

2023

Sustainability Report

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Our approach to sustainability

At IPH, ensuring our expanding international business contributes positively to the economy, society and the environment is fundamental to how we operate. We understand the importance of resilient and sustainable business practices to help achieve a more sustainable future.

Our approach is underpinned by our core values, in particular our commitment to:

- » Integrity in business practices; and
- » Empowerment and engagement of our people

Our firms provide services to a range of industries including pharmaceutical, engineering, aerospace, healthcare, food and beverage, life sciences, agriculture, biotechnology, ICT and fintech. We work with clients to secure IP protection and commercialisation of new technologies, inventions and designs, and support a range of innovations that will create a better and more sustainable future.

We also continue to engage with the diverse range of communities in which we operate, and partner with organisations to support causes that drive positive social change, with a particular focus on education, STEM and school mentoring.

In FY23, we continued to prioritise the five United Nations Sustainable Development Goals (UNSDGs), where we believe we can enact the greatest impact. These are:

- » We promote a diverse workforce and inclusive culture (UNSDG #5).
- » We donate and volunteer to support stronger communities (UNSDG #16).
- » We provide productive employment for our people, value for our shareholders, and contribute to economic advancement by protecting innovations (UNSDG #17).
- » IPH actively participates in the IP ecosystem, by serving clients, supporting IP regulatory authorities and utilising international frameworks (UNSDG #8).



We promote a diverse workforce and inclusive culture.



IPH actively participates in the IP ecosystem, by serving clients, supporting IP regulatory authorities and utilising international networks.



The nature of our business activities encourages research, development and innovation.



We donate and volunteer to support stronger communities.



We provide productive employment for our people, value for our shareholders, and contribute to economic advancement by protecting innovations.

- » The nature of our business activities encourages research, development and innovation (UNSDG #9).

In FY23, we partnered with external advisors, Republic of Everyone, to support the development of a refreshed Sustainability Strategy, which is outlined in more detail in this report. We also engaged external advisors, South Pole, to assist us in our Greenhouse Gas Emissions measurement and reporting. As set out further below, South Pole has helped us to conduct Greenhouse Gas emissions measurement for the IPH group, comprising direct and indirect emissions sources (Scope 1, 2, 3) of our international operations, including our member firms.



Materiality and stakeholder engagement

Our Material Issues

IPH is exposed to multiple risks that may have an impact on the company's ability to achieve its operational, financial and strategic objectives. Material risks faced by the IPH group are disclosed in the Directors' Report and addressed in our 2023 Corporate Governance Statement.

In this Sustainability Report, we report on the material risks and opportunities for the IPH group that have economic, environmental and social impacts, and therefore influence the assessments and decisions of our stakeholders. The issues reported on in this Sustainability Report have been assessed as priority material issues by applying the "materiality principle" articulated by the GRI in *GRI Standard 101: Foundation 2016*.

During FY23, the materiality assessment undertaken by IPH involved external advisors, Republic of Everyone, who were engaged to support the development of a refreshed Sustainability Strategy for the IPH group.

The development of this refreshed strategy included stakeholder interviews and surveys, which assisted in identifying priority material issues.

In addition to the existing core elements of our sustainability approach: Governance, Privacy and Data Security and Client Experience, the following priority material issues have been considered by management and crystallised into the following four additional sustainability strategic priorities:

- » Impact & Innovation
- » Diversity, Equity & Inclusion
- » Education & Training
- » Wellbeing & Flexibility



Each of the six key sustainability strategic priorities are addressed in more detail in this Sustainability Report.

As noted before, using the GRI "materiality principle" to assess the IPH group's material issues has involved assessing the influence of risks and opportunities on our stakeholders. The use of this principle means that the issues set out in this Sustainability Report differ somewhat from the material risks disclosed in the Directors' Report and in our Corporate Governance Statement. While in our 2023 Corporate Governance Statement we note that IPH does not consider that it has material exposure to climate change risks, we do report on environmental impact below as part of the material issue titled "Impact & Innovation". IPH appreciates the importance and relevance of this issue to our stakeholders, and as a key sustainability strategic priority, this issue also informs the IPH group's broader strategic objectives and risk management priorities.

Sustainability strategic priorities



Governance, Privacy & Data Security

Manage risk effectively, maintain transparency and drive successful outcomes.

- » Comprehensive corporate governance framework of policies and practices
- » IPH Board and Board Committees: Audit Committee; People, Remuneration and Nominations Committee; and Risk Committee
- » Robust risk management framework, including ongoing staff training
- » Data security 24/7 monitoring system enhanced



Client Experience

Deliver exceptional client service through the expertise of our people and strength of our network.

- » Leverage Client Relationship Management to enhance client interactions
- » Continue Global Client Feedback Program and Net Promoter Score (NPS) measurement
- » Deliver new initiatives to foster client centric culture



Impact & Innovation

Elevate sustainable innovators and minimise our own footprint.

- » Deliver scope 1-3 GHG emissions reporting
- » Carbon reduction roadmap by 2025
- » Develop impact program supporting climate innovators.



Diversity, Equity & Inclusion

Close opportunity gaps to ensure equitable access.

- » Achieve 40/40/20 gender representation by 2030
- » \$500,000 partnership with Beacon Foundation to support disadvantaged students in Australia
- » Offer cultural awareness training across all our markets by 2024
- » Set a diversity baseline by 2025
- » Launch new diversity and inclusion framework to identify and address disadvantage gaps.



Education & Training

Build a culture of continuous and holistic learning and development.

- » Continue tailored training opportunities at every career stage for all employees
- » Build on the 1,500 hours of professional learning already available.



Wellbeing & Flexibility

Create healthy, flexible and engaged teams, built on autonomy and trust.

- » Offer flexible work for all
- » Develop a best practice toolkit for the hybrid world
- » Introduce accredited mental health training and wellness education.



Our Stakeholders

IPH engages with a broad range of stakeholders, who are an essential part of our operations. Planning and engagement with stakeholders is a key element of effective risk management.

Stakeholder engagement is also an important part of the materiality assessment referred to above and formed a significant part of the process undertaken to develop a refreshed sustainability Strategy for the IPH group.

Our key stakeholders are considered to be those that are affected by, or have the ability to effect, the IPH group, together with stakeholders that are interested in the IPH group.

IPH is committed to engaging openly, honestly and regularly with our stakeholders to understand their expectations and concerns. The method and frequency of engagement varies depending on the stakeholder, the purpose of engagement and the stakeholder's issues of concern.

IPH's key stakeholders can be identified as follows:

Stakeholder group	Why is this a key stakeholder group?	Method of engagement
Clients and customers	The group has a diverse client base including some of the world's leading companies, multi-nationals, universities, public sector research organisations, foreign associates and other corporate and individual clients. We assist our clients by helping to protect their IP, including their research, inventions, trade marks, brands, designs and other innovations.	IPH member firms have ongoing dialogue with their clients and customers, including via meetings, phone calls and written communications, and through client surveys.
Our People	As a network of professional services businesses, our people are critical to our success. We have a strong commitment to creating a dynamic workplace where our people are supported to reach their personal and career goals.	We engage with our people through engagement surveys, presentations, internal learning and development, training sessions, reviews, performance development sessions and succession planning.
Shareholders and the investment community	IPH has a range of investors with different interests and concerns. We are committed to providing information to shareholders and the market in a timely manner, which assists in promoting investor confidence in the integrity of the group.	IPH engages regularly with its shareholders and the investment community, 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 and channels including our Annual General Meeting, announcements to the ASX, investor presentations, meetings with investors, analysts and proxy advisers, releases to the media, the release of financial and other reports, our website including an enquiry tool and publication of all announcements, and the membership and participation of directors and senior management in a range of professional governance bodies and interaction in other forums.



Stakeholder group	Why is this a key stakeholder group?	Method of engagement
Suppliers	IPH has a diverse supply chain. IPH and its member firms are dependent on our suppliers to assist the group in the provision of professional services.	IPH and its member firms have ongoing engagement with our suppliers in the course of the supply relationship. The IPH Group Supplier Code of Conduct sets out the standards and behaviours expected from suppliers when conducting business with the group. We also work with our suppliers to ensure compliance with legislation, including the <i>Modern Slavery Act 2018 (Cth)</i> .
Government and regulators	IPH operates in a highly regulated environment as an Australian listed entity, and in the operation of our professional services businesses. 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 member firms are committed to maintaining the highest standards in our activities.	To ensure we monitor and comply with regulatory and professional obligations, IPH and its member firms engage directly with relevant regulatory and government bodies as required.
Communities	IPH recognises our responsibility to act appropriately within the communities in which we operate. We do this in our interaction with all of the stakeholders outlined above. This commitment extends to our engagement with our profession and our community and charitable initiatives.	IPH and its member firms engage with our local communities via professional memberships and contributions, and by giving and volunteering initiatives. IPH makes a significant financial contribution to our communities by the creation of economic activity with our suppliers and customers, provision of employment, and creation and distribution of value for shareholders.



Governance, privacy and data security

Corporate Governance Framework

IPH remains committed to high standards of corporate governance to ensure the long-term sustainability of its business, including to deliver value to its stakeholders. Our corporate governance framework includes policies and practices which help to ensure that IPH manages risk effectively, maintains appropriate transparency of its operations and drives successful outcomes across the group. This summary should be read in conjunction with our Corporate Governance Statement, which has been lodged with the ASX and is available on our website.

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
- » People, Remuneration and Nominations Committee
- » Projects Committee
- » Risk Committee

The members of each of these committees (other than the Projects Committee) are listed in the Directors' Report. As the Projects Committee was only established in June 2023, its first meeting will be held in FY24 and details of its members and meetings will be outlined in the FY24 Directors' Report. The charter for each committee (including the Projects Committee) is available on the IPH website.

Governance Policies

IPH seeks to maintain the highest standards of governance in the conduct of its activities and continually seeks out ways to strengthen its governance of the group.

The success of the group is underpinned by a number of core values, which are set out in IPH's Statement of Values, available on the IPH website. The values set out in the Statement of Values are inculcated across the group and supported by the standards and behaviours set out in IPH's Code of Ethics and Professional Conduct, also available on the IPH website.

These policies assist IPH to maintain its reputation and standing in the community as an ethical business, which is important to IPH's ongoing success.

In addition to the Statement of Values and Code of Ethics and Professional Conduct, IPH has a number of other corporate policies, which further strengthen its corporate governance framework.

IPH's suite of corporate governance policies are available on the IPH website and listed below:

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

During FY23, IPH has been pleased to comply with all recommendations of the 4th Edition of the Corporate Governance Principles and Recommendations.





Training

During FY23, all officers and employees across the IPH group who commenced employment with the group prior to 1 May 2021 were issued “refresher” online training on a number of key corporate governance policies, having previously received such training in 2021. For all officers and employees across the IPH group who commenced employment with the group after 1 May 2021 (other than Smart & Biggar staff), those employees were required to undertake such training on commencement of their employment. For Smart & Biggar (acquired during FY23), all staff will undertake online training in FY24. The online training courses referred to above cover IPH group policies including:

- » Statement of Values
- » Code of Ethics and Professional Conduct
- » Whistleblower Policy
- » Anti-Bribery Policy

During FY23, online training (including “refresher” training) was also provided to relevant officers and employees across the IPH group (other than Smart & Biggar staff) on the following policies:

- » Share Trading Policy
- » Sanctions Policy

For Smart & Biggar (acquired during FY23), relevant officers and employees will undertake online training on the above policies in FY24.

Anti-Corruption

IPH and its member firms are committed to doing business in an ethical and honest manner and we take a zero-tolerance approach to bribery and corruption. IPH is committed to acting professionally, fairly and with integrity in all its business dealings and relationships and strives to implement and enforce effective systems to counter corruption.

IPH has implemented an Anti- Bribery Policy, which applies across the group. As noted above, one of the online training courses rolled out to relevant staff during FY23 covered the IPH Anti-Bribery Policy. This material references Disclosure 205-2 from *GRI 205: Anti-Corruption 2016*.

Anti-Competitive Behaviour

IPH supports fair and vigorous competition and operates in a manner consistent with relevant anti-competition, anti-trust and monopoly legislation. During FY23, IPH was not identified as a participant in any pending or completed legal actions regarding anti-competitive behaviour or violations of anti-trust and monopoly legislation. This material references Disclosure 206-1 of *GRI 206: Anti-Competitive Behaviour 2016*.



Modern Slavery and the Supplier Code of Conduct

In FY23, IPH continued to undertake activities to address and remediate modern slavery risks within its business and supply chains in compliance with the *Australian Modern Slavery Act 2018 (Cth)*.

IPH will publish its fourth Modern Slavery Statement for FY23 later this year.

The IPH Group Supplier Code of Conduct has been rolled out across the IPH group and forms an important part of the group's commitment to ethical and socially responsible procurement. The Supplier Code of Conduct outlines the standards and behaviours IPH and its group businesses expect from their suppliers when conducting business with the group.

Risk

Risk Management

We recognise that a robust risk management framework is critical for the effective management of our business. IPH's risk management framework 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. IPH's Risk Management Policy is available on the IPH website and was updated in June 2023.

As part of the IPH risk management framework, the Board regularly reviews its Risk Appetite Statement, which is designed to support and inform Board and management decision-making.

The Board reviews IPH's risk management framework annually. The Board's annual review of IPH's risk management framework in FY23 concluded that the framework is sound and IPH continues to operate with due regard to the risk appetite set by the Board.

IPH's Risk Committee comprises four independent non-executive directors and is chaired by an independent non-executive director who is not the Chairman of IPH. The Committee's Charter is available on the IPH website.

During FY23, IPH completed the roll out across the IPH group of an online enterprise governance risk and compliance management software solution, provided by KPMG and known as "Risk Hub".

Material Risks

The Operating and Financial Review (OFR) section of the Directors' Report includes a summary of material risks faced by IPH which may have an impact on IPH's ability to achieve its operational, financial and strategic targets. This summary also contains details regarding our approach to the management of such risks. IPH's approach to identifying the material issues reported on in this Sustainability Report is set out in the section titled "Materiality and Stakeholder Engagement".

Privacy and data protection

Overview

IPH provides services to a substantial number of clients across multiple jurisdictions, and interacts with a range of external contractors, suppliers and private and public sector companies, as well as having a large number of employees.

For this reason, we take cyber security and the protection of data and information very seriously. IT security is a critical part of our business, and we continue to strengthen our security posture every year, with a strong focus on cybersecurity.

The strength of our data protection was tested in FY23 by a cyber incident, as outlined on page 22. As detailed, we responded immediately to isolate the impacted systems, and implement our business continuity plan, before establishing new network infrastructure. Supported by leading external cyber security experts, we also applied enhanced cyber security measures, including additional preventative and detective controls to protect the IPH network. Our infrastructure has gone through a series of hardening processes.

Our 24/7 monitoring system has been further enhanced, and we have introduced a number of next generation threat detection technologies.

We have a robust cyber incident response plan, and our disaster recovery and backup processes have also been reviewed. We have also further increased our security resources and other security initiatives to improve our preventative and detective controls, as well as bolstered capacity to counter the ever-changing threats.

IPH has developed a multi-year roadmap with a program of work focusing on information and systems security and continues to invest in system and security enhancements. We have measured our security posture using industry standard NIST framework and we have set targets to continuously improve year-on-year.

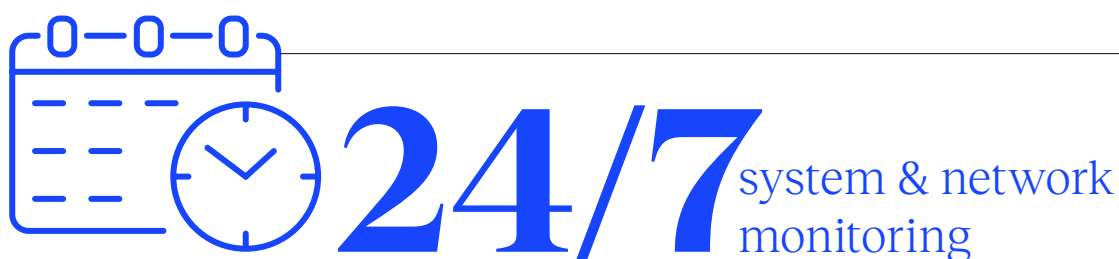


Privacy

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 last updated on 6 October 2022, to incorporate amendments to reflect Smart & Biggar's entry into the IPH group.

We also have an established internal data breach policy and procedure in place across the group. During FY23, relevant officers and employees across the IPH group were issued with online training covering the IPH Group Notifiable Data Breaches Policy.

During FY23, in connection with the cyber incident experienced by IPH, IPH determined to notify a small number of individuals whose personal information was included in an affected dataset downloaded during the incident. IPH also notified the Office of the Australian Information Commissioner of the incident. IPH has and will continue to meet all regulatory obligations in relation to the incident. This material references Disclosure 418-1 of *GRI 418: Customer Privacy 2016*.



Client experience

Through our international network, IPH supports a diverse client base of Fortune Global 500 companies and other multinationals, public sector research organisations, SMEs, and professional services firms in more than 25 countries. We pride ourselves on the expertise of our people and the high-quality service and advice we provide our clients.

In FY23, our commitment to delivering exceptional client service, coupled with strategic initiatives to drive growth, has resulted in considerable progress in our client offering.

Client experience

As an expanding network of firms, we are continually evaluating opportunities to improve the IPH member firm client experience and foster a strong client centric culture across the group.

IPH is focused on ensuring our clients experience the full benefits of our international network.

As a client of an IPH group member firm, our global and multi-national clients gain connectivity to a wider, and increasing, range of jurisdictions, with simpler access to on-the-ground local knowledge, alongside international expertise.

Domestic clients also benefit from the scale, improved infrastructure, tools, and resources that our international network provides, in addition to the strong local expertise of our practitioners, who are well recognised as leaders in their own markets.

The initiatives outlined below, focusing on client listening, client relationship management and business development (BD) best practice, are all designed with the client at the centre of everything we do.

Client service and engagement initiatives

In FY23 we launched a new Customer Relationship Management (CRM) system to our member firms AJ Park, Griffith Hack and Spruson & Ferguson, to enhance client interactions, streamline internal processes, and improve overall client service. The new CRM provides our practitioners with the

right tools to better manage client relationships, capture client feedback and client needs, and improve client satisfaction.

The completion of the second year of the Global Client Feedback Program marks a significant milestone in our commitment to understanding and meeting client needs. Through this program, each member firm actively seeks feedback from their clients to identify areas of improvement and develop strategies to deliver tailored and exceptional service. The valuable insights gathered from our clients enable us to make data-driven decisions and to enhance the client experience.

Overall, the IPH group achieved a Net Promoter Score (NPS) of 58, a 3% increase on the 2021/22 NPS score. This positive feedback from our clients demonstrate their satisfaction with our services and their willingness to recommend our member firms to others. This latest NPS score is a testament to our progress and commitment to client service excellence.

Business growth initiatives

As part of our business growth initiatives, we continue to implement robust Client Service and BD planning across all member firms. These comprehensive planning frameworks provide our member firms with a structured approach to client delivery, identifying new opportunities to partner with clients and developing effective strategies to achieve sustainable business growth.

During the year, we assessed Key Performance Indicators (KPIs) to support business growth and monitor progress. Consistently tracking these KPIs enables us to identify areas for improvement, allocate resources according to client need, and drive continued growth across the group.

We have also made significant progress in developing comprehensive 'Sales Playbooks' for our member firms. These playbooks will serve as practical guides, providing a standardised approach to sales and BD activities, best practices, and effective strategies to attract and retain our valued clients.

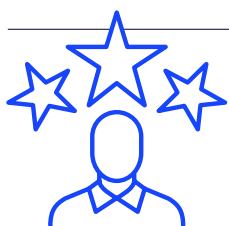




In FY23, more than 110 staff received industry recognition for their expertise.

Our member firms continued to receive global industry accolades, including:

- » AJ Park was named Tier 1 firm in New Zealand in *Chambers and Partners Asia Pacific 2023* and *The Legal 500 2023*
- » AJ Park was named Gold band firm in New Zealand in *World Trademark Review 1000 2023*
- » AJ Park was named Tier 1 for Trade Mark Prosecution and Trade Mark Contentious in the *Managing IP 2023*
- » Griffith Hack was named Tier 1 for Trade Mark and Patent Prosecution in *Managing IP 2023*
- » Griffith Hack was ranked Gold for Trade Mark Prosecution & Strategy (Australia) in *World Trademark Review 1000 2023*
- » Spruson & Ferguson Australia was ranked Gold for Patent prosecution (Australia) in *IAM Patent 1000 2023* and Gold for Prosecution and strategy (Australia) in *World Trademark Review 1000 2023*
- » Spruson & Ferguson Australia was ranked Top Tier for Trade Mark Prosecution (Australia) in *Managing Intellectual Property 2023*
- » Spruson & Ferguson Asia was ranked Silver for Prosecution and Strategy (Singapore) in *World Trademark Review 1000 2023*
- » Smart & Biggar was ranked Gold: Trademarks & Patents (Canada) in *World Trademark Review 1000* and *IAM Patent 1000 2023*
- » Smart & Biggar was named Top-Tier firm for IP (Canada) in *The Legal 500 2023*, Tier One: Trademarks & Patents (Canada) in *Managing IP 2023*, and Band-One: IP, IP Litigation in *Chambers Global 2023*
- » Smart & Biggar was named IP Litigation Firm of the Year by *Benchmark Litigation 2023*, Patent Prosecution Firm of the Year (Canada) by *Managing IP Awards 2023* and IP Boutique Firm of the Year by *Lexpert Canadian Law Awards 2023*.



110+

professional staff received industry recognition for their expertise



Impact & innovation

Elevate sustainable innovators and minimise our own footprint

In FY23, the IPH group took additional steps to identify, assess and manage risks in accordance with its risk management framework.

We partnered with external advisors South Pole, to support the development of Greenhouse Gas (GHG) Emissions measurement reporting, covering Scope 1 – 3 and across our international operations.

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

Greenhouse Gas (GHG) Emissions measurement in FY23

South Pole adheres to international standards such as the International Greenhouse Gas Protocol, which is also the framework that underpins carbon accounting under the ISSB, Climate Reporting Standard (IFRS S2) – along with ISO 14064 – 1 standard for reporting of GHG emissions and removals.

The GHG emissions data set out in this report is derived from IPH Group data provided to South Pole, to which assumptions, emission factors and extrapolations have been applied based on the GHG Protocol.

Overview of findings

On the basis of the data reported by IPH and the estimations done by South Pole, the total GHG emissions for IPH's operations in FY23 for Scope 1 – 3, have been calculated as 31,342 tonnes of carbon dioxide equivalent (tCO₂e).

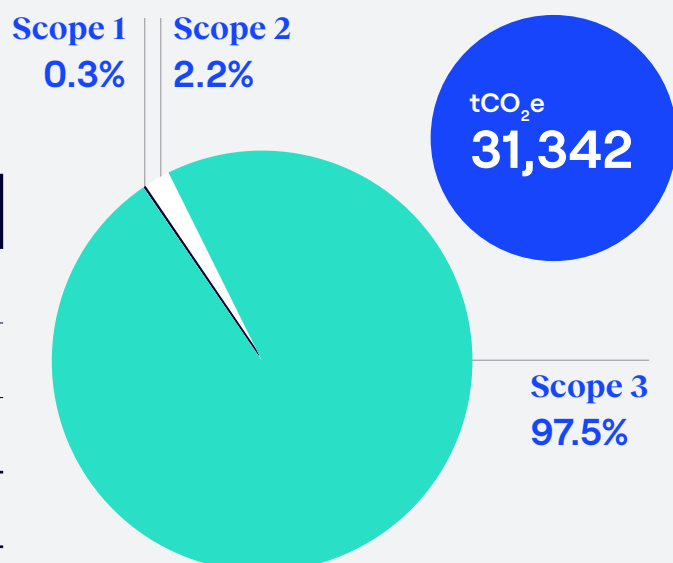
GHG FY23 results by Scope 1, 2 and 3

Scope 1 & 2 emissions account for approximately 2.5% of total GHG emissions, with purchased electricity the largest Scope 1 & 2 emissions source.

Scope 3 emissions account for the largest component of total GHG emissions, at 97.5%. The three largest categories within Scope 3 are purchased goods and services (65.5% of total emissions), waste generated in operations (14.6%) and capital goods (13.2% of total emissions).

GHG FY23 results by Scope 1, 2 and 3

Scope	Total emissions (tCO ₂ e)
Scope 1	90
Scope 2	702
Scope 3	30,550
Total	31,342



Scope	Activity	Total emissions (tCO ₂ e)	% of total
Scope 1	Fugitive emissions	90	0.3%
Scope 2	Purchased electricity	702	2.2%
Scope 3	Cat 01 – Purchased goods and services	20,535	65.5%
	Cat 02 – Capital goods	4,147	13.2%
	Cat 03 – Fuel- & energy-related activities	103	0.3%
	Cat 05 – Waste generated in operations	4,573	14.6%
	Cat 06 – Business travel	1,188	3.8%
	Cat 07 – Employee commuting	3	0.1%
Total		31,342	100.00%

Notes:

Numbers may not round up due to rounding.

The term 'fugitive emissions' refers to gases or vapour leaks from a pressurised containment, including common industrial gases such as refrigerants.



Scope 1 emissions

IPH's direct emissions in FY23 come from refrigerant (R410A).

Scope 2 emissions

Electricity makes up to 2.2% of the total emissions and the refrigerants contributes a further 0.3%.

IPH's Scope 2 emissions are relatively low, in line with the nature of IPH's business activities. South Pole identified some gaps in electricity and refrigerant data for a small number of IPH member firm offices, which may impact the accuracy of Scope 2 emissions.



Scope 3 emissions

Emissions from purchased goods and services, waste and capital goods, make up 95% of IPH's Scope 3 emissions.

IPH's purchased goods and services emission profile is dominated by



service-related expenses (100%), due to the nature of its business as a professional services group. The services category includes management consulting services, other financial investment activities, equipment maintenance and other services. The top two emissions in the services category for the IPH group are:

- » Foreign agent services, related to the filing and prosecution of IP rights in overseas IP jurisdictions (40%)
- » Official government and regulatory services, related to the filing and prosecution of IP rights (33%)

Waste generated in operations accounted for 15% of Scope 3 emissions.

Capital goods, such as emissions from equipment used for office renovations, fit-outs and other equipment purchases (refrigerators and water purification system), accounted for 13.6% of Scope 3 emissions.

Business travel accounted for 3.9% of Scope 3 emissions.



Summary of key findings

- » The total GHG emissions for IPH's operations in FY23 for Scope 1 – 3, have been calculated as 31,342 tonnes of carbon dioxide equivalent (tCO₂e).
- » Scope 1 & 2 emissions account for approximately 2.5% of total GHG emissions, with purchased electricity the largest Scope 1 & 2 emissions source.
- » Scope 3 emissions account for the largest component of total GHG emissions, at 97.5%.
- » The three largest categories within Scope 3 are purchased goods and services (65.5% of total emissions), waste generated in operations (14.6%) and capital goods (13.2% of total emissions).

Total emissions

The total Scope 1 emissions for IPH accounts for 0.3% of the total footprint.

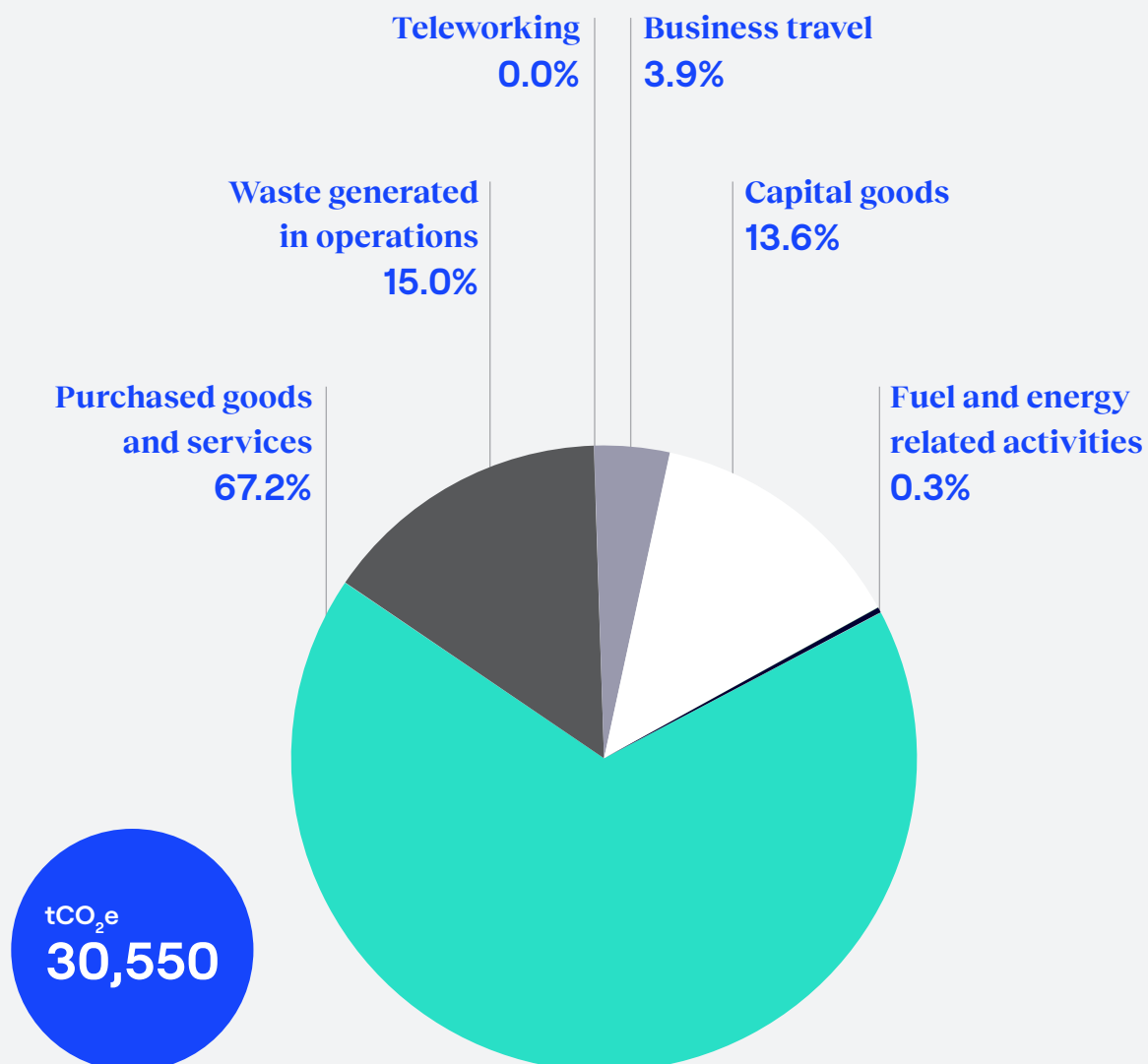


R410A fugitive emissions accounts for 100% of emissions from scope 1 and 0.35% of the total footprint. As IPH does not own any vehicles, there are no Scope 1 emissions resulting from mobile combustion.

Assumption summary

Fugitive emissions were calculated using South Pole's internal auxiliary calculators.

Total emissions



Innovating for the marine industry, sustainably



Partnering with clients to address climate change

ZEROJET

AJ Park's client, ZeroJet's ambitious goal is to eliminate the need for combustion engines on water. The team has proudly developed the world's best-performing electric powertrain for small boats and continue to drive innovation in the marine industry.

Business and life partners, Bex Rempel and Neil Mans, started out by developing their own electric jet-board, which stemmed from their love of jet-surfing. In 2019, they pivoted the business to creating electric jet systems that could be used on small boats, which is where ZeroJet was born.

Fast-forward to today, ZeroJet has attracted top engineering talent from well-known businesses such as Apple, Rocket Lab, and Bosch. With an experienced and passionate team, they've not only been able to deliver a system that's good for the environment, but one that makes it easy for boat owners to transition to a sustainable equivalent.

Educating the whole team about the importance of IP and driving an IP-led culture is also key to ZeroJet's success. As well as providing patent and trade mark support, AJ Park has presented educational seminars to the team, to help them think more deeply about the potential value of their daily work.

AJ Park is proud to work with a company such as ZeroJet, who is paving the way for electric boating to bring consumers a sustainable alternative to combustion engines.

Working with clients like ecostore is core to IPH's group-wide focus on supporting sustainable practices on a global scale.

"Our technology is showing people that electric boating is also really powerful. So, as well as saving the planet, we've built a 48-volt system that's outperforming anything equivalent in the market."

Bex Rempel
CEO
ZeroJet

Diversity, equity & inclusion

Close opportunity gaps to ensure equitable access

Our workforce in FY23

As at 30 June 2023, IPH employed more than 1,300 people across our member firms, serving over 25 countries. The following tables show our workforce by contract type, employment type and region across the group. We have also included data on new hires. This material references Disclosure 401-1 from *GRI 401: Employment 2016*.

Diversity

Diversity and inclusion remain fundamental to building a strong culture and attracting key talent.

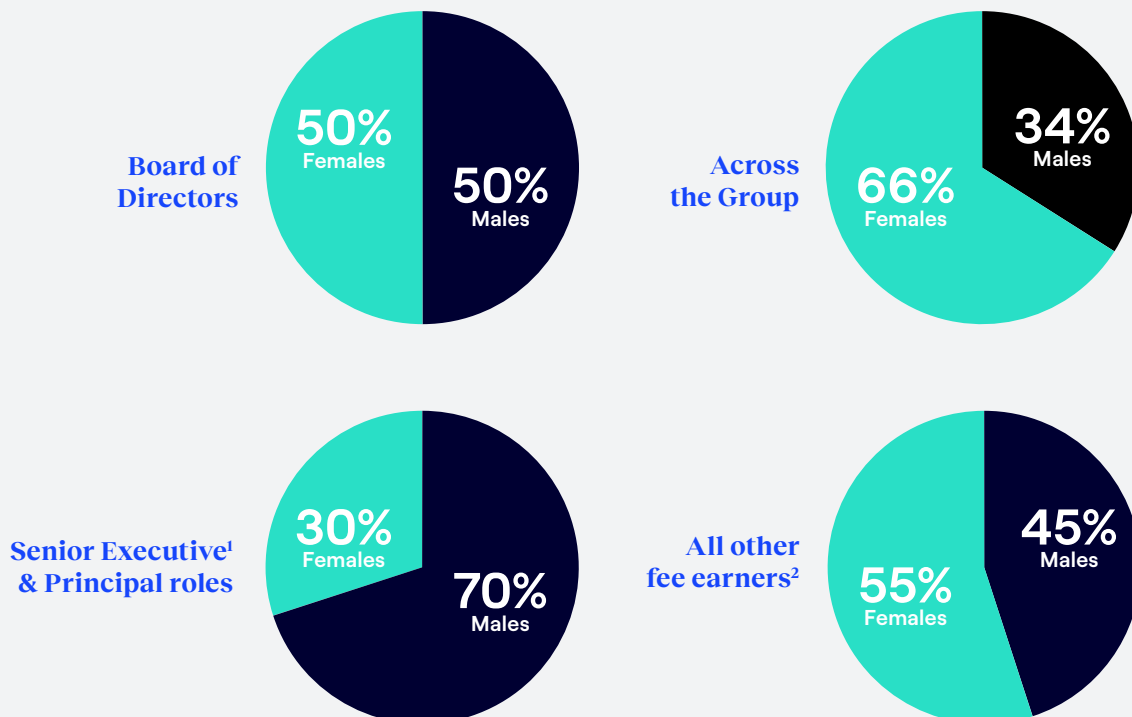
Part of our support of diversity and inclusion initiatives is to support the communities in which we operate through activities such as our participation in Wear

It Purple Day. Wear It Purple is a youth-led initiative to raise awareness and support safe, empowering and inclusive environments for rainbow young people.

In terms of diversity, in FY23, the Board adopted a measurable objective of at least 30% representation of women on the IPH Limited Board of Directors and in Senior Executive/Principal roles across the group.

As highlighted in the table below, we exceeded our target for IPH Limited Board Directors, whilst our representation of 30% for Senior Executive/Principal roles fell slightly short of our target of >30%, owing, in part to a skills shortage in the market. During FY24, a strategy will be developed to focus on strengthening gender diversity. This material references Disclosure 405-1 from *GRI 405: Diversity and Equal Opportunity 2016*.

Gender diversity



¹ A senior executive is a person who is a member of the Company's group leadership team, comprising the Company's senior executive team and leaders of the group's principal business units.

² All other fee earners include all registered Lawyers, Patent Attorneys, Trade Mark Attorneys, Clerks and Paralegals who are not in a Principal or Practice Group Leader position.



Our Diversity Policy outlines other strategies in place to cultivate a diverse workforce. We are pleased to provide a recap on what we introduced and achieved against some of these strategies in FY23.

Diversity strategy (as outlined in our Diversity Policy)	What we have done in FY23
Taking steps to attract, retain and motivate well qualified employees, Senior Executives and Board members from a diverse pool of candidates	<ul style="list-style-type: none"> » Launching a group international secondment policy that enables our people to apply for an opportunity to work in one of our offices around the world to further their careers » Continuing to reward employees when they refer a new employee to the group (payable on successful completion of probation) » Launching a Group Leave Policy enabling employees to work remotely for up to 90 days per annum » Developing and launching a new Senior Associate Excellence Program to support Senior Associates to build their client skills and coach and mentor junior team members » Developing and launching a new curriculum of learning programs for those in support and specialist shared services roles
Develop a broader pool of skilled and experienced employees, Senior Executives and Board candidates, including workplace development programs	<ul style="list-style-type: none"> » Continuing to roll out the IPH People Leadership Excellence Program » Launch of People Leader Connect sessions for People Leadership excellence alumni to practise and apply their learning on a quarterly basis » Developing and launching a Coaching program for People Excellence alumni participants to further build their leadership practice » Continued development of the Business Development Excellence Program » Development and launch of our succession planning framework to identify high performers and focus on where we need to build upon our talent pipeline » Continued evolution of our development curriculums for all staff » Continued opportunities for knowledge sharing sessions and in-house tutorials through our learning academies » Continued financial support of our Trainee Attorneys across our member firms through the completion of the Masters in Intellectual Property course to enable them to become registered attorneys » Providing financial support for postgraduate programs or bespoke conferences for executives or identified talent in shared services pipeline
Taking action against inappropriate workplace behaviours including discrimination, harassment, vilification and victimisation	<ul style="list-style-type: none"> » Deployment of risk and compliance training for all new starters, with refresher training rolled out every two years for all staff members
Recognising that employees (female and male) may have domestic responsibilities and providing workplace flexibility that will assist them to meet those responsibilities	<ul style="list-style-type: none"> » Revising the Hybrid Working Policy to provide greater flexibility to support employees balancing workplace and domestic responsibilities » Providing the ability for employees to purchase additional annual leave for up to an additional two weeks per year

* Excludes those not yet returned from leave.





Parental leave

Our Paid Parental Leave Policy provides primary care givers with 18 weeks paid leave and secondary care givers with three weeks paid leave after two years' service in a group business. The policy is available to birth parents and adoptive parents and covers special leave for pregnancy related illness, miscarriage and birth related complications.

In addition, the policy recognises employees who have been with the group for a minimum of one year but less than two years, who are entitled to eight weeks of paid leave.

Our policy also ensures all employees continue to receive their usual monthly superannuation payments, for the first 52 weeks of parental leave, irrespective of whether they are taking paid or unpaid parental leave over that period.

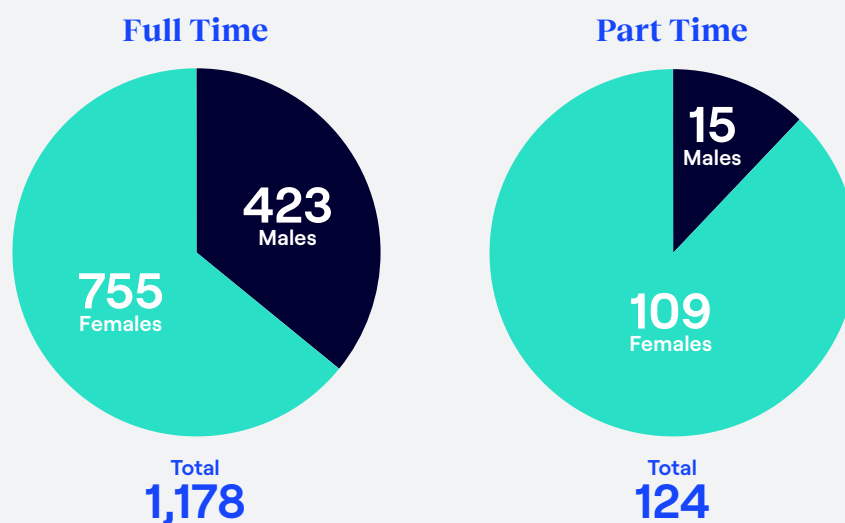
In recognising that the path to parenthood is not always straightforward, we have also introduced additional paid leave entitlements for miscarriage or loss of a child on top of existing leave entitlements mandated by the government.

The following table shows the uptake of parental leave within our group businesses for the period 1 July 2022 to 30 June 2023. This material references Disclosure 401-3 from *GRI 401: Employment 2016*.

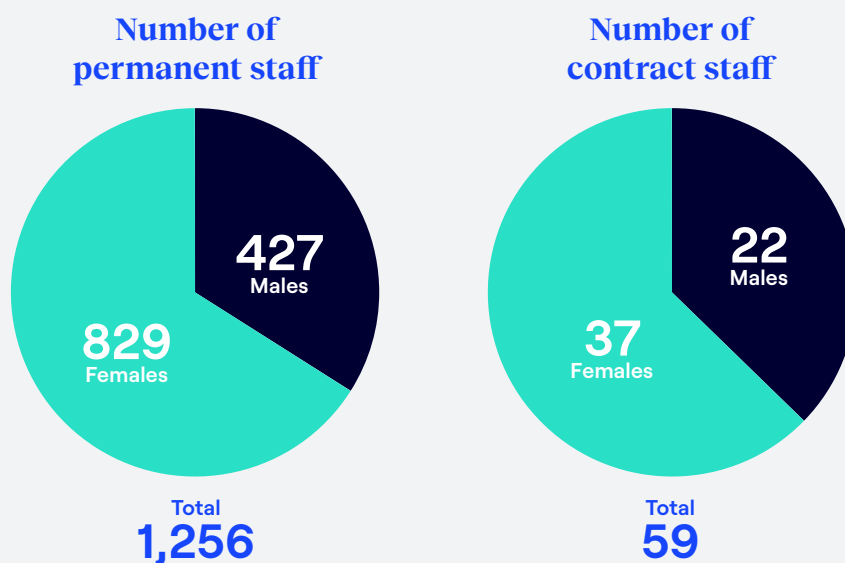
Parental leave

	Male	Female	All
Commenced parental leave in FY23	6	34	40
Returned from leave in FY23	8	28	36
Still on leave as at 30 June 2023	2	15	17

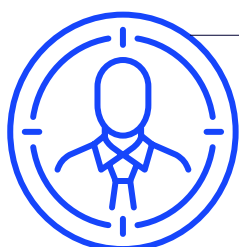
Gender diversity of full-time vs part-time employees



Gender diversity of employees by contract type



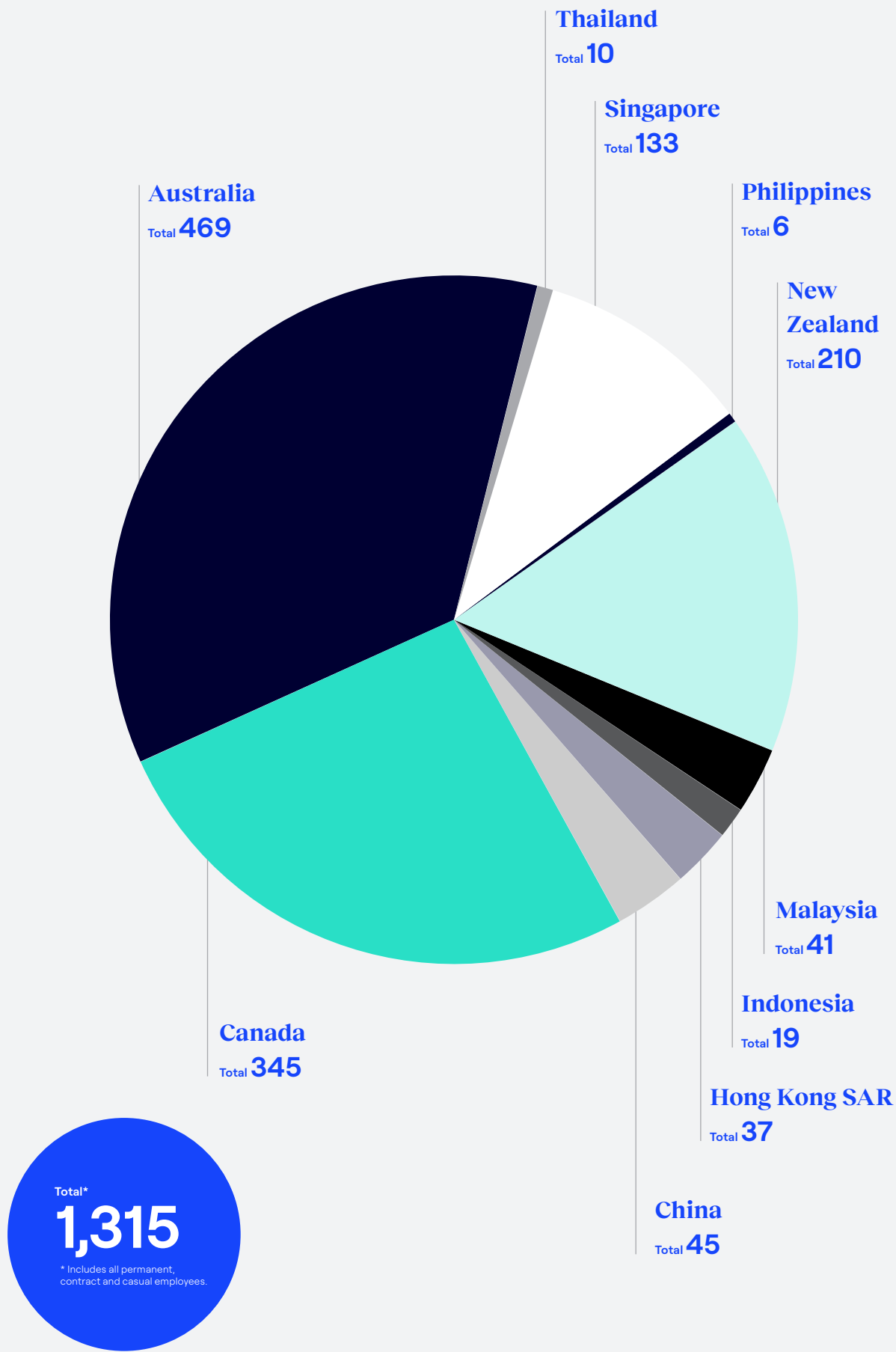
Approximate employee numbers as at 30 June 2023.



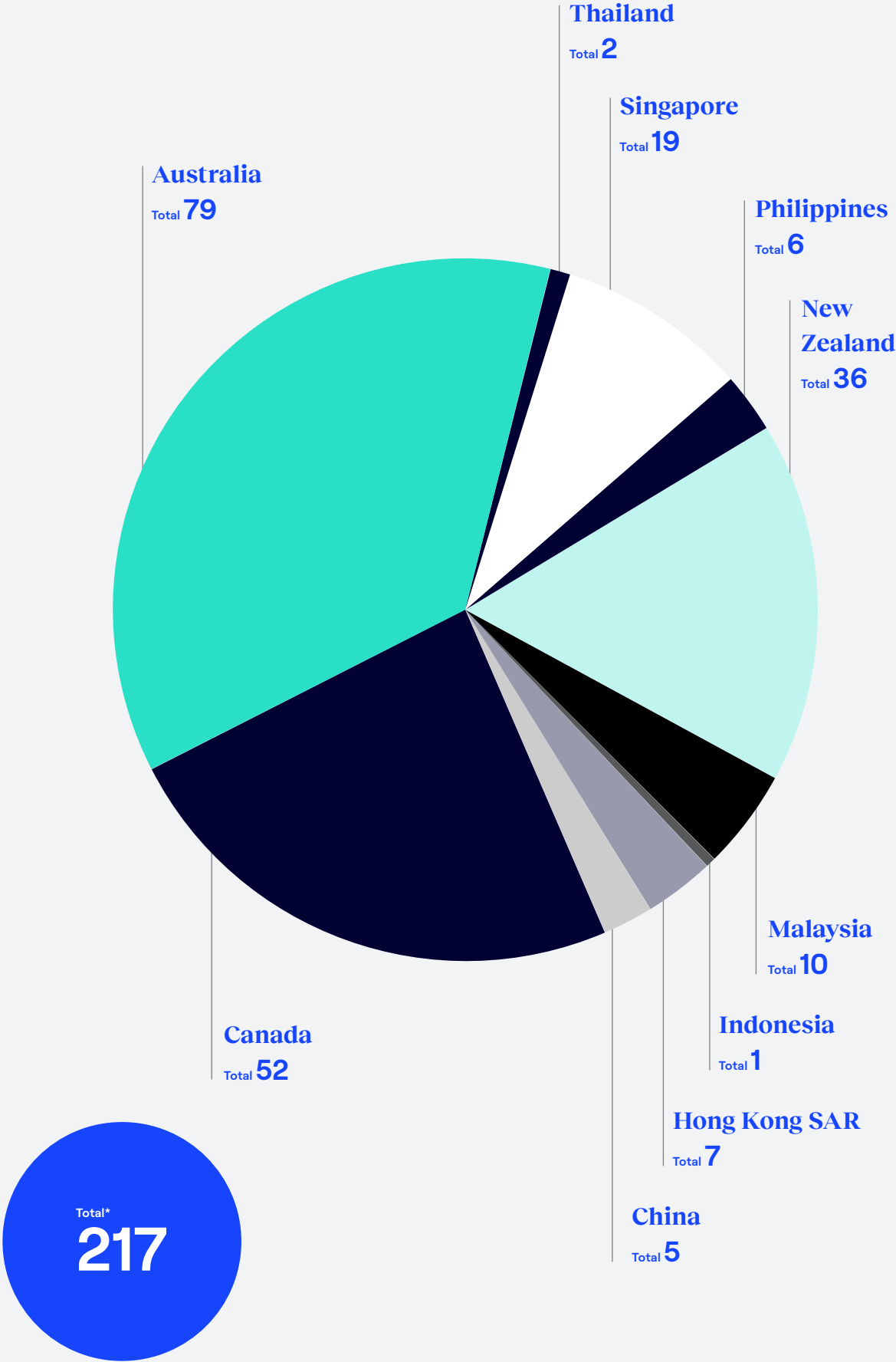
7 Principal appointments **3** Female **4** Male



Workforce by region



New hires by region



Mentoring students to inspire career pathways

In FY23 we continued our flagship community partnership with Australian not-for-profit organisation Beacon Foundation, following our commitment in 2022 of \$500,000 over a five-year period to support Beacon Foundation in fulfilling its mission to support young people to have the aspiration, motivation, and ability to determine their working future.

Beacon Foundation has been delivering career readiness programs across Australia to students in Years 7-12 for 35 years. All programs connect industry volunteers to students and are delivered either face-to-face in the classroom or on-site with industry representatives. Beacon works in schools in lower socio-economic areas, providing support to young people who need it most.

Employees in our Australian-based businesses participate in the program as volunteer mentors, working with disadvantaged students through programs run by Beacon and hosted within our offices.

This program is supported by our Volunteering Policy which entitles all maximum term and permanent employees access up to a maximum of one day per annum to engage in workplace volunteering with Beacon Foundation during working hours.

In FY23, we've participated in a number of Beacon Foundation initiatives, including:

- High Impact Programs with students ranging from year 9 to year 11 both across the IPH group offices, and within schools. Groups of up to 30 students were introduced to the offices of IPH Sydney, Griffith Hack Melbourne and Perth, and Spruson & Ferguson Sydney and Brisbane for a day of networking and workshops, helping them break down barriers between school and the world of work. To date more than 50 people across the group have volunteered as mentors in Beacon programs.
- Beacon Foundation programs that are facilitated in schools in regional areas.



"Beacon's partnership with IPH has provided increased capacity to support more young Australians to feel empowered to transition to further education, training or employment after school. IPH's Volunteering Policy has provided a great opportunity for staff to participate as volunteers at Beacon programs. IPH staff have been extremely welcoming, engaging and proactive during our programs and have shown a real interest in the students which is what makes Beacon programs even more impactful."

Scott Harris
CEO
Beacon Foundation

"I'm passionate about mentoring young people, so when the Beacon mentoring program came up, I jumped at the opportunity. I see it as a great introductory program to anyone who's never mentored but is interested in doing so."

Anne Ye
Commercial Finance Manager
IPH Limited

AUD\$500k

committed to a 5-year
partnership with
Beacon Foundation



Active in our communities

In FY23, our IPH and member firm community, charity and pro bono participation included, but was not limited to, the following initiatives:

- » IPH and member firms participated in Wear It Purple Day, a youth led initiative to raise awareness and support safe, empowering and inclusive environments for rainbow young people, and R U OK? Day, encouraging meaningful connection and conversations with colleagues, friends or family members who may be struggling with life.
- » IPH and member firms participated in a number of Beacon Foundation initiatives, including High Impact Programs with groups of up to 30 students ranging from year 9 to 11 introduced to the offices of IPH Sydney, Griffith Hack Melbourne and Perth, and Spruson & Ferguson Sydney and Brisbane for a day of networking and workshops, helping them break down barriers between school and the world of work.
- » IPH participated in STEPtember 2022, Australia's leading virtual health and wellness fundraising challenge dedicated to raising funds for people living with cerebral palsy, with 29,871,248 steps taken.
- » AJ Park entered a three-year partnership with the Graeme Dingle Foundation, and employees have volunteered at Kiwi Can class, attended the National Excellence Awards, and hosted an internal quiz fundraiser.
- » AJ Park staff frequently volunteer in the community and hold internal fundraising events for causes such as the NZ Flood Relief Fund.
- » AJ Park hosted networking drinks with Rainbow Wellington at Wellington office in November 2022.
- » Griffith Hack provided pro bono IP legal assistance to Creality, a Western Australian-based community arts initiative, and continued its support of the Arts Law Centre of Australia through the provision of pro bono document review services.
- » Griffith Hack provided pro bono assistance to Heart Research Australia, Integra Service Dogs Australia and Activ Foundation on various trademark matters.
- » Griffith Hack is a member of the Diversity Council of Australia, held internal events for National Reconciliation Week, NAIDOC Week, and held a seminar facilitated by educational provider Acknowledge This! on how to give an authentic Acknowledgement of Country.
- » Smart & Biggar donated to Food Banks Canada during the winter holidays in addition to local office community giving initiatives including food banks, toy drives, and winter clothing drives.
- » Smart & Biggar teams raised funds in Charity Runs in Toronto and Ottawa for Campfire Circle and Amyotrophic Lateral Sclerosis (ALS).
- » Spruson & Ferguson hosted the 2022 Millennium Women Leader Accelerator by EL-LEAD Global Centre of Excellence for Leadership, Engagement and Development.
- » Spruson & Ferguson sponsored the Global Women's Breakfast organised by Women in Chemistry NSW and the Royal Australian Chemical Institute.
- » Spruson & Ferguson sponsored the GEDITT EDIT Breakfast at the AUTM conference.
- » Spruson & Ferguson sponsored the Bridge Program.



Supporting New Zealand students to a brighter future



Member firm AJ Park launched its successful partnership with the Graeme Dingle Foundation (the Foundation), an organisation working with New Zealand's tamariki and rangatahi at different life stages.

Working directly with schools and communities, the Foundation programs help build self-esteem, and promote good values which teach valuable life, education and health skills.

The partnership was kicked off in October 2022 and AJ Park employees have since been presented with a range of ways to get involved and support the good work of the Foundation. From volunteering with existing Foundation programs to attending or hosting fundraising events, the partnership has so far been a success with the opportunity to build on this in FY24.

In November, AJ Park Managing Director and two AJ Park representatives attended the National Excellence Awardees evening. The evening showcased the far-reaching impact that the Foundation has on so many young Kiwis and celebrated the talented rangatahi, mentors, and volunteers.

Papatoetoe West Primary in Auckland welcomed AJ Park volunteers to experience a Graeme Dingle Foundation Kiwi Can class. The theme for the program was 'respect', where the Foundation Leaders used games, conversation, and activities to illustrate the importance of respecting one another. These important life lessons create a foundation for these children to thrive in their communities and contribute to a better world.

The AJ Park social club hosted a quiz evening in the Auckland and Wellington offices to raise funds for the Foundation. Teams were encouraged to donate to the cause through various ways, including purchasing clues to quiz questions. The event had a successful turn out and all money raised was donated to the Foundation.

AJ Park looks forward to its continued involvement with the Foundation into FY24 with additional initiatives in the pipeline, including facilitating young tamariki to gain exposure to the various career options available to them, including intellectual property law.

"For over 27 years, we have positively impacted the lives of young people across Aotearoa. Through AJ Park's financial support and engagement, the Foundation has been able to support more tamariki and rangatahi through its programs, resulting in a better New Zealand."

Sir Graeme Dingle
Founder
Graeme Dingle Foundation





Committed to reconciliation

Another initiative undertaken as part of our commitment to equity and inclusion is the work we have commenced in supporting First Nations people.

In FY23, IPH established a Reconciliation Working Group with representatives from our Australian member firms. The Working Group researched with our clients and a range of external providers how we could meaningfully contribute towards reconciliation.

The Working Group concluded that the first step in our reconciliation action plan is to develop a partnership to improve outcomes in science for First Nations school students. We are currently engaging with Reconciliation Australia on our draft Reconciliation Action Plan, to be released later in FY24.

During National Reconciliation Week 2023, we announced a partnership with DeadlyScience, a not for profit organisation with a vision to create STEM equity for Aboriginal and Torres Strait Islander learners. Working with primary and high schools in regional and remote communities, DeadlyScience provides Science, Technology, Engineering and Mathematics (STEM) resources and programs to create effective learning.

In 2020, Australia's STEM Workforce Report highlighted that the percentage of Aboriginal and Torres Strait Islander people with a University STEM qualification is 0.5%. For non-Indigenous Australians, 5.2% have a STEM qualification – over 10 times as many as Aboriginal and Torres Strait Islander people.

The DeadlyLearners program provides one-hour STEM related learning opportunities to primary and high school students. School teachers request sessions based on topics within the state syllabus. DeadlyScience then locates the most appropriate STEM Legends (STEM experts from research, education, or industry) to conduct the session. These sessions are designed to give First Nations students the chance to learn key ideas, meet STEM professionals, ask questions and share knowledge.

Under the partnership IPH team members will provide their time to support DeadlyScience's learning programs, including DeadlyLearners, and assist to grow capacity within DeadlyScience.

Image credit: DeadlyScience



Education & training

Build a culture of continuous and holistic learning and development

IPH is committed to investment in its people to help our staff maximise their own potential.

Our focus in FY23 has been on building our current and future talent and organisational capability through further investment, enabling us to continue to progress towards becoming an employer of choice. This material references Disclosure 404-2 from GRI 403: Training and Education 2016.

Group Staff Development – During FY23, IPH has invested in the design and delivery of new online and facilitated development sessions to further develop key capabilities among employees in all roles. As part of the group's investment in leading systems, we have also focused on providing training and broader support to enable our people to effectively transition to new ways of working. During FY23, over 3,200 hours of staff development training have been delivered to IPH group staff.

Group Professional Development Program – IPH's Professional Development Working Group promotes collaboration in education and professional development to deliver an extensive program of sessions to ensure that our people are up to date with legal frameworks, case law and developments across the IP spectrum. During FY23, we have delivered over 1,200 hours of continuous professional education to over 400 colleagues working in our member firms.

Group Leadership Development – In FY23 we continued to focus on building our People Leadership capability across the group. A further 26 leaders completed our bespoke People Leadership Excellence Program with over 240 leaders having completed this development program since its launch in FY21. A new program has been developed and successfully piloted to build our leaders' coaching capability to further enhance our employee experience. We plan to roll this program out more broadly in FY24.

We have also continued to invest in building the capability of newly promoted Principals and Senior Associates with both cohorts participating in bespoke programs which are specifically tailored for their respective roles. Already, 38 leaders





across our member firms have completed one of these programs and we are looking forward to rolling out new development opportunities to other cohorts in FY24.

Over 1,100 hours of formal leadership development training has been delivered across the group during FY23.

Junior Talent – During FY23, the group launched its Graduate Program with an initial cohort of IT graduates joining the business in February 2023. We have also designed a broader curriculum to support Trainee Attorneys, which focusses on building the required competencies to support the progression through our defined career pathway and empowering our emerging talent.

Capability Framework – IPH’s capability framework provides a defined career pathway for those entering the IP profession as a trainee all the way through to Practice Group Leader. The framework continues to be used to shape our approach to support

recruitment, talent and succession planning, and the design and delivery of development programs for those at various stages of their career.

Learning & Development Academies – Our member firms continue to deliver training locally through their own Learning & Development academies with areas of activity including systems training and professional development, ensuring we maximise opportunities to develop our people through exposure and experience.

Financial support for study – Across the group, in FY23, member firms invested a combined total of over AUS \$570K supporting 64 trainees to complete their Masters in Intellectual Property, enabling them to become registered attorneys.

The Dome – Launched in July 2021, the Intranet continues to provide employees across a number of our member firms access to centralised training resources, learning and development resources, career opportunities across the group, and the latest group news and information.

 **240+** leaders have participated in the People Leadership Excellence Program since FY21



IT Graduates make their home at IPH



In February, IPH welcomed two IT graduates as part of the IPH Graduate Program.

The Graduate Program was launched in FY23, alongside a broader curriculum developed to support Trainee Attorneys focusing on building required competencies to support progression through our defined career pathway and empowering our emerging talent. Over an 18 month

period, our IT graduates will rotate through a variety of IT functions, starting in Service Desk, and moving to Process Improvement and Project Management.

They were warmly welcomed with a morning tea to introduce them to colleagues from across the IPH team, in addition to induction training and e-learning, and a number of meet and greets with different departments to get to know the business.

"I highly recommend this program to students who are finishing their studies and have little experience in the field. With its comprehensive curriculum and hands-on approach, the Graduate Program provides a well-structured and immersive experience that bridges the gap between theoretical knowledge and practical application, preparing individuals for the challenges and opportunities that await in their careers. One particular aspect that stands out to me is the mentorship provided in the program. Having mentors to turn to for advice and direction has instilled confidence in me and helped me navigate the program more effectively. I feel fortunate to be part of a program that invests in its participants' development."

Saad Raja
Graduate

"I've really enjoyed working with many different people across IPH and our member firms. While I'm currently working in the Service Desk role, I'm also looking forward to learning new things in Process Improvement and Project Management. I hope that by experiencing the various rotations in the Graduate Program I'll be able to identify what I enjoy the most and pursue that for my career. The Graduate Program provides me with the opportunity to experience various roles in IT, I have been supported very well throughout the program and would recommend the program to others."

Gavin Zhang
Graduate





Promotions

IPH announced 25 promotions across member firms AJ Park, Griffith Hack, Pizzeys, Smart & Biggar and Spruson & Ferguson, effective 1 July 2023. This included 7 Principal appointments. 43% of Principals promoted were women, and 44% of all fee earners promoted were women. In FY23, a total of 76 promotions were made, including 31 fee earner promotions, of which 68% were women. Women also accounted for 71% of non-fee earner promotions.

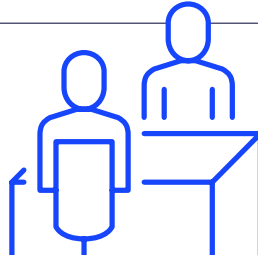
Employee referral program

Our group-wide employee referral program provides an attractive benefit to staff who refer potential candidates who are then successfully recruited into that business.

Employee Incentive Plan (EIP) participation

In FY23, 268 eligible staff participated in our (EIP), and we were able to achieve 44.3% of awards in cash incentives and 41.8% in shares incentives, through the program. In addition to the cash elements of the incentive plan, our EIP enables eligible employees receiving awards in the plan to become shareholders in IPH, thereby sharing in its success.

50 employee referrals via our Employee Referral Program




AUD \$570k+
to support 64 trainees to complete their Masters of IP, and launched Graduate Program with initial cohort of IT graduates



Smart & Biggar's student program for aspiring IP lawyers



Smart & Biggar is the top choice in Canada for law school graduates wishing to build a career in IP law. Each year Smart & Biggar hires a wide range of students that are enrolled in, or have just graduated from, Canada's leading universities. They join Smart & Biggar for a four-month summer term or one-year articling term. Many of the students also have undergraduate and graduate degrees in science and engineering, giving them a rare combination of broad legal training and scientific knowledge that is ideal for a career in IP law.

Law students enjoy a unique work experience with exposure to all aspects of Intellectual Property law and agency practice. Each student gains invaluable hands-on experience working alongside Smart & Biggar lawyers and agents on matters in patents, trademarks,

copyright and IP litigation. Each member of the student program receives mentorship to help them reach their full potential, as well as the opportunity to work directly with Principals and Associates on real cases from our high-profile roster of clients. The students also participate in a firm designed learning program that includes an introduction to client and practice management, business development and personal branding, thought leadership as well as practical skills and substantive knowledge across the many different areas of IP law.

Many students who participate in the student program enjoy career growth as the program prepares them for success from the start of their legal careers in IP. The scope of work students undertake during their time allows them to obtain unmatched experience and realise their potential alongside the best of the best in IP law.



Contribution to the IP profession

Involvement in, and contribution to, the development of the IP profession through taking part in industry events not only builds our internal talent, it also raises our profile as a market leader within the IP profession. We regularly contribute to various events, examples during FY23 include:

- » IPH CEO, Dr Andrew Blattman, presented to industry leaders at the Institute of Patent and Trade Mark Attorneys of Australia (IPTA) annual conference, on the state of Australia's innovation on the world stage.
- » IPH Strategic Advisor, Dr Francis Gurry, former head of the World Intellectual Property Organisation, presented to IPH clients and employees on international IP trends.
- » AJ Park regularly engages with academia and industry bodies including University of Auckland, Legalwise and LESANZ to deliver IP training and share knowledge with the wider Trans-Tasman IP industry.
- » AJ Park staff volunteered as invigilators for the IPTA IP Administrator's Course in Wellington and Auckland in April 2023.
- » AJ Park employees sit on various Trans-Tasman industry boards and committees including AIPLA, AIPPI, Asian Patent Attorneys Association (APAA), American Chamber of Commerce in NZ, Auckland Women Lawyers Association, Copyright Tribunal of NZ, IPSANZ, IPONZ Technical Focus Group, INTA, NZ Sustainable Business Network, and NZIPA.
- » Multiple Griffith Hack Principals lecture on subjects in the University of Melbourne's Masters of Intellectual Property program.
- » A Griffith Hack Principal completed a two-year term as the President of IPTA, and a Griffith Hack Consultant is President of the APAA.
- » Griffith Hack team members sit on committees for various organisations including APAA, IPTA, AmCham Australia, International Trade Mark Association (INTA), and the Intellectual Property Society of Australia & New Zealand
- » Griffith Hack team members spoke at the World Renewable Energy Congress, IPBC Australasia, APAA General Assembly, various Knowledge Commercialisation Australia events, and the Fragment-Based Drug Design Conference.
- » Griffith Hack sponsored Curtin University's Innovation Awards, the Western Australian Innovator of the Year Awards, and the Victorian Clean Tech Cluster.
- » Smart & Biggar practitioners sit on various international IP industry boards and committees including AIPLA, AIPPI, INTA, IPO, and Marques, and within Canada including Intellectual Property Institute of Canada (IPIC), Canadian Bar Association Ontario (CBAO), Le Forum international de la propriété intellectuelle – Québec (FORPIQ) and BIOTECANADA.





» Smart & Biggar team members gave IP presentations at Association of Corporate Counsel (ACC) Ontario, IPIC/McGill Summer IP Courses, Canadian International Internet Dispute Resolution Centre (CIIDRC), Bar Association of Quebec, the Canadian Lawyer LegalTech Summit and InvestOttawa, and at various CLE webinars offered by Intellectual Property Institute of Canada (IPIC), and AIPLA.

» LegalTech Summit and InvestOttawa, and at various CLE webinars offered by Intellectual Property Institute of Canada (IPIC), and AIPLA.

» A Spruson & Ferguson Associate spoke at the Hong Kong University of Science and Technology.

» A Spruson & Ferguson Principal spoke at the Ethics, Professional Skills, and Practice Management for the Modern Lawyer webinar hosted by Legalwise Seminars.

» A Spruson & Ferguson Principal spoke at the RACI Bioactive Discovery and Development event.

» Spruson & Ferguson Australia attended the KCA NSW End of Year Networking event and were silver sponsor for IP Week.

Global conference participation further provides a forum to network with peers and share knowledge with other IP professionals. In FY23, staff have attended or presented at local and international conferences, including, but not limited to:

- » IPTA 2023 Annual Conference
- » INTA 2023 Annual Conference

» BIO International Convention Boston 2023

» BIO International Convention Korea 2023

» QLD Biocheers 2023

» NSW Biocheers 2023

» Intellectual Property Business Conference (IPBC) Australasia 2023

» American Intellectual Property Law Association (AIPLA) 2023

» Asian Patent Attorneys Association (APAA) 2023

» International Association of University Technology Managers (AUTM) Conference 2023

» AmCham Australia Boardroom Series - The Presidio - 2023

» Fragment-Based Drug Discovery Conference 2022

» World Renewable Energy Conference 2022

» International Association for the Protection of Intellectual Property (AIPPI) Conference 2022

» Intellectual Property Owners Association (IPO) Conference 2022

» National Cleantech Conference 2022

IPH group employees also hold positions on professional associations, including but not limited to, the New Zealand Institute of Patent Attorneys, the Institute of Patent and Trade Mark Attorneys of Australia (IPTA) and the Intellectual Property Institute of Canada (IPIC).



Trainee experiences life on the client-side



Griffith Hack trainee patent attorney Mitchell Stott is a technically qualified astrophysicist with a deep interest in advanced technologies, so when a secondment at Silicon Quantum Computing (SQC) was offered to him, he knew it was a unique opportunity to immerse himself in one of Australia's leading quantum technology companies.

With an astrophysics and mechanical engineering degree from Macquarie University, Mitchell's understanding of the theoretical principles of physics allows him to interpret many of the technical concepts and theories behind quantum computing technology. And through his experience and training at Griffith Hack, he has been able to apply this knowledge through the lens of IP – assisting SQC's in-house Intellectual Property team with its IP portfolio and IP roadmap.

For Mitchell, the opportunity to be embedded within SQC has accelerated his development as a patent attorney and highlighted the importance of client relationships. The experience has also helped improve

his working relationship with clients by providing a better understanding of the position clients are in when they are providing instructions on IP matters.

Griffith Hack is proud to work with SQC as they develop life enhancing, human-centred and world changing technology – and help position Australia as a global leader in innovation.

“Silicon Quantum Computing is developing technology at the cutting edge of science, so to have the opportunity to undertake a six-month secondment with them has been an exciting opportunity. I've also really enjoyed being on the other side of the attorney-client relationship.”

Mitchell Stott
Trainee Patent Attorney
Griffith Hack

Wellbeing & flexibility

Create healthy flexible and engaged teams, built on autonomy and trust

Health, safety and security of employees

We are committed to providing a safe work environment and flexible work options that support the diverse individual, team and geographic circumstances of our people across the IPH group. During FY23, we have maintained a strong focus on supporting flexible working arrangements for our staff, promoting mental health and wellbeing, and providing management with resources to drive staff engagement.

Health and wellbeing

Our partnership with Assure, our Employee Assistance Provider (EAP) for Australia, New Zealand and Asia and HumanaCare our Employee Assistance Provider for Canada continue to provide benefits for our staff and enables the provision of comprehensive employee support and wellbeing services. Assure offer support to our people via the Wellbeing Gateway application, which provides virtual counselling services and materials accessible on the IPH group Intranet. The application includes resources and webinars in support of physical, social, and emotional health including workouts, mindfulness activities, healthy eating and other health and wellbeing resources. HumanaCare offer employee and family support services in the areas of short term support, counselling, financial, legal and stress-related health matters as well as support for eldercare and community support.

During FY23, we delivered several initiatives to support health and wellbeing across Australia, New Zealand and Asia, including but not limited to:

- » **Mental health awareness** – initiatives included participation in RU OK? Day, an initiative driven by an Australian non-profit suicide prevention organisation; and a session focused on managing uncertainty due to the global pandemic. More than 400 group employees participated in one or both of these events.
- » **Counselling services** – as noted above, working with our partner Assure, we provided a comprehensive range of resources, including access to free professional and confidential counselling services for employees and their immediate family members. The annual utilisation rate of the Assure service for FY23 was 6.83%.
- » **Member firm initiatives** – our member firms facilitated numerous wellbeing initiatives including flu vaccinations programs, health insurance benefits, seminars and providing healthy food in offices.
- » **Community-based initiatives** – initiatives included the group-wide involvement in the “STEPtember” event in September 2022, with 29,871,248 steps taken.

Hybrid working approach

Our Hybrid Working Policy has been in place since FY22, to support our people and their diverse working arrangements. In FY23, the vast majority of our workforce across the group worked flexibly, reflecting our commitment to hybrid working.



17% staff turnover
across the group
in FY23

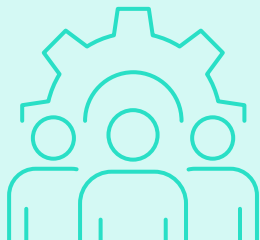


IPH Engagement Pillars

What IPH will be focussed upon to improve the Employee Experience:

Embedding our Shared Services Model

Work with our employees and stakeholders to embed our shared services strategies and delivery model.

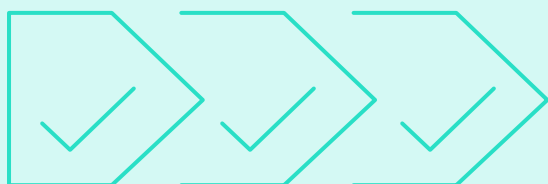


Values and Behaviour Program

Review and relaunch our values and behaviour program to underpin our new EVP.

Succession Planning

Focused approach to supporting career transitions and embedding our succession planning methodology across the group.



Sustainability

Embedding our refreshed Sustainability Strategy and related framework across the group.



Employee engagement and motivation

Engagement surveys

We are committed to providing the best possible employee experience for our people. In 2020, we launched a partnership with Culture Amp to facilitate regular employee engagement surveys to track engagement within each of our member firms. Annual surveys are conducted both at a group level and within each member firm, providing insights on staff satisfaction and highlighting areas of focus to enhance our employee experience.

Based on results and feedback from our 2022 surveys, we introduced several initiatives to drive employee engagement and satisfaction during FY23.

Our FY23 employee engagement survey, conducted in March 2023 across the group, highlighted the positive impacts of these actions, with group-wide improvements across the following key themes:

- » **Leadership** – Increased levels of satisfaction with the quality of people leadership and the impact of support our people receive from their local leader.
- » **Work / life blend** – High levels of support for, and engagement with, the group's flexible work arrangements assisting our people to balance their commitments outside of work.
- » **Development opportunities** – Positive feedback about the evolution of development offerings and ability to grow and develop capability within roles.

In FY23, we also consulted widely among employees to develop our Employee Value Proposition (EVP). Our new EVP is due to launch in early FY24, alongside the introduction of refreshed recognition programs and some adjustments, where needed, for our remuneration and benefits offerings.



Looking ahead to FY24

As noted before, during FY23 we finalised the group's new Sustainability Strategy, following collaboration with sustainability and impact specialists, Republic of Everyone.

We also worked with external advisor, South Pole, to help us conduct Greenhouse Gas (GHG) emissions measurement for the IPH group, comprising direct and indirect emissions sources (Scope 1, 2, 3) of our international operations, including our member firms.

South Pole's GHG accounting methodology aligns to the International Greenhouse Gas Protocol, which is also the framework that underpins carbon accounting under the ISSB, Climate Reporting Standard (IFRS S2).

We are pleased to have a new Sustainability Strategy in place and look forward to continuing to strengthen our sustainability activities in FY24 and beyond.



In FY24, we will continue to advance the initiatives under each of our six sustainability strategic priorities: Governance, Privacy and Data Security; Client Experience; Impact & Innovation; Diversity, Equity & Inclusion; Education & Training; and Wellbeing & Flexibility.

We will also look to progress alignment with the ISSB standards and to understand the emerging jurisdictional requirements in markets in which we operate.





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