in our offices.

Sustainability at IPH

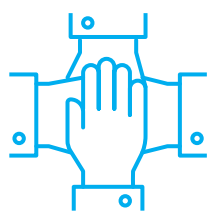
SUPPORTING OUR COMMUNITIES



Participation in industry and community events

Across the group, we are proud to have supported more than 110 community or industry events. Our people have attended a range of local and international conferences, as well as presenting at the following conferences:

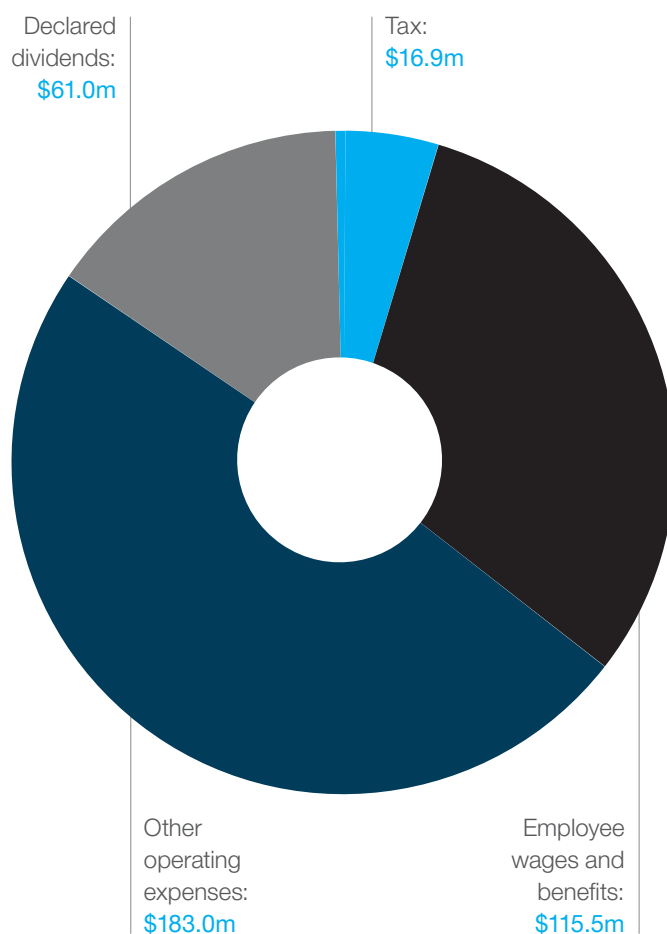
- » IPBC Australasia Conference
- » Federation of Maori Authorities National Conference & Annual General Meeting 2019
- » Patent Protection in China Webinar
- » Curtin University's "Ignition Program" Licensing Executives Society ANZ
- » NZIFST annual conference in July 2019
- » NZIFST: Whole Genome Sequencing Conference
- » Te Taumata international trade hui
- » International Intellectual Property Law Association (IPO) Annual Meeting
- » CIPA Life Sciences Conference
- » Legalwise Trade Marks and Patents Conference 2020



110+
Industry and
community events
supported in FY20

Our financial contribution in FY20

IPH, along with our group businesses, also contributes to the wider community by paying wages and salaries, income and payroll tax, and local suppliers, from a total operating income in FY20 of \$370.1m.



Sustainability at IPH

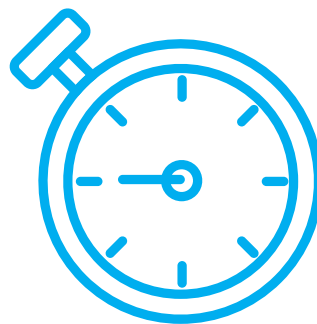
SUPPORTING OUR COMMUNITIES



Spruson & Ferguson helps the Salvation Army manage its IP

Spruson & Ferguson Principal, Sylvie Tso, led a team who performed an organisation wide IP audit for the Salvation Army (Salvos). The work was conducted on a pro bono basis and enabled the Salvos to identify its IP and put in place a plan to manage it effectively. "To complete this work, we interviewed people from right across the organisation to better understand what IP existed. From there, we prepared a bespoke IP management framework and IP policy to ensure the ongoing management and protection of the Salvo's IP."

"While the nature of the work we did for the Salvos was very similar to what we do for many clients, it was particularly rewarding being able to support an organisation who does so much good in the community."



151
hours of
pro bono work



Sustainability at IPH

MINIMISING OUR ENVIRONMENTAL IMPACT

Minimising our impact on the environment

As a professional services business the IPH group has minimal carbon or energy-intensive business activities. However, we recognise the importance of disclosing information on key sustainability metrics.

In 2020 we are pleased to disclose for the first time our Scope 2 emissions, from electricity usage across our Australian and New Zealand IP businesses¹. Scope 2 emissions relate to the indirect consumption of an energy commodity².

In FY20, IPH's Australian and New Zealand IP firms' Scope 2 emissions were 1,053 tonnes of CO₂e³.

As IPH's sustainability reporting continues to evolve, we will look to broaden our reporting across all group businesses and continue to consult with key stakeholders to assist in identifying sustainability metrics as they relate to our business. This includes referencing the Task Force on Climate-related Financial Disclosures (TCFD) and the United Nations Sustainable Development Goals where they are relevant.



Other environmental initiatives

The IPH group also continues to work on initiatives which reduce our impact on the environment.

IPH group offices are primarily paper-light and utilise digital filing to reduce paper use. Our Australian and New Zealand offices provide paper, glass and plastic recycling and the majority of our Australian and New Zealand IP firms operate in buildings with above market standard NABERS energy ratings.

IPH continues to encourage our shareholders to receive material electronically. Almost 70 per cent of our shareholders receive IPH communication via email or online.

The IPH Limited corporate team offset their domestic and international flights in FY20 by making an equivalent donation towards sustainability projects through myclimate.org. This equated to an offset of 49.0 metric tonnes⁴ of CO₂e emissions.

49.0
metric tonnes⁴
of CO₂e
IPH corporate
flight offset



Nearly 70%
of IPH shareholders opt
for e-communications



1. IPH Australian and New Zealand IP businesses are: AJ Park, Griffith Hack, Pizzey's, Shelston IP and Spruson & Ferguson Australia. Xenith IP Group businesses were acquired by IPH on 15 August 2019, however calculations for all offices are based on information for the full financial year and include the former Glasshouse Advisory business. Energy use relates to electricity usage in each office.
2. Source: <http://www.cleanenergyregulator.gov.au/NGER/About-the-National-Greenhouse-and-Energy-Reporting-scheme/Greenhouse-gases-and-energy>
3. CO₂e calculated using conversion factors from Australia National Greenhouse and Emissions Reporting and New Zealand Ministry for the Environment
4. Calculated with the ICAO carbon emissions calculator on the ICAO website

Looking ahead to FY21

Looking ahead to FY21

IPH is a business which has continued to grow and so too has our approach to supporting key stakeholders in a sustainable way. As a listed business with a portfolio of leading IP firms, our focus is on strengthening our network offering to ensure better outcomes for our people and clients, while enhancing and protecting our communities and shareholder value. While we are proud of the progress we have made in FY20, we recognise that there is still work to be done.

We want to be recognised as a great place to work and are determined to become an employer of choice and lead the way when it comes to supporting our people. In FY21, we have a number of initiatives underway to address employee wellbeing, workplace flexibility and diversity, as well as talent identification and succession planning. We are also focused on building leadership capability across the group and as a result will significantly invest in developing our people leaders this financial year and beyond. We will continue to look at ways to support our people and help them have rewarding and meaningful careers.

FY20 was the first time all our group businesses came together to support the community, resulting in IPH contributing a significant amount to the Australian Red Cross to support those affected by bushfires, and we want to do more of this. We have begun developing a group-wide approach to supporting our communities that we hope will enable our business and people to give back to the community in a more meaningful way and with more impact.



In this year's report, for the first time we disclosed the Scope 2 emissions of IPH's Australian and New Zealand IP firms. We will continue to seek out ways to broaden our reporting on metrics which will help us minimise our impact on the environment. We are pleased to present our progress on sustainable practices and look forward to continuing to provide insights on action we are taking to ensure sustainability for all our stakeholders.

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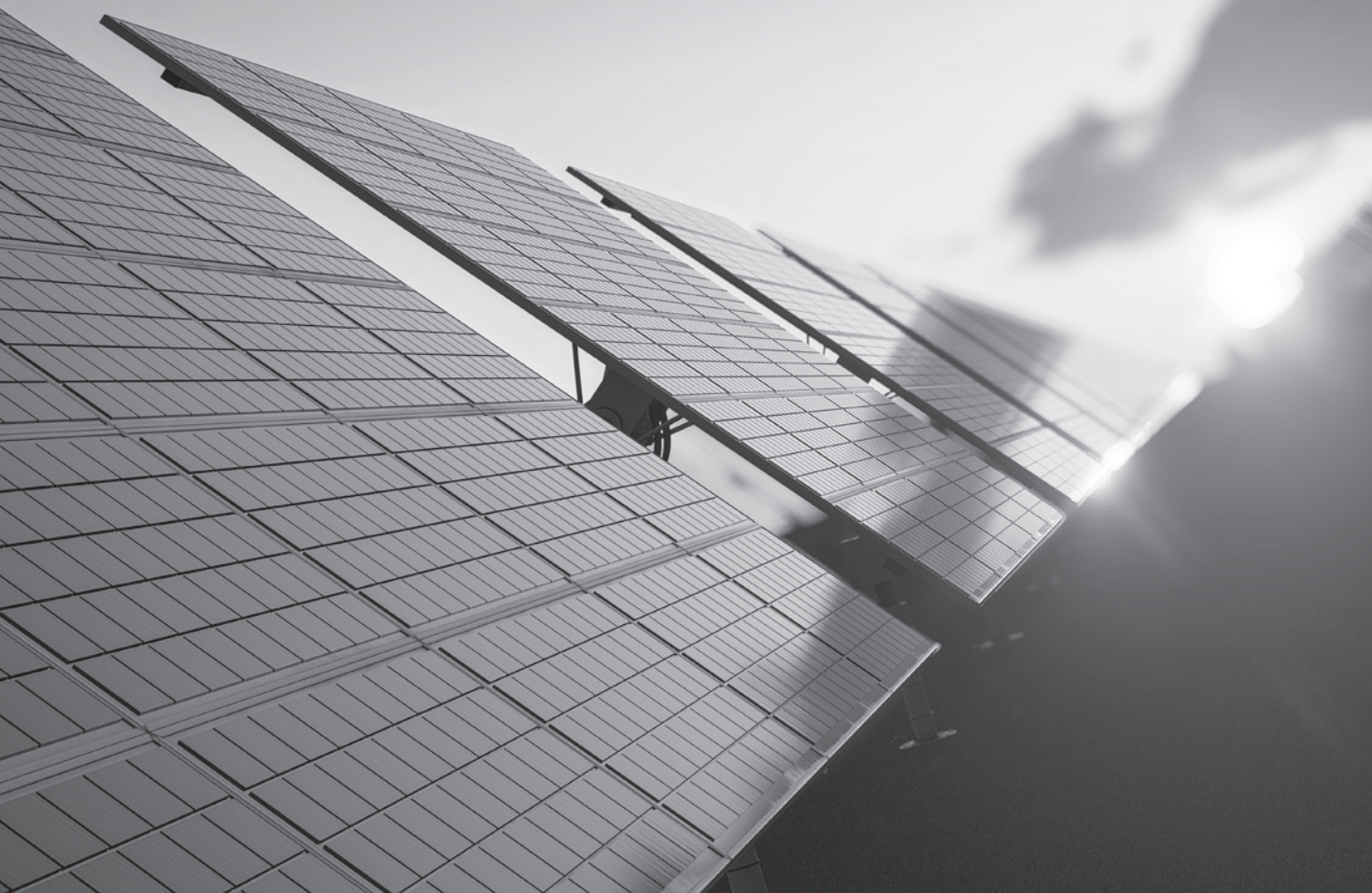
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IPH Limited

ABN 49 169 015 838

Level 24, Tower 2, Darling Park
201 Sussex Street
Sydney, NSW 2000, Australia

T: +61 2 9393 0301
F: +61 2 9261 5486
E: info@iphltd.com.au

www.iphltd.com.au