

Our approach to sustainability

We are dedicated to creating lasting value for our stakeholders in a responsible, transparent manner that upholds the rights of all. We recognise that achieving long-term success requires delivering our Business Strategy in a way that not only benefits Aspen and our shareholders, but also demonstrates our responsibility to society and the planet.

Our sustainability commitments

Sustainability is core to our purpose, our values and our philosophy *Healthcare. We Care.* Our sustainability commitments are embedded within the Group's strategic objectives and shape the way we do business. Our sustainability commitments are informed by the following key frameworks:

UN Global Compact

We are a UN Global Compact participant and have aligned our sustainability commitments with the principles of the UN Global Compact, which cover human rights, labour, environment and anti-corruption and bribery. Our Communication on Progress submitted on the UN Global Compact platform, sets out our approach to the application of these principles.

United Nations Sustainable Development Goals

The United Nations 2030 Agenda for Sustainable Development, launched in 2015, outlines a global action plan for advancing people, planet and prosperity. The 17 SDGs aim to tackle the world's most pressing challenges through the promotion of sustainable development. As a multinational pharmaceutical company, we play an important role in contributing to the delivery of the SDGs. While all 17 SDGs are critical, we have identified eight SDGs where we believe we can have the greatest impact, linking these to our sustainability themes and sustainability goals.

Our Sustainability Strategy

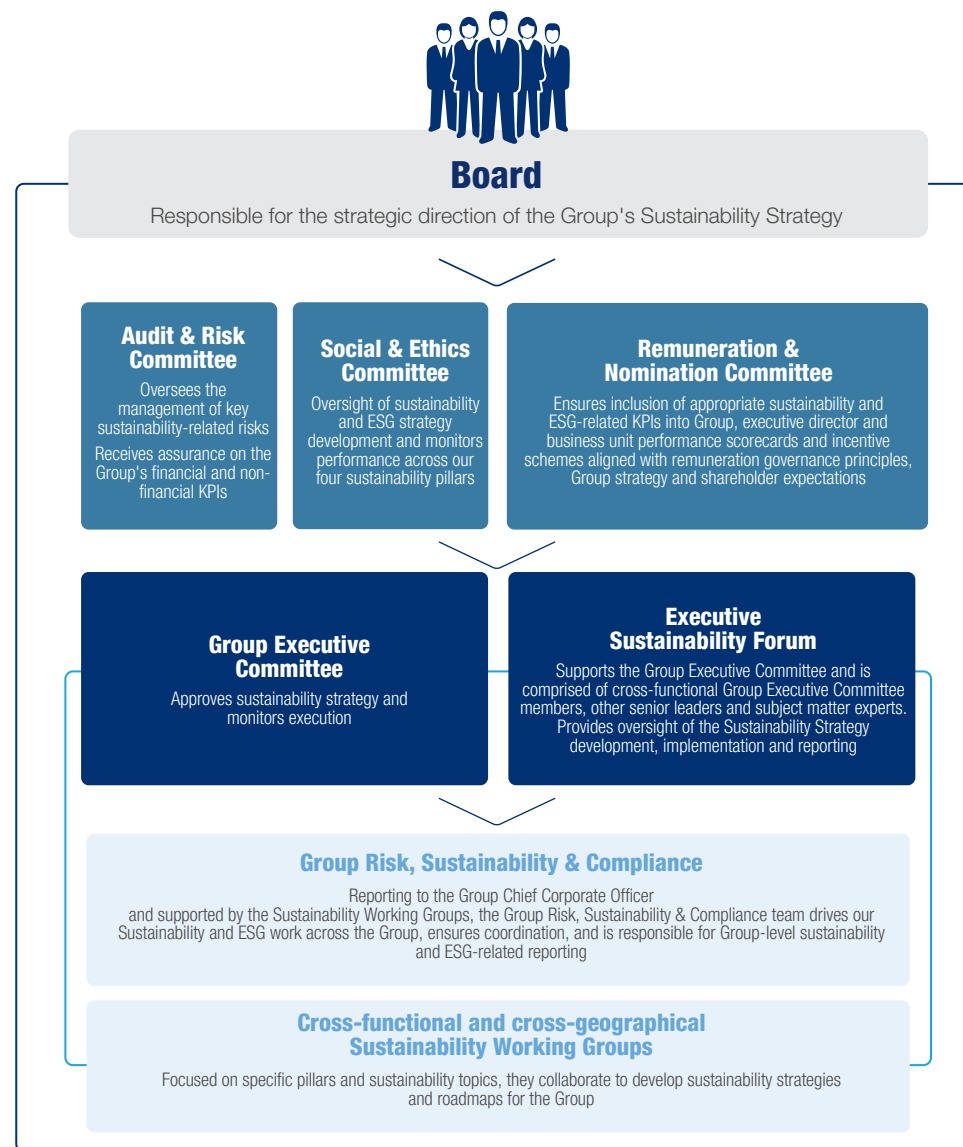
Guided by our sustainability materiality assessment (🔗 page 73), our Sustainability Strategy (set out on 🔗 page 45) is built around 16 sustainability goals, grouped into four pillars: Patients, Our People, Society and the Environment. Each goal is supported by specific milestones, measures and targets approved by the Board. We have systematically integrated our Sustainability Strategy with our broader business objectives, while also enhancing internal planning and reporting mechanisms to track performance. While still maturing, the objective is to provide enhanced information to our oversight structures and to our external stakeholders, as appropriate.

Enhanced governance over sustainability

To reinforce our commitment, we have enhanced Executive and Board oversight of our sustainability performance, risk and opportunities. In FY2022, the Group Senior Leadership Conference endorsed a high-level roadmap for the development of a Group-wide Sustainability Strategy. This move signalled strong support from the highest levels of leadership for a more deliberate integration of sustainability commitments into the Group strategy. The development of our Sustainability Strategy has progressed according to key milestones under the oversight of the Executive Sustainability Forum, chaired by the Group Chief Operations Officer. We report on sustainability-related issues to the Social & Ethics Committee who monitor the Group's sustainability and ESG performance across the four sustainability pillars.

A link to performance and remuneration

In line with our remuneration philosophy, we have incorporated sustainability (ESG) KPIs into our performance and incentive schemes. This includes embedding sustainability-linked KPIs (aligned with Group objectives) into business unit scorecards, the inclusion of specific ESG-related priorities in the annual key performance areas or assessments ("KPAs") of the Group executive directors as well as the inclusion of an ESG measure in the Group's long-term incentive scheme (🔗 page 118).



Our approach to sustainability continued

Our commitment to transparency in reporting

We are continuously advancing our sustainability and ESG reporting to meet the growing expectations of our stakeholders, including our investors. Alongside our ongoing reporting commitments to the UN Global Compact and CDP, we align our disclosures with global frameworks such as the GRI, SASB, TCFD and the JSE Sustainability Disclosure Guidance. These are comprehensively detailed in our Sustainability and ESG Data Supplement, available [online](#). We are proud to have maintained our listing in the Top 30 FTSE/JSE Responsible Investment Index Series and to remain a constituent of the FTSE4Good Index.

Sustainability materiality assessment approach

Our Sustainability Strategy is shaped by a rigorous sustainability materiality assessment, which helps us identify and prioritise the governance, social and environmental issues most significant to our stakeholders and to our business operations. As both the business landscape and stakeholder expectations continuously evolve, this assessment allows us to align our efforts with the most pressing concerns. It informs our sustainability strategies, highlights opportunities and provides a foundation for setting meaningful metrics to evaluate our sustainability performance. The insights gained from this process also guide the content of our reporting, ensuring it remains relevant and impactful.

Sustainability materiality update

This year, we reviewed the previous year's sustainability materiality outcomes and concluded that no substantial changes were necessary. However, we made the following minor updates to reflect the evolving scope of our sustainability priorities:

- "Data governance" was amended to "Information and data governance"
- "Localisation" was added as a component to "Transformation and economic inclusion"

The sustainability materiality matrix was debated by the Executive Sustainability Forum, approved by the Group Executive Committee and reviewed by the Social & Ethics Committee.

In alignment with the requirements of the EU Corporate Sustainability Reporting Directive, we have initiated a double materiality assessment project for the Group, ensuring we remain at the forefront of the developing sustainability reporting landscape.

Increasing importance to stakeholders			• Climate change and GHG emissions • Information and data governance • Economic value generated and distributed • Labour rights	• Access to medicines • Compliance • Corporate governance • Ethical business culture • Health security • Human rights • Patient safety • Reliable supply of quality products
	• Air emissions (other than GHG)		• Employee health and safety • Employee well-being • Energy efficiency • Fair compensation • Fair taxation • Responsible marketing • Responsible product portfolio • SED and investment in communities • Transformation, localisation and economic inclusion (B-BBEE in South Africa) • Resource use and waste • Water and effluent	• Diversity, equity and inclusion • Responsible advocacy • Responsible supply chain management • Workforce development
	• Biodiversity and abundance	• Health system strengthening • Pharmaceuticals in the environment • Product environmental stewardship		
	• Animal welfare • Clinical trial conduct			

Increasing impact on Aspen

Sustainability themes:

• Patients

• Our People

• Society

• Environment