

Independent Limited Assurance Report on the Environment, Social and Governance (“ESG”) Report of Integral Diagnostics Limited (“IDX”)

To: The Board of Directors and Management of IDX

Subject Matter

We have undertaken a limited assurance engagement relating to the selected Environment, Social and Governance Performance Indicators as set out below (“the Subject Matter”) presented in the ESG Report of IDX for the year ended 30 June 2023 (“ESG Report 2023”).

Performance Indicators	Category	ESG Scorecard	Disclosure on Page 15 FY23
People	People	Headcount	2,010
		Staff turnover %	26.52%
	Training Spend	Training and development (\$'000)	1,104
Safety	Occupational Health and Safety	Lost time injuries per million hours worked (LTIFR)	7.07
Patients	Clinical Health and Safety	Patients	1,040,000
		Total exams (million)	2.501
		Patient incidents as a % of exams	0.04%
Diversity	Gender	% Total workforce	75.47
		% Senior management	62
		% Executive	33
		% Board	43
	Age	% Employees under 30	25
		% Employees 30 - 50	49
		% Employees over 50	26
	Years of Service	% Employees under 2 years of service	43
		% Employees between 2 and 5 years of service	22
% Employees over 5 years of service		35	
Environment	Environment	Scope 1 greenhouse gas emissions (Co2-e tonnes per exam)	0.0003
		Scope 2 greenhouse gas emissions (Co2-e tonnes per exam)	0.0035



Limitations

There are inherent limitations in performing assurance – for example, assurance engagements are based on selective procedures on the information being examined – and it is possible that fraud, error may occur and not be detected. There are additional inherent risks associated with assurance over non-financial information compiled using definitions and estimation methods developed by the entity. The level of assurance obtained from a limited assurance engagement is substantially less than that which would have been obtained from a reasonable assurance engagement.

Finally, adherence to Australian Standard on Assurance Engagements (ASAE) 3000, *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* is subjective and will be interpreted differently by different stakeholder groups.

Our assurance was limited to the ESG Report 2023 signed and dated 28 August 2023 and does not extend to the annual statutory financial statements.

Use of this Report

Our responsibility in performing our assurance activities is to the Directors and Management of IDX only and in accordance with the terms of reference for this engagement and agreed with Management. We do not therefore accept or assume any responsibility for any other purpose or to any other person or organisation. Any reliance any such third party may place on this report is entirely at their own risk. No statement is made as to whether the criteria are appropriate for any third party purpose.

Management's Responsibility

The Management of IDX is responsible for:

- determining that the Subject Matter and their applicable criteria are appropriate to meet their needs and the needs of the users;
- collecting, preparing and presenting the Subject Matter and applicable criteria; and
- maintaining adequate records and internal controls that are designed to support the disclosures made in the ESG Report 2023.

Assurance Practitioner's Responsibility

Our responsibility is to express a limited assurance conclusion as to whether the Subject Matter is presented in accordance with the applicable criteria in all material respects based on the procedures performed and the evidence obtained.



Assurance Approach

Our assurance approach was conducted, and our engagement has been planned and performed, in accordance with Australian Standard on Assurance Engagements (ASAE) 3000, *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ("Standard").

Level of Assurance

A limited assurance engagement consists of making enquiries and applying analytical and other evidence-gathering procedures that are sufficient for us to obtain a meaningful level of assurance as the basis for a conclusion. The procedures performed depend on the assurance practitioner's judgement including the risk of a material misstatement of the specific Subject Matter information, whether due to fraud or error. While we considered the effectiveness of Management's internal controls when determining the nature and extent of our procedures, our review was not designed to provide assurance on internal controls. We believe that the evidence we obtained is sufficient and appropriate to provide a basis for our conclusion.

Our Independence and Quality Control

In accordance with APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)*, PKF and all personnel involved in this engagement have met the independence and ethical requirements. The firm also complies with the requirements of ASQC1 *Quality Control for Firms that Perform Audits and Reviews of Financial Reports and Other Financial Information, Other Assurance Engagements and Related Services Engagements*.

Assurance Procedures

Our Assurance procedures performed included, but were not limited to:

- Gaining an understanding of the reporting process related to the selected Environment, Social and Governance Performance Indicators;
- Interviewing process owners of the Subject Matter to understand the key issues related to selected Environment, Social and Governance Performance Indicators;
- Assessing the suitability and application of the criteria in respect of the Subject Matter covered by Assurance;
- Evaluating the design and implementation of the key processes, systems and controls for collecting, managing and reporting the Subject Matter covered by Assurance and review of certain controls for collecting, managing and reporting the Subject Matter covered by Assurance; and
- Agreeing the Subject Matter covered by Assurance to relevant underlying sources on a sample basis.

In accordance with the Standard we have:

- Used our professional judgement to plan and perform the engagement to obtain limited assurance that we are not aware of any material misstatements in the performance data covered by Assurance, whether due to fraud or error;
- Considered relevant internal controls when designing our assurance procedures, however we do not express a conclusion on their effectiveness; and
- Ensured that the engagement team possess the appropriate knowledge, skills and professional competencies.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement.

Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express an opinion providing reasonable assurance about whether the Subject Matter has been reported, in all material respects, in accordance with the criteria.

Assurance Conclusion

Based on the procedures performed and evidence obtained, we are not aware of any material amendments that need to be made to the assessment of key performance indicators for them to be in accordance with the applicable criteria.

PKF



Kenneth Weldin

Partner

Melbourne, Australia

28 August 2023