



Healthcare. We Care.



Sustainability and ESG Data Supplement

2024

Navigation

Throughout our Sustainability and ESG Data Supplement (“SDS”), we use the following icons to show the connectivity between our strategic objectives and our sustainability pillars.

Our strategic objectives



To promote access to medicines through a differentiated portfolio of high quality, affordable medicines



To optimise the strategic advantage of our integrated value chain



To develop and retain a talented, agile and diverse workforce inspired to achieve operational excellence



To be a good corporate citizen by conducting our business in a responsible, inclusive and sustainable way



To create sustainable economic value for our stakeholders

Our strategic objectives provide the foundation for delivering on our strategy of creating long-term value for our stakeholders.

Our sustainability pillars

Delivered through our four sustainability pillars, we are committed to creating value for our stakeholders in a manner that is responsible, transparent and respects the rights of all.



Patients



Our People



Society



Environment

Who we are

About Aspen	2
Introducing our Sustainability and ESG Data Supplement	3
About this Supplement	4

Creating sustainable value

Our Business Strategy	7
Our approach to sustainability	8
Our Sustainability Strategy	9
Sustainability materiality assessment	10

Information on our sustainability pillars

Patients	12
Our People	12
Society	17
Environment	19

Indexes and disclosures

Global Reporting Initiative index	25
JSE Sustainability Disclosure Guidance	33
SASB index	40
TCFD disclosures	42
Salient information for South Africa	45

Calculations and abbreviations

Calculation of ratios supporting material sustainability KPIs	50
Abbreviations	51

Navigation icons:



This icon directs you to further information in this report or in the Integrated Report.



This icon directs you to further information online.



This icon indicates links to additional online material, embedded in our electronic Integrated Report and Supplementary Documents.

The Sustainability and Environmental, Social and Corporate Governance (“ESG”) Data Supplement, Integrated Report (“IR”) and Supplementary Documents are available online.

Contact details

Queries regarding our sustainability information can be directed to the Group Executive: Risk, Sustainability & Compliance at jenglund@aspenpharma.com.

Who we are

In this section:

About Aspen	2
Introducing our Sustainability and ESG Data Supplement	3
About this Supplement	4

Anaesthetic blow-fill seal production at Aspen Notre Dame de Bondeville

In June 2016, Aspen Global Incorporated concluded an agreement with AstraZeneca AB and AstraZeneca UK ("AstraZeneca") acquiring the exclusive rights to commercialise AstraZeneca's anaesthetics portfolio outside the United States of America ("USA").

To optimise this transaction, we built a 2 000m² sterile manufacturing facility at Aspen Notre Dame de Bondeville in France for the production of polyethylene and polypropylene blow-fill seal ("BFS")



[View this case study online.](#)

About Aspen

We are a global specialty and branded pharmaceutical company, committed to promoting access to medicines and improving the health of patients across the world through our high quality, affordable products. Active at every stage of the value chain, we are uniquely diversified by geography, product and manufacturing capability.

Our business segments

We focus on marketing and manufacturing a broad range of products covering both hospital and consumer channels through our key business segments.

Commercial Pharmaceuticals



Commercial Pharmaceuticals includes three segments, namely Prescription, Over the counter ("OTC") and Injectables brands.

- Prescription **37%**
- Over the counter **32%**
- Injectables **31%**

68%
of total revenue

Manufacturing



Manufacturing includes active pharmaceutical ingredients ("APIs"), Finished dose form ("FDF") products manufactured for third parties and Heparin-based product sales to third parties.

- Finished dose form **37%**
- Active pharmaceutical ingredients **36%**
- Heparin **27%**

32%
of total revenue

Total revenue
R44,7 billion

Our people

Our greatest strength is our diverse and talented team who work together every day, united in our purpose to improve the health and quality of life of patients.



More than
9 300
employees in
63 offices in some
46 countries and
territories

48%



52%



Our global presence

Headquartered in South Africa, we have a strong presence in both emerging and developed markets.

64%

of Commercial Pharmaceuticals revenue
is from emerging markets

Our manufacturing capabilities

Our manufacturing capabilities span a wide variety of product types including steriles, oral solid dose, liquids, semi-solids, biologicals and APIs. Our manufacturing sites hold international approvals from some of the most stringent global regulatory agencies.

24
Facilities

7

Active pharmaceutical
ingredient facilities

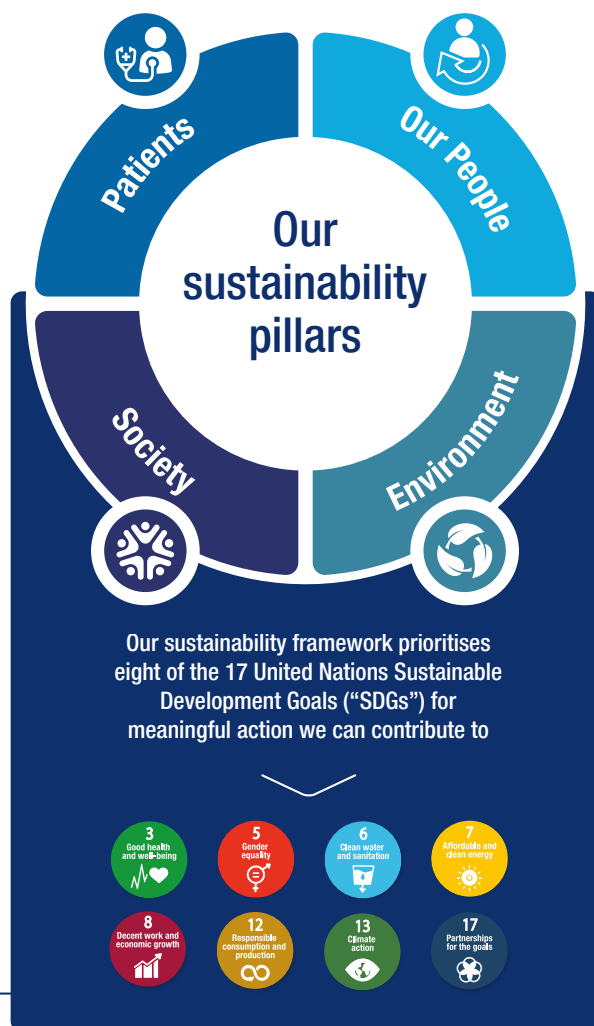
17

Finished dose form
facilities

Introducing our Sustainability and ESG Data Supplement

Our commitment to sustainability

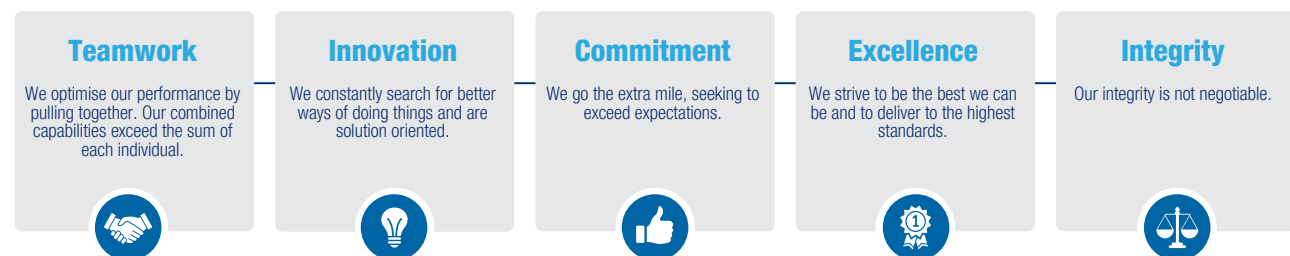
Delivered through our four sustainability pillars, our commitment is to create value for our stakeholders in a manner that is responsible, transparent and respects the rights of all.



Aspen Pharmacare Holdings Limited (“the Company” or “Aspen” and, when referred to with inclusion of all its subsidiaries, “the Group”) is a South African headquartered global specialty and branded pharmaceutical company listed on the JSE Limited (“JSE”).

We are pleased to present our 2024 Sustainability and ESG Data Supplement for the financial year ended 30 June 2024. This is a supplementary document to the 2024 Integrated Report (“IR”) in which we aim to provide a balanced and accurate reflection of our strategy and business model, risks and opportunities, our performance for the financial year, as well as our outlook to all our stakeholders.

Our Values



Delivering value through our purpose

At Aspen, we believe everyone should have access to high quality, affordable medicines to live a healthy and fulfilled life.

Through our industry position as a global pharmaceutical company, with a relevant portfolio of medicines and strategic manufacturing capability, we contribute to furthering the World Health Organization’s (“WHO”) goal of Universal Health Care Coverage and advancing the outcomes of the United Nations Sustainable Development Goals (“SDGs”) SDG3 of “ensuring healthy lives and promoting well-being for all at all ages”.

Aligned to our ethos *Healthcare. We Care.* we strive to improve health and quality of life of patients while building trust, creating shared value and making a positive impact as a responsible corporate citizen.

Our vision

To deliver value to our stakeholders as a responsible corporate citizen that provides high quality, affordable medicines globally.

Our values

Defining the foundation on which Aspen has been built. These are the values we share as we work together toward achieving the vision of the Group.

Our purpose

To improve the health and quality of life of patients.

About this Supplement

This Sustainability and ESG Data Supplement is designed to provide our stakeholders with more data on sustainability-related indicators.

In preparing the Group's Integrated Report 2024, we were guided by the International Financial Reporting Standards ("IFRS") Foundation International Integrated Reporting <IR> Framework. We have therefore integrated key material sustainability matters into the Integrated Report and accordingly, a separate Sustainability Report is not prepared.

In addition to the Group's 2024 Integrated Report, the following Supplementary Documents are available [online](#) and provide further detail and context to the key sustainability matters:

- Group and Company Annual Financial Statements ("AFS") for the year ended 30 June 2024
- Supplementary documents:
 - Social & Ethics Committee Report 2024
 - Audit & Risk Committee Report 2024
- 2024 Carbon Disclosure Project ("CDP") Corporate disclosure

Note that our Communication on Progress Report in respect of the United Nations Global Compact's ("UN Global Compact") 10 Principles for 2024 will be available [online](#).

Combined assurance

Selected sustainability information in the Integrated Report has been independently assured by IBIS Environmental Social Governance Consulting Africa Proprietary Limited ("IBIS") in accordance with AccountAbility's AA1000 Assurance Standard v3 (2020) (AA1000AS) – Type II moderate level requirements on whether Aspen adheres, in all material respects, to the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact. Our Broad-Based Black Economic Empowerment ("B-BBEE") scorecard has been assured by Empowerdex and is available [online](#). All material key performance indicators ("KPIs") have been verified, using a combined assurance approach.

The 2024 sustainability assurance statements from IBIS can be accessed [online](#) and the Ernst & Young Inc ("EY") assurance statement can be made available on request. Our Group Internal Audit function ("Internal Audit") has provided limited assurance on selected KPIs and, based on the audit work performed, concluded that the tested KPIs have been prepared in accordance with the defined reporting criteria and are free from material misstatements. Recommendations for improvement arising from the 2024 combined assurance processes will be addressed as part of the continuous improvement processes.

Scope and boundaries

Except for as set out in this section, the information reported in this Sustainability and ESG Data Supplement includes all operating subsidiaries controlled by the Group.

For the purposes of this Supplement, data has been grouped into the following regional categories:

- Africa Middle East (includes Middle East, Mauritius, South Africa and Rest of sub-Saharan Africa "SSA");
- Americas;
- Asia;
- Australasia; and
- Europe and the Commonwealth of Independent States and the former Soviet Republics ("Europe CIS").

For the purpose of reporting, due to its nature and size, the API manufacturing site, BioChem Sioux City Inc., based in Sioux City, United States of America, is combined with the Netherlands-based Oss site, and is therefore included in the Europe CIS region.

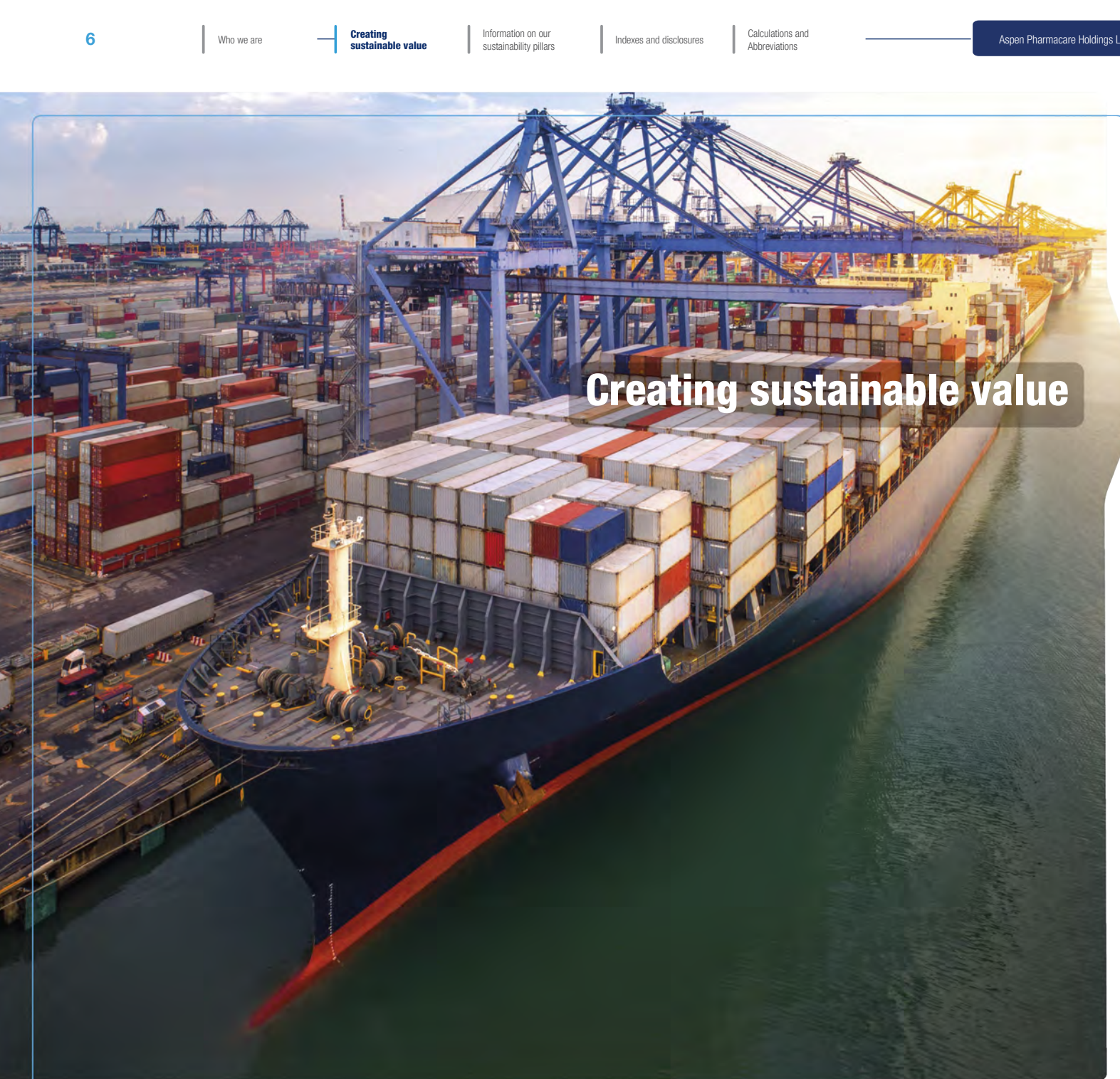
The scope and boundary for each KPI is set out in the table on the following page. KPIs are implemented across business units with reference to the following criteria:

- relevance and suitability of the KPI to the effective measurement of performance at a commercial, manufacturing or combined business unit;
- relevance of these KPI measures to the key risk management objectives at a business unit level; and
- the maturity of the business unit in terms of integration into the Group's business model and existence of appropriate reporting infrastructure and systems.

About this Supplement continued

The following material KPIs are only relevant to selected business units:

Material KPIs	Applicable business unit	Rationale
All environmental KPIs including: • carbon emissions; • waste recycled; • water withdrawn; and • electricity used.	Manufacturing business units only	• environmental indicators are not measured and reported on for the commercial business units as their environmental impact is not material.
Safety KPIs including: • total recordable incident frequency rate ("TRIFR").		• the risk of work-related safety incidents and occupational diseases is highest at the manufacturing facilities, where employees are directly exposed to and in contact with production machinery as well as pharmaceutical and chemical materials; • permanent disabling injuries are monitored and measured at the manufacturing business units only; and • occupational fatalities are monitored and measured across both the manufacturing and commercial business units.
Commercial KPIs including: • number of product recalls.	Commercial business units only	• the affected product is registered in the name of the relevant commercial business unit and not the supplying manufacturing site. It should be noted that quality management and quality assurance processes are in place at the manufacturing sites to ensure compliance with pharmaceutical good manufacturing practice. These processes aim to release products to the commercial business units only after the requisite quality checks have been passed. Products are blocked for release by our Quality Assurance department in instances where requisite quality standards are not met. This does not, however, constitute a product recall from customers; and • the commercial business units are responsible for identifying and launching commercially viable molecules from the product pipeline.
Promoting equality KPIs including: • B-BBEE accreditation; • percentage of black employees in South Africa; and • percentage of black employees in top management roles in South Africa.	South African business units only	• the B-BBEE legislation and related transformation objectives are only applicable to the South African business; and • employment equity is a key focus for the South African business.



Creating sustainable value

In this section:

Our Business Strategy	7
Our approach to sustainability	8
Our Sustainability Strategy	9
Sustainability materiality assessment	10

Environmentally responsible supply chain optimisation

Aspen Global Incorporated manages more than 3 000 stock-keeping units from 85 manufacturing sites and 25 API manufacturers.

Over the past 15 years, it has distributed approximately 1,1 billion packs of medicine to more than 100 markets worldwide.

Since 2020, several air, sea and road freight environmentally conscious initiatives have been adopted, which have contributed towards a significant reduction in CO₂ emissions. These actions further complement the Group's commitment to environmental sustainability.



[View this case study online](#)

Our Business Strategy

Our Business Strategy is to create value for our stakeholders by promoting access to medicines through building robust product portfolios that achieve organic growth and by leveraging our world-class manufacturing capacities and capabilities.

Strategic positioning

Our strategic positioning supports delivery of our vision

We achieve this by building a differentiated portfolio of relevant IP, creating value through our complex manufacturing capabilities and enabling access through our globally integrated supply chain.

Our market positioning is focused on opportunities presented by emerging markets, balanced with presence in more established, stable developed markets.

Through our dynamic portfolio management model on [page 32](#), we build, optimise and reshape our basket of products to achieve a global product portfolio of niche, specialty products complemented by leading regional brands, aligned to our manufacturing capability.

We have proven manufacturing capability and capacity, creating access and collaboration opportunities with multinationals.

Our five strategic objectives

provide the foundation to deliver our strategy of creating value for our stakeholders. Our focus areas outline our plan of action over the short to medium term.

Strategy implementation and performance measurement

We implement our strategy by applying the resources we have available in executing our business model to achieve sustainable growth and value creation on [page 28](#).

We have identified KPIs designed to provide a defined measure of performance against our strategic objectives. We track our performance by reporting against these KPIs to the Board on a quarterly basis. Certain KPIs (indicated with ^(R)) are linked to incentive schemes. In this way, the performance of executive directors, executives and senior management is aligned with our sustainable Business Strategy.

Reporting on our performance against our strategic objectives is included in Our strategic business performance on [page 55](#).

Reporting on performance against incentives is included in the Remuneration review on [page 110](#).

To promote access to medicines through a differentiated portfolio of high quality, affordable medicines

Our focus areas

- Implement our Access to Medicines Strategy [▲]
- Build and strengthen pipeline and accelerate product launches
- Focus on expanding our emerging country portfolios by establishing a meaningful presence in countries with high growth potential
- Implement initiatives to achieve security of supply
- Explore opportunities to reshape, optimise and revitalise our product portfolio
- Realise opportunities to play a greater role in vaccine supply to Africa
- Implementation and execution of the GLP-1 opportunity from CY2026 onwards

KPI

- Number of product recalls [▲]

To optimise the strategic advantage of our integrated value chain

Our focus areas

- Optimise operations and drive efficiencies reducing the cost of goods and operational expenses
- Achieve the transfer of the manufacture of complex, sterile products to Aspen sites
- Focus on supply performance and optimise carrying levels of inventory
- Successfully implement partnerships and manufacturing contracts with multinationals to leverage available manufacturing capacity in niche specialty sterile manufacturing
- Advance digital transformation across our value chain (refer to our Digital Transformation Strategy on [page 44](#))

KPI

- Gross profit [●]

To develop and retain a talented, agile and diverse workforce inspired to achieve operational excellence

Our focus areas

- Build a culture of operational excellence and cross-functional collaboration
- Strengthen leadership capacity across the Group
- Harness the benefits of equity, diversity, inclusion and belonging
- Focus on the attraction, development and retention of required skills
- Maintain a strong health and safety culture across our operations
- Align organisational design to position the Group for success
- Refer to our Human Capital Strategy on [page 43](#)

KPI

- Average staff turnover [▲] [^]
- Average training spend per employee [▲] [^]
- Percentage of females in top management roles in the Group [▲] [^]
- Percentage of black employees in top management roles in South Africa [▲] [^]
- TRIFR [♦] [^]

To be a good corporate citizen by conducting our business in a responsible, inclusive and sustainable way

Our focus areas

- Maintain high governance and ethical standards
- Enhance relationships and reputation with our various stakeholders
- Recalibrate Sustainability Strategy and align ESG priorities (refer to Our Sustainability Strategy on [page 45](#))
- Explore resource efficiency projects to achieve security of supply and minimise impact on the environment
- Develop a climate change strategy

KPI

- B-BBEE accreditation in South Africa [■]
- FTSE/JSE Responsible Investment Index score
- Carbon emissions [♦]
- Waste recycled [♦]
- Water withdrawn [♦]
- Electricity used [♦]

To create sustainable economic value for our stakeholders

Our focus areas

- Drive organic growth through the realisation of the potential of existing portfolios and territories
- Increase operating margins and generate strong free cash flows
- Remain alert to acquisition, disposal and collaboration opportunities which present strategic value
- Optimise the allocation of available capital
- Deliver on the anticipated increased contribution from sterile manufacture in fully utilising our capacity over the short to medium term
- Deliver economic benefits to suppliers, employees, governments, communities and shareholders

KPI

- Revenue growth [●]
- NHEPS growth [●] [▲]
- Normalised EBITDA growth [●] [▲]
- Normalised EBITDA margin percentage [●]
- Operating cash flow per share [●]
- ROIC [●] [▲]
- Free cash flow [●] [▲]
- Leverage ratio [●]

[^] KPI calculations are included in this Supplement on [page 50](#).

[▲] Linked to performance and long-term incentive scheme. Further details included on [page 118](#).

Page references on this page relate to our 2024 Integrated Report.

Assurance on our KPIs

We obtain assurance on these reported KPIs through a combined assurance approach: [♦] IBIS [■] Empowerdex [●] EY [▲] Internal Audit

Further discussion on combined assurance is included on [page 5](#).

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 Report, which is 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.

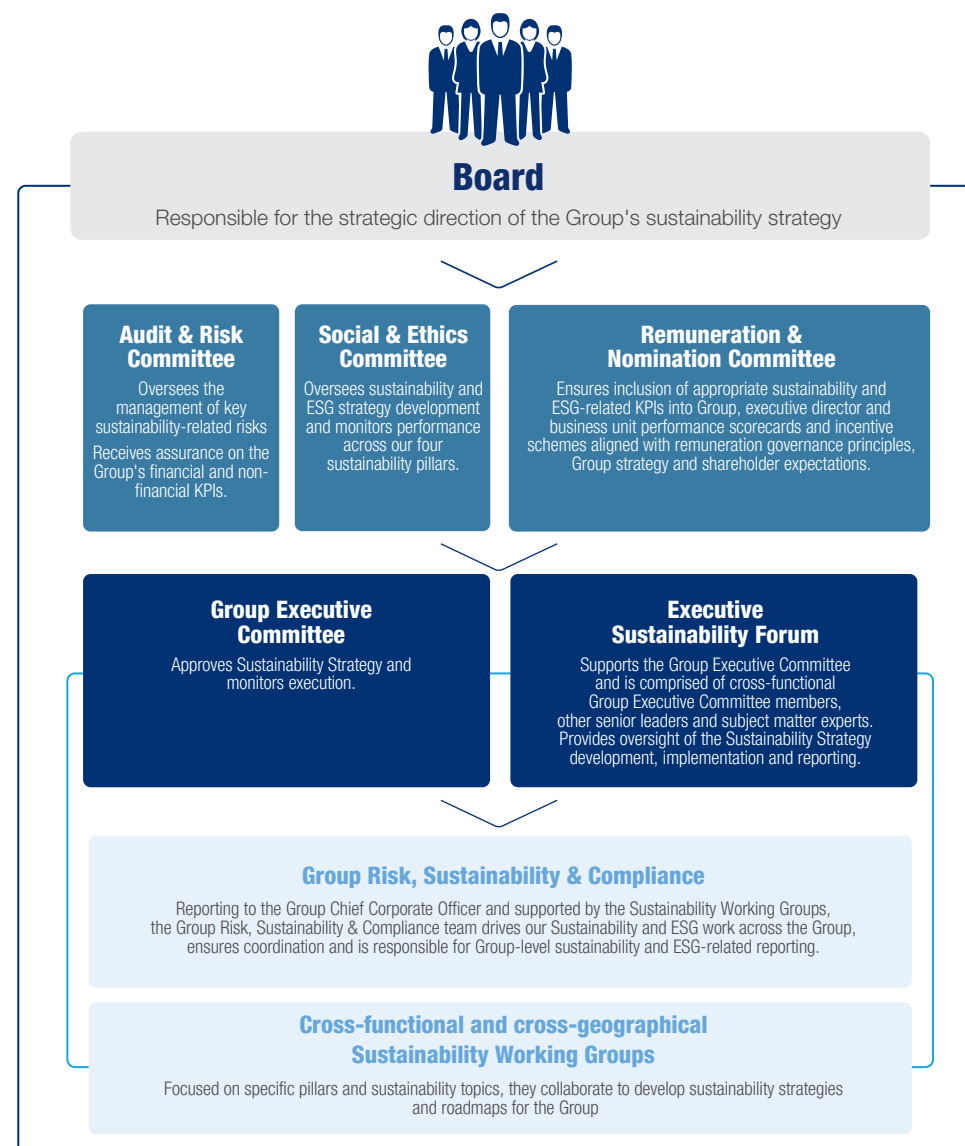
Enhanced governance over sustainability

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 monitors the Group’s sustainability and ESG performance across the four sustainability pillars.

A link to performance and remuneration

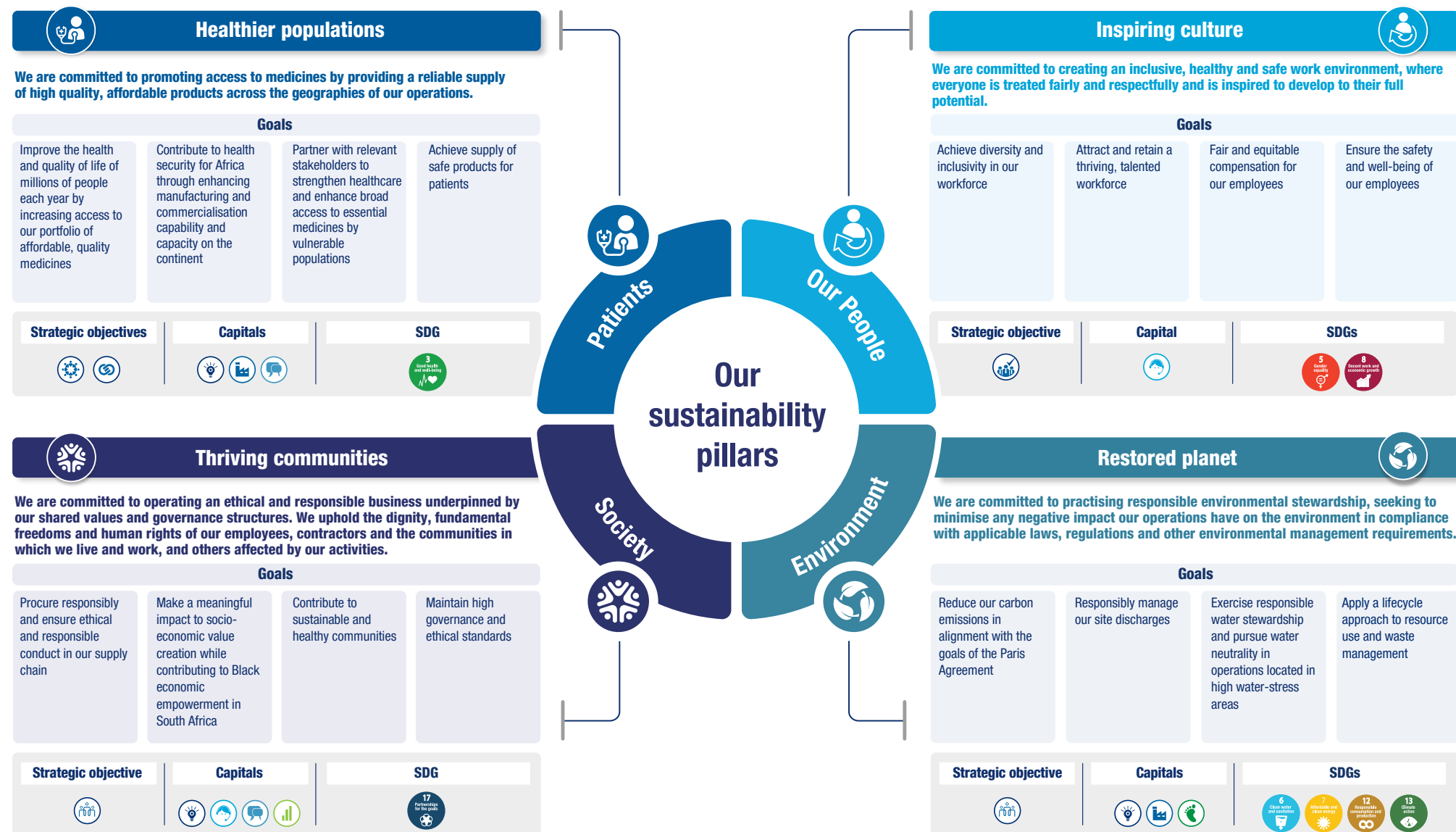
In line with our remuneration philosophy, we have incorporated sustainability (ESG) KPIs into our performance and incentive schemes. This includes embedding sustainability-linked KPIs (aligned with Group objectives) into business unit scorecards, the inclusion of specific ESG-related priorities in the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

Page references on this page relate to our 2024 Integrated Report



Our Sustainability Strategy

We are committed to creating value for our stakeholders in a manner that is responsible, transparent, and that respects the rights of all. We recognise that to achieve long-term success, we need to deliver our Business Strategy in a way that not only creates value for Aspen and our shareholders, but also in a manner which demonstrates our responsibility to society and the planet. We have grouped our sustainability commitments into four keys pillars, underpinned by our 16 sustainability goals.



Sustainability materiality assessment

The business environment in which we operate and the expectations from our stakeholders continuously evolve. Our sustainability materiality assessment is used to identify which governance, social and environmental issues are of the greatest interest to our stakeholders and have the greatest impact on the business. It allows us to identify opportunities and prioritise our efforts to address the issues of significance. This analysis informs our sustainability strategies and allows us to establish meaningful metrics to evaluate our sustainability performance.

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.

Identify the sustainability issues

We identified numerous sustainability issues relevant to Aspen by performing an external and internal context assessment using several source references. These included:

- Desktop-based research on key sustainability issues including sustainability reporting frameworks (such as Global Reporting Initiative ("GRI"); Sustainability Accountability Standards Board ("SASB"), and Task Force on Climate-Related Financial Disclosures ("TCFD")); global body frameworks (such as the UN Global Compact and SDGs); regulator reporting requirements; ESG rating agency questionnaires; global market and industry-specific trends;
- Assessment of industry leaders and peers;
- Media scans and reputational risk research;
- Interviews with executives, functional heads and subject matter experts across the Group; and
- An analysis of key risks and sustainability issues identified in risk registers, stakeholder engagement reports and other key business documents.

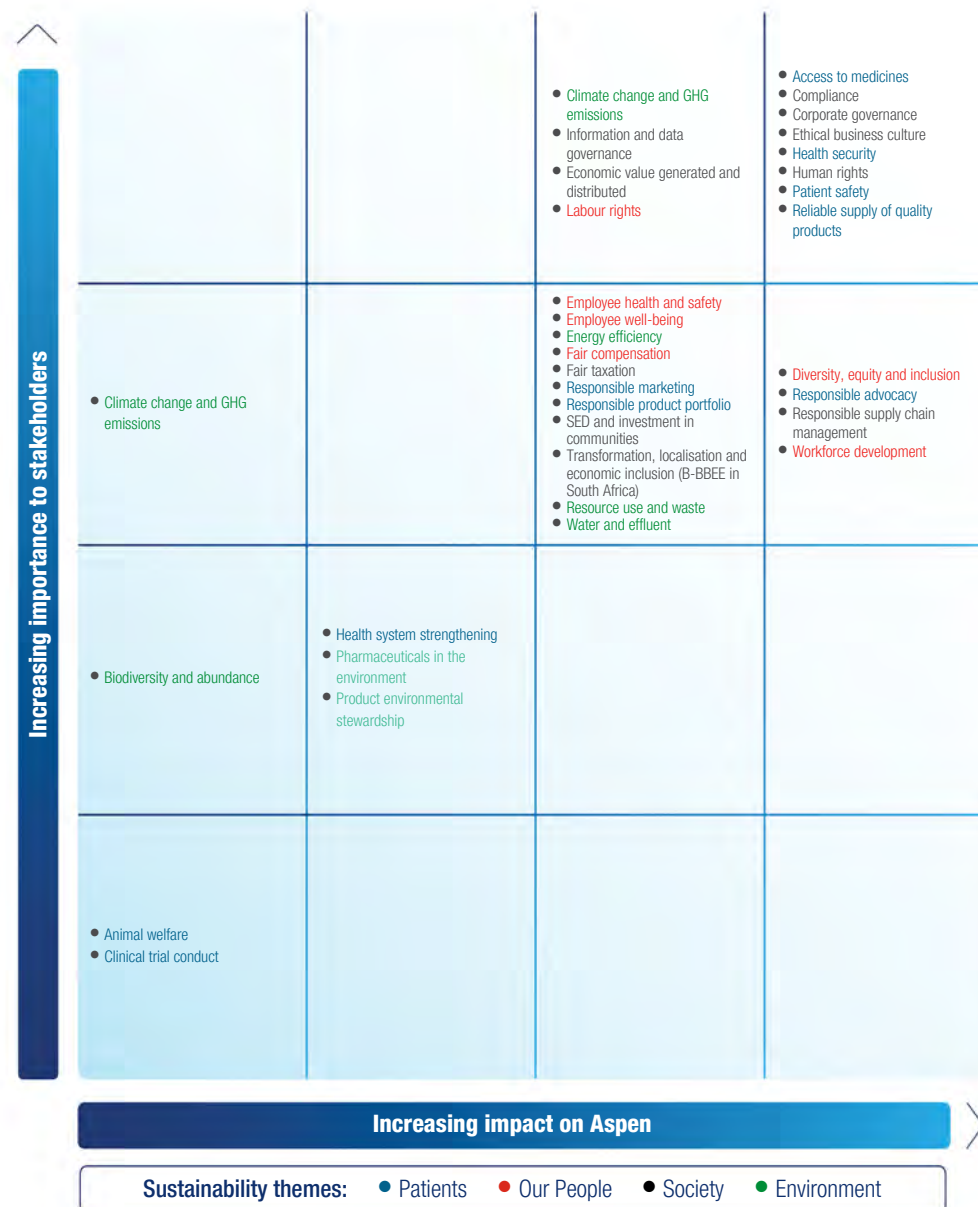
Consolidate and categorise

The list of sustainability issues was consolidated into defined sustainability topics and categorised into four sustainability pillars:

- Patients;
- Our People;
- Society; and
- Environment.

Prioritise and validate

The identified sustainability topics were then prioritised based on the level of importance to our stakeholders and the impact of the issues from a financial, operational and/or reputational perspective on our business. This was achieved through engaging with the Board, Group executives and business leaders across the Group through a survey and interviews in FY2021 and reviewed and updated annually. The final sustainability materiality matrix was approved by the Executive Sustainability Forum, Group Executive Committee and reviewed by the Social & Ethics Committee.



Information on our sustainability pillars

In this section:

Patients	12
Our People	12
Society	17
Environment	19

Standing in solidarity with the people of Rio Grande du Sol in Brazil

Aspen's employees have demonstrated a spirit of care, hope, and solidarity with communities in need for more than 14 years by participating in our global Mandela Day programme.

In April and May 2024, extreme weather conditions and torrential rains sowed a path of destruction in Rio Grande du Sol, impacting about 600 000 citizens. Our team in Brazil rallied to support the community and supplied more than 10 tonnes of emergency supplies, which brought relief to some 4 800 individuals.

 [View this case study online.](#)



Patients

(This information is designed to supplement the disclosures made on [pages 74 to 77 of the IR.](#))

Sustaining life and health through access to high quality, affordable medicines

Material KPIs		2024	2023	2022	2021	2020
Number of product recalls	Number	9	8	7	6	10

Additional KPIs		2024	2023	2022	2021	2020
Product launches	Number	157	83	56	57	40



Our People

(This information is designed to supplement the disclosures made on [pages 78 to 84 of the IR.](#))

Building a fit-for-future organisation

Material KPIs		2024	2023	2022	2021	2020
Average staff turnover	%	14	14	15	15	13
Average training spend per employee	Rand	7 359	6 959	5 863	4 893	4 624

Additional KPIs		2024	2023	2022	2021	2020
Group employee trends						
Average voluntary staff turnover	%	9	10	11	8	10
Average staff turnover (including disposals)	%	14	14	15	17	14
Permanent employees	%	95	94	94	94	92
Net growth in permanent employees	%	3	0	0	(5)	(2)
Investment in employee training trends						
Investment in training and development	R'million	64,3	59,8	50,3	43,2	42,4
Employees trained	Number of people	7 556	7 028	6 919	6 754	6 873
Training spend per employee	Rand	7 359	6 959	5 863	4 893	4 624
Permanent employees trend by region						
Group	Number of people	8 867	8 612	8 580	8 581	9 069
Africa Middle East	Number of people	4 157	3 919	3 945	3 866	4 116
Americas	Number of people	883	730	714	768	773
Asia	Number of people	1 080	1 223	1 166	1 214	1 157
Australasia	Number of people	598	575	563	538	531
Europe CIS	Number of people	2 149	2 165	2 192	2 195	2 492



Our People continued

Building a fit-for-future organisation continued

Additional KPIs for 2024 per region

Employee movement

Opening number of employees	Number of people
Appointment of employees	Number of people
Additions through acquisitions	Number of people
Termination of employment contracts	Number of people
Transfers between business segments	Number of people
Medical retirements	Number of people
Retirements	Number of people
Deaths	Number of people

Total employees at the end of the year

Percentage of Group total	%
Permanent employees	Number of people
Temporary employees	Number of people
Percentage of permanent employees	%
Percentage of temporary employees	%
Total female employees	Number of people
Total male employees	Number of people

Permanent employee ratios

Percentage of permanent female employees	%
Percentage of permanent male employees	%
Ratio of new hires to average employees	%
Average staff turnover	%

Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS
9 161	4 173	762	1 226	604	2 396
1 464	618	266	175	90	315
254	75	160	—	19	—
(1 440)	(446)	(264)	(314)	(91)	(325)
(5)	(7)	—	—	—	2
(8)	(5)	—	—	—	(3)
(62)	(24)	(1)	(2)	(8)	(27)
(14)	(8)	—	(2)	(1)	(3)
9 350	4 376	923	1 083	613	2 355
100	47	10	11	7	25
8 867	4 157	883	1 080	598	2 149
483	219	40	3	15	206
95	95	96	99	98	91
5	5	4	1	2	9
4 528	2 285	528	490	280	945
4 822	2 091	395	593	333	1 410
48	52	57	45	45	40
52	48	43	55	55	60
15	12	48	15	15	8
14	9	29	28	14	11



Our People continued

Building a fit-for-future organisation continued

Additional KPIs for 2024 per region

KPAs

Percentage of permanent employees for whom KPAs are in place

%

95

98

100

97

100

88

Collective bargaining councils and trade unions

Percentage of employees who are exclusively represented by collective bargaining councils

%

26

13

36

0

8

64

Percentage of employees who are exclusively members of trade unions

%

8

8

0

36

0

0

Percentage of employees who are both represented by collective bargaining councils and are members of trade unions

%

11

20

0

0

29

1

Employee training

Total investment in training and development

R'million

64,3

31,9

1,1

1,7

2,1

27,5

Investment in training and development as a percentage of the Group's total

%

100

49

2

3

3

43

Training spend per employee

Rand

7 359

7 903

1 398

1 461

3 543

12 759

Employees trained during the year

Number of people

7 556

2 620

1 009

1 310

649

1 968

Employees trained as a percentage of the Group's total

%

100

35

13

17

9

26

Training hours per employee

Hours

26

32

24

24

4

23

Other

Labour days lost due to strike action

Days

6

—

—

—

—

6

Absenteeism rate

%

13

12

9

7

19

19

Absenteeism rate – scheduled

%

10

8

6

6

14

13

Absenteeism rate – unscheduled

%

3

4

3

1

5

6



Our People continued

Providing a safe working environment

Material KPIs

		2024	2023	2022	2021	2020
TRIFR	Rate	1,06	1,16	1,13	1,10	1,24

Additional KPIs for 2024 per region

Number of incidents classified as disabling

		Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS
Occupational fatalities	Number	1	1	—	—	—	—
Irreversible occupational diseases	Number	—	—	—	—	—	—
Permanent disabilities	Number	—	—	—	—	—	—
Reversible occupational disease	Number	—	—	—	—	—	—
Lost workday cases	Number	65	34	8	1	8	14
Disabling injury cases	Number	76	35	8	1	17	15
Number of incidents by other classification							
High consequence cases	Number	—	—	—	—	—	—
Minor medicals	Number	29	23	—	2	1	3
Occupational illness cases (ergonomic and health exposure cases)	Number	21	11	—	—	7	3
Total hours worked*	Thousand hours	19 893	10 134	1 591	2 793	1 188	4 187
Lost Workday Frequency Rate	Rate	0,65	0,67	1,01	0,07	1,35	0,67
Disabling Incident Frequency Rate	Rate	0,76	0,69	1,01	0,07	2,86	0,72
High Consequence Incident Frequency Rate ("HCIFR")	Rate	—	—	—	—	—	—
HCIFR tolerance level (by 2025)	Rate	0,00	0,00	0,00	0,00	0,00	0,00
TRIFR	Rate	1,06	1,14	1,01	0,21	3,03	0,86
TRIFR tolerance level	Rate	1,50	1,50	1,50	1,50	1,50	1,50
Fatal Injury Frequency Rate	Rate	0,01	0,02	0,00	0,00	0,00	0,00
Lost work days	Days	675	243	208	8	143	73

* Total hours worked include hours worked by Aspen employees and labour broker employees, but exclude hours worked by contractors.

Our Peoplecontinued

Providing a safe working environmentcontinued

2024 Certifications for the Group

Type of facility

Regional	Number
API	Number
Primary site	Number

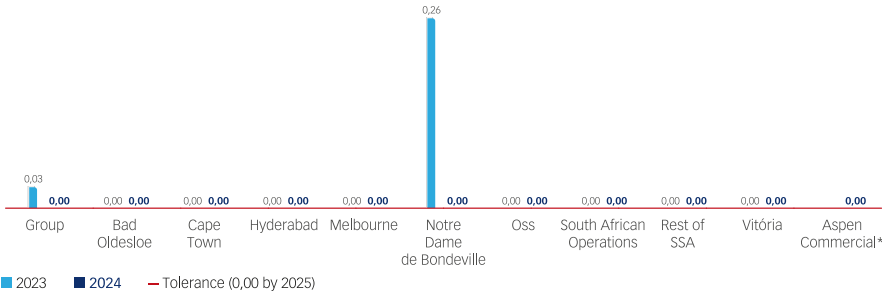
Total facilities	Number
------------------	--------

Number of facilities	Environmental certifications		Health & Safety certifications
	ISO 50001	ISO 14001	ISO 45001
8	—	6	6
7	2	6	6
9	3	9	9
24	5	21	21

* The Aspen Centralised Warehouse in Gqeberha and the East London Distribution Centre are certified in both ISO 14001 and ISO 45001, but are excluded in the total count above as they are not classified as manufacturing facilities.

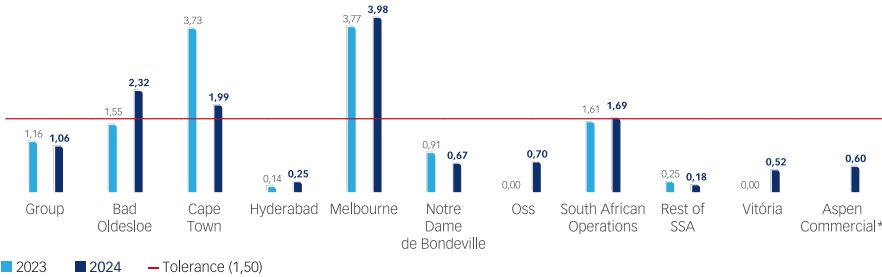
 Certifications are available online.

HCIFR trend (rate)



* Comprehensive health and safety incident reporting for all commercial business units commenced in 2024.

TRIFR trend (rate)





Society

(This information is designed to supplement the disclosures made on [pages 85 to 93 of the IR](#).)

Conducting our business in a responsible manner

Material KPIs

		2024	2023	2022	2021	2020
FTSE/JSE Responsible Investment Index score	Score	3,6*	3,6	3,8	3,9	4,5

*Due to a change in the timing of the assessment conducted by Financial Times Stock Exchange ("FTSE") Russell, an updated score for FY2024 is not available; therefore, the previously published score has been reported. We have retained our inclusion in the Top 30 of both the FTSE/JSE Responsible Investment Index and the FTSE4Good Index as of 30 June 2024.

Additional KPIs for 2024 per region

Employees who have completed the required annual Aspen Code of Conduct declaration %

	Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS
	95	91	100	100	97	99

Promoting equality

Material KPIs

		2024	2023	2022	2021	2020
Percentage of female employees	%	48	48	48	48	49
Percentage of females in top management roles in the Group	%	31	35	34	26	19
Percentage of black employees in South Africa	%	88	87	86	83	82
Percentage of black employees in top management roles in South Africa	%	40	36	35	22	27

Additional KPIs

		2024	2023	2022	2021	2020
Female Board members	%	27	22	30	30	30
Black Board members	%	45	33	40	40	40

Contributing to enhancement of healthcare, education and basic needs in communities

Material KPIs

		2024	2023	2022	2021	2020
SED	R'million	14,4	21,2	27,9	19,5	20,6

Additional KPIs for 2024 per region

SED spend by project type

Clinics	R'million	0,3	0,3	—	—	—
Community upliftment	R'million	5,4	4,7	0,1	0,1	0,3
Education and training	R'million	5,7	5,4	0,2	0,1	—
Healthcare	R'million	1,3	1,1	—	0,1	—
Mandela Day	R'million	1,7	0,3	0,7	0,3	0,1

Total SED spend R'million

SED spend as a percentage of the Group's total spend %

	Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS
	0,3	0,3	—	—	—	—
	5,4	4,7	0,1	0,1	0,3	0,2
	5,7	5,4	0,2	0,1	—	—
	1,3	1,1	—	0,1	—	0,1
	1,7	0,3	0,7	0,3	0,1	0,3
	14,4	11,8	1,0	0,6	0,4	0,6
	100	82	7	4	3	4



Society continued

Economic value generated and distributed

Additional KPIs		2024	2023	2022	2021	2020
Weighted number of permanent employees	Number of employees	8 867	8 612	8 580	8 581	9 069
Revenue	R'million	44 706	40 709	38 606	37 766	33 659
Value added from operations	R'million	19 397	18 917	18 512	16 352	14 278
Revenue per employee	R'000	5 042	4 727	4 500	4 401	3 711
Value added per permanent employee*	R'000	2 188	2 197	2 158	1 906	1 574
Wealth created per employee	R'000	2 307	2 258	2 170	1 922	1 592
Components of value distribution as a percentage of the total						
Employees	%	50	47	43	46	47
Finance costs	%	12	10	4	7	12
Capital distribution and dividends paid to shareholders	%	7	7	6	0	0
Governments	%	10	10	8	8	7
Reinvested in the Group	%	21	26	39	39	34

* The value added per employee using the total weighted number of employees of 9 350 (2023: 9 161), with the inclusion of total temporary employees, is R2 075 thousand (2023*: R2 065 thousand).

Group value added statement for the year ended 30 June 2024

	Change (%)	2024 R'million	%	2023 R'million	%
Revenue	10	44 706		40 709	
Manufacturing	25	14 136		11 297	
Prescription	15	11 380		9 921	
OTC	7	9 706		9 106	
Injectables	(9)	9 484		10 385	
Other operating income		1 543		696	
Less: Purchased materials and services	19	(26 852)		(22 488)	
Value added from operations	3	19 397	95	18 917	97
Investment income		1 059	5	529	3
Total wealth created	5	20 456	100	19 446	100
Employees	12	10 281	50	9 147	47
Providers of capital – finance costs	19	3 868	19	3 251	17
Governments	8	2 060	10	1 899	10
Reinvested in the Group	(18)	4 247	21	5 149	26
Depreciation and amortisation		1 973	10	1 788	9
Deferred tax		(604)	(2)	(411)	(1)
Income retained in the business		2 878	14	3 772	19
Total value distribution	5	20 456	100	19 446	100
Value added statistics					
Number of permanent employees		8 867		8 612	
Revenue per employee ('000)	7	5 042		4 727	
Value added per employee ('000)	0	2 188		2 197	
Wealth created per employee ('000)	2	2 307		2 258	
Number of total employees		9 350		9 161	
Revenue per employee ('000)	8	4 781		4 444	
Value added per employee ('000)	0	2 075		2 065	
Wealth created per employee ('000)	3	2 188		2 123	
Monetary exchanges with government					
Current taxes (excluding deferred tax)	10	1 914		1 738	
Customs and excise duty	(24)	34		45	
Rates and similar levies	(3)	112		116	
Gross contribution to central and local governments	8	2 060		1 899	
Additional collections on behalf of government					
Employees' taxes	10	1 933		1 763	
Withholding taxes	(18)	41		50	
Net value added tax paid	(1)	2 398		2 421	
	3	4 372		4 234	



Environment

(This information is designed to supplement the disclosures made on [pages 94 to 98 of the IR](#).)

Preserving the environment

Material KPIs		2024	2023	2022	2021	2020
Scope 1 emissions*	tCO ₂ e	32 468	37 424	40 082	44 544	43 122
Scope 2 emissions*	tCO ₂ e	108 515	111 877	111 181	143 126	154 027
Waste recycled	Tonnes	73 970	60 976	59 483	58 245	58 821

Additional KPIs		2024	2023	2022	2021	2020
Emissions*						
Ozone depleting emissions	tCO ₂ e	1 103	938	1 365	1 786	2 316
Fugitive emissions	tCO ₂ e	3 713	4 192	4 001	4 861	7 168
Ozone depleting emissions as a percentage of fugitive emissions	%	30	22	34	37	32
Waste						
Non-hazardous waste generated	Tonnes	67 653	54 777	54 625	50 366	51 120
Hazardous waste generated	Tonnes	11 973	16 214	19 652	20 357	20 667
Total waste generated	Tonnes	79 626	70 991	74 277	70 723	71 787
Non-hazardous waste generated as a percentage of waste generated	%	85	77	74	71	71
Recycled waste	Tonnes	73 970	60 976	59 483	58 245	58 821
Non-recycled waste	Tonnes	5 656	10 015	14 794	12 478	12 966
Total waste generated	Tonnes	79 626	70 991	74 277	70 723	71 787
Waste recycled as a percentage of waste generated	%	93	86	80	82	82

CDP		2024	2023	2022	2021	2020
CDP-CC	score	^	B Management	B – Management	B – Management	C Awareness
CDP-WS	score	^	B Management	B – Management	B – Management	B – Management

* Carbon footprinting is calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. Department for Business and Energy and Industrial Strategy ("BEIS") 2023, International Energy Agency ("IEA") 2023 and local emission factors, for natural gas and electricity, have been used to calculate the greenhouse gas ("GHG") emissions. The emission factors used in the calculations take into account the seven main GHGs that contribute to climate change. Biogenic emissions are not calculated or measured.

^ 2024 not yet assessed; assessments are done the year following the reporting year by Carbon Disclosure Project.



Environment continued

Preserving the environment continued

Additional KPIs for 2024 per region

Carbon emissions

Scope 1 emissions* tCO₂e

Scope 2 emissions* tCO₂e

Total carbon emissions tCO₂e

Scope 1 emissions as a percentage of the Group total %

Scope 2 emissions as a percentage of the Group total %

Waste generated categorised

Hazardous waste Tonnes

Non-hazardous waste Tonnes

Total waste generated Tonnes

Waste recycled categorised

Hazardous waste Tonnes

Non-hazardous waste Tonnes

Total waste recycled Tonnes

Waste generated by disposal method

Biological treatment Tonnes

Composting Tonnes

Energy recovery Tonnes

Reclamation Tonnes

Recycling Tonnes

Reuse Tonnes

Total waste recycled Tonnes

Incineration Tonnes

Landfill Tonnes

Thermal desorption Tonnes

Treatment plant Tonnes

Total waste non-recycled Tonnes

Total waste generated Tonnes

Waste generated per region %

Waste recycled as a percentage of waste generated %

Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS
32 468	9 816	584	429	1 828	19 811
108 515	92 813	316	3 817	10 002	1 567
140 983	102 629	900	4 246	11 830	21 378
100	30	2	1	6	61
100	86	0	4	9	1
11 973	2 443	213	11	33	9 273
67 653	2 089	156	30	865	64 513
79 626	4 532	369	41	898	73 786
7 310	1 847	—	1	—	5 462
66 660	1 817	85	21	345	64 392
73 970	3 664	85	22	345	69 854
797	—	—	—	—	797
35	—	25	—	—	10
5 286	970	—	—	—	4 316
1 379	—	—	—	—	1 379
66 373	2 606	60	22	345	63 340
100	88	—	—	—	12
73 970	3 664	85	22	345	69 854
3 807	97	—	19	180	3 511
997	334	239	—	292	132
314	314	—	—	—	—
538	123	45	—	81	289
5 656	868	284	19	553	3 932
79 626	4 532	369	41	898	73 786
100	6	0	0	1	93
93	81	23	54	38	95

* Carbon footprinting is calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. Department for BEIS 2023, IEA 2023 and local emission factors, for natural gas and electricity, have been used to calculate the GHG emissions. The emission factors used in the calculations take into account the seven main GHGs that contribute to climate change. Biogenic emissions are not calculated or measured.

Environmentcontinued

Preserving the environmentcontinued

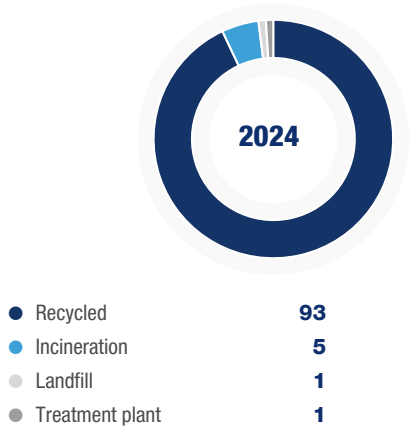
Additional KPIs for 2024 per region

Spillages

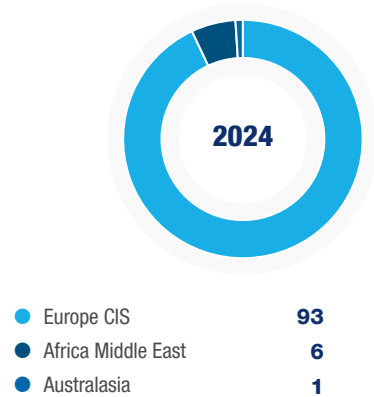
Number of spillages	Number
Volume of spillages	kℓ

Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS
—	—	—	—	—	—
—	—	—	—	—	—

Waste generated by disposal method (79 626 tonnes) (%)



Waste generated by region (79 626 tonnes) (%)





Environment continued

Managing the efficient utilisation of scarce natural resources

Material KPIs		2024	2023	2022	2021	2020
Water withdrawn	Mℓ	942	1 061	1 039	1 096	1 204
Electricity used	GJ	640 064	618 042	606 655	641 476	660 017

Additional KPIs		2024	2023	2022	2021	2020
Water withdrawn by region						
Africa Middle East	Mℓ	429	413	400	387	406
Americas	Mℓ	7	7	5	46	47
Asia	Mℓ	15	21	11	31	30
Australasia	Mℓ	39	47	57	53	48
Europe CIS	Mℓ	452	573	566	579	673
Group	Mℓ	942	1 061	1 039	1 096	1 204
Water by source and destination						
Water withdrawn by source						
Third party (Municipal)	Mℓ	737	727	894	953	1 042
Ground	Mℓ	205	334	145	143	162
Water discharged by destination						
Third party (Municipal)	Mℓ	771	850	834	857	857
Ground	Mℓ	—	—	—	60	84
Fresh surface water	Mℓ	—	63	13	—	—
Water consumed	Mℓ	171	211	205	239	347
Recycled water	Mℓ	37	20	11	16	11
Electricity used						
Africa Middle East	GJ	393 305	380 143	378 647	383 824	406 443
Americas	GJ	13 398	12 064	11 549	22 558	23 281
Asia	GJ	19 944	17 893	3 342	15 728	15 772
Australasia	GJ	45 579	45 844	46 854	47 436	46 178
Europe CIS	GJ	167 838	162 098	166 263	171 930	168 343
Group	GJ	640 064	618 042	606 655	641 476	660 017

Additional KPIs for 2024 per region

Water

Water withdrawn by source

Third party (municipal) Mℓ

Ground Mℓ

Total volume of water Mℓ

Water discharged by destination

Third party (municipal) Mℓ

Ground Mℓ

Fresh surface water destination Mℓ

Total water discharged Mℓ

Quality of water discharged

Recycled water

Water recycled for own use Mℓ

Water recycled for own use as a percentage of water withdrawn %

Water consumed Mℓ

	Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS
2	737	298	7	15	39	378
2	205	131	—	—	—	74
2	942	429	7	15	39	452
3	771	307	—	4	28	432
2	—	—	—	—	—	—
2	—	—	—	—	—	—
2	771	307	—	4	28	432
	Minor non-compliances recorded for the Cape Town, Gqeberha, Vitoria, Moleneind and Accra sites					
2	37	34	—	3	—	—
6	4	8	0	20	0	0
2	171	122	7	11	11	20

Refer to energy certifications on page 16.



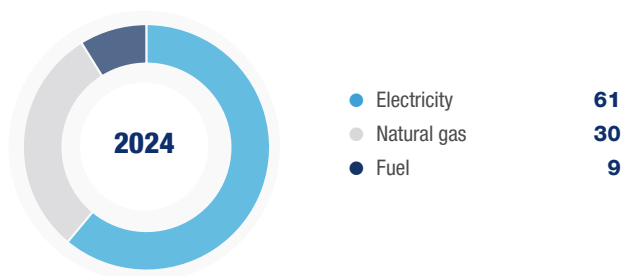
Environment continued

Managing the efficient utilisation of scarce natural resources continued

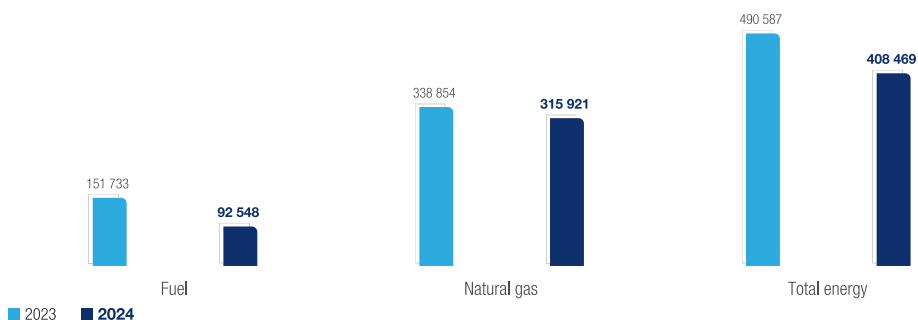
Water-stressed areas*		Extremely high water stressed	High to medium-high water stressed	Medium-low to low water stressed	Total
Water withdrawn	Mℓ	338	323	281	942
Water discharged	Mℓ	258	276	237	771
Water consumed	Mℓ	80	47	44	171
Water withdrawn	%	36	34	30	100
Water discharged	%	33	36	31	100
Water consumed	%	47	27	26	100

* As determined by the World Resources Institute in the Aqueeduct World Risk Atlas in 2024.

Energy usage by source type (1 048 533 GJ) (%)



Energy usage by source type excluding electricity (GJ)



Additional KPIs for 2024 per region

Energy consumption

		Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS
Electricity	GJ	640 064	393 305	13 398	19 944	45 579	167 838
Natural gas (excluding natural gas used to produce steam consumed by third parties)	GJ	315 921	—	3 201	—	35 423	277 297
Fuel	GJ	92 548	85 735	190	4 523	41	2 059
Total energy consumption	GJ	1 048 533	479 040	16 789	24 467	81 043	447 194

Natural gas used to produce steam consumed by third parties	GJ	84 278	—	—	—	—	84 278
---	----	--------	---	---	---	---	--------

Resource savings*

Volume of water saved	Mℓ	21	—	—	3	—	18
Electricity saved	GJ	3 002	1 507	—	770	—	725

Environmental monetary fines and non-monetary sanctions issued by authorities

Number of non-monetary sanctions	Number	—	—	—	—	—	—
Number of monetary fines	Number	—	—	—	—	—	—
Total number of sanctions and fines	Number	—	—	—	—	—	—
Total monetary value of fines	Rand	—	—	—	—	—	—

* Amounts reported have either been estimated or measured internally and have not been subject to audit.

Indexes and disclosures

In this section:

GRI index	25
JSE Sustainability Disclosure Guidance	33
SASB index	40
TCFD disclosures	42
Salient information for South Africa	45

Increased adoption of renewable energy across the Group

Over the past five years, we have successfully reduced our overall carbon emissions by 28,4%, largely due to an increased usage of renewable energy across the Group.

As of FY2024, our renewable electricity consumption has increased to 18% (2023: 11%).

Our facilities in Oss and Boxtel in the Netherlands have made significant progress in sustainability, reducing Scope 2 emissions to zero tCO₂e in FY2024 through the purchase of 100% renewable green electricity.



[View this case study online.](#)

GRI index

Sustainability topics which are disclosed are identified through a structured materiality assessment process. This is reviewed periodically to ensure that possible changes in reporting topics are considered in light of the changing business footprint, products, processes and stakeholder expectations. We report on our sustainability performance with reference to the current GRI standards (GRI 2 and GRI 3 made effective for reports published on or after 1 January 2023). This GRI index cross-references to the SDGs and other disclosures such as CDP as well as the IR and Supplementary Documents which are available [online](#). The GRI standards most material to Aspen have been referenced below.

SDG	GRI Standard	Disclosure	Reference/s
GRI 2: General disclosures			
The organisation and its reporting practices			
	2-1	Organisational details	IR page 2
	2-2	Entities included in the organisation's sustainability reporting	IR page 6
	2-3	Reporting period, frequency and contact point	IR page 3
	2-4	Restatements of information	IR page 3
	2-5	External assurance	IR page 5
Activities and workers			
	2-6	Activities, value chain and other business relationships	IR page 28
	2-7	Employees	IR page 78
	2-8	Workers who are not employees	IR page 83
Governance			
	2-9	Governance structure and composition	IR page 100
	2-10	Nomination and selection of the highest governance body	IR page 100
	2-11	Chair of the highest governance body	IR page 105
	2-12	Role of the highest governance body in overseeing the management of impacts	IR page 100
	2-13	Delegation of responsibility for managing impacts	IR page 100
	2-14	Role of the highest governance body in sustainability reporting	IR page 100
	2-15	Conflicts of interest	IR page 87
	2-16	Communication of critical concerns	IR page 38
	2-17	Collective knowledge of the highest governance body	IR page 105
	2-18	Evaluation of the performance of the highest governance body	IR page 100
	2-19	Remuneration policies	IR page 110
	2-20	Process to determine remuneration	IR page 110
	2-21	Annual total compensation ratio	Not reported

GRI index continued

SDG	GRI Standard	Disclosure	Reference/s
GRI 2: General disclosures			
Strategy, policies and practices			
	2-22	Statement on sustainable development strategy	IR page 72
	2-23	Policy commitments	IR page 45
	2-24	Embedding policy commitments	IR page 45
	2-25	Processes to remediate negative impacts	IR page 46
	2-26	Mechanisms for seeking advice and raising concerns	IR page 38
	2-27	Compliance with laws and regulations	IR page 39
	2-28	Membership associations	IR page 85
Stakeholder engagement			
	2-29	Approach to stakeholder engagement	IR page 38
	2-30	Collective bargaining agreements	IR page 82
GRI 3: Material topics			
Disclosures on material topics			
	3-1	Process to determine material topics	IR page 73
	3-2	List of material topics	IR page 73 SDS page 10
	3-3	Management of material topics	IR page 45

GRI index continued

SDG	GRI Standard	Disclosure	Reference/s
GRI 3: Material topics			
200: Economic			
201: Economic performance			
		Management approach	IR page 21
	201 – 1	Direct economic value generated and distributed	IR page 22 SDS page 18 AFS page 14
	201 – 2	Financial implications and other risks and opportunities due to climate change	SDS page 42
	201 – 3	Defined benefit plan obligations and other retirement plans	AFS page 70
203: Indirect economic impacts			
		Management approach	IR page 10
	203 – 2	Significant indirect economic impacts	IR page 74
204: Procurement practices			
		Management approach	IR page 81 Disclosure in the context of B-BBEE in South Africa
205: Anti-corruption			
		Management approach	IR page 87
	205 – 1	Operations assessed for risks related to corruption	IR page 87
	205 – 2	Communication and training about anti-corruption policies and procedures	IR page 87
	205 – 3	Confirmed incidents of corruption and actions taken	IR page 88

GRI index continued

SDG	GRI Standard	Disclosure	Reference/s
GRI 3: Material topics			
206: Anti-competitive behaviour			
		Management approach	IR page 76
	206 – 1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	IR page 76
207: Tax			
		Management approach	IR page 92
	207 – 1	Approach to tax	IR page 92
	207 – 2	Tax governance, control and risk management	IR page 92
300: Environmental			
302: Energy			
		Management approach	IR page 96
	302 – 1	Energy consumption within the organisation	IR page 96 SDS page 23 CDP – CC page 79
	302 – 4	Reduction in energy consumption	IR page 96 SDS page 23
303: Water			
		Management approach	IR page 97
	303 – 2	Management of water discharge-related impacts	IR page 98 SDS page 22 CDP – WS page 28
	303 – 3	Water withdrawal	IR page 97 SDS page 22 CDP – WS page 10
	303 – 4	Water discharge	IR page 98 SDS page 22 CDP – WS page 15
	303 – 5	Water consumption	IR page 98 SDS page 22 CDP – WS page 38

GRI index continued

SDG	GRI Standard	Disclosure	Reference/s
GRI 3: Material topics			
304: Biodiversity			
	304 – 1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	IR page 98
	304 – 2	Significant impact of activities, products and services on biodiversity	IR page 98
305: Emissions			
		Management approach	IR page 95
	305 – 1	Direct (Scope 1) GHG Emissions	IR page 96 SDS page 19 CDP – CC page 74
	305 – 2	Energy indirect (Scope 2) GHG emissions	IR page 96 SDS page 19 CDP – CC page 76
	305 – 3	Other indirect (Scope 3) GHG emissions	CDP – CC page 58
	305 – 4	GHG emissions intensity	CDP – CC page 71
	305 – 5	Reduction of GHG emissions	IR page 96 SDS page 19 CDP – CC page 36
	305 – 6	Emissions of ozone depleting substance (ODS)	SDS page 19
306: Waste			
		Management approach	IR page 97
	306 – 1	Waste generation and significant waste-related impact	IR page 97 SDS page 20
	306 – 2	Management of significant waste-related impacts	IR page 97
	306 – 3	Waste generated	IR page 97 SDS page 20
	306 – 4	Waste diverted from disposal	IR page 97 SDS page 20
	306 – 5	Waste directed to disposal	IR page 97 SDS page 20

GRI index continued

SDG	GRI Standard	Disclosure	Reference/s
GRI 3: Material topics			
307: Environmental compliance			
		Management approach	IR page 95
	307 – 1	Non-compliance with environmental laws and regulations	IR page 95 SDS page 23
308: Supplier environmental assessment			
		Management approach	IR page 95
	308 – 1	New suppliers that were screened using environmental criteria	Not yet disclosed. Aspen is considering options for future disclosure.
	308 – 2	Negative environmental impacts in the supply chain and actions taken	
400: Social			
401: Employment			
		Management approach	IR page 79
	401 – 1	New employee hires and employee turnover	IR page 79 SDS page 13
403: Occupational health and safety			
		Management approach	IR page 83
	403 – 1	Occupational health and safety management system	IR page 83 SDS page 16
	403 – 2	Hazard identification, risk assessment, and incident investigation	IR page 83
	403 – 3	Occupational health services	IR page 83
	403 – 4	Worker participation, consultation, and communication on occupational health and safety	IR page 83
	403 – 5	Worker training on occupational health and safety	IR page 83
	403 – 6	Promotion of worker health	IR page 82 SDS page 15
	403 – 8	Workers covered by an occupational health and safety management system	IR page 83
	403 – 9	Work-related injuries	IR page 84 SDS page 15
	403 – 10	Work-related ill-health	IR page 84 SDS page 15

GRI index continued

SDG	GRI Standard	Disclosure	Reference/s
GRI 3: Material topics			
404: Training and education			
		Management approach	IR page 79
	404 – 1	Average hours of training per year per employee	SDS page 14
	404 – 2	Programmes for upgrading employee skills and transition assistance programs	IR page 80 SDS page 14
	404 – 3	Percentage of employees receiving regular performance and career development reviews	IR page 82 SDS page 14
405: Diversity and equal opportunity			
		Management approach	IR page 80
	405 – 1	Diversity of governance bodies and employees	IR page 80
406: Non-discrimination			
		Management approach	IR page 80
	406 – 1	Incidents of discrimination and corrective actions taken	IR page 88
407: Freedom of association and collective bargaining			
		Management approach	IR page 82
	407 – 1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	IR page 82
408: Child labour			
	408 – 1	Operations and suppliers at significant risk for incidents of child labour	IR page 81
409: Forced or compulsory labour			
	409 – 1	Operations and suppliers at significant risk for incidents of forced labour or compulsory labour	IR page 81

GRI index continued

SDG	GRI Standard	Disclosure	Reference/s
GRI 3: Material topics			
413: Local communities			
		Management approach	IR page 89
	413 – 1	Operations with local community engagement, impact assessment and development programmes	IR page 89 SDS page 17
414: Supplier social assessment			
		Management approach	IR page 89
	414 – 1	New suppliers that were screened using social criteria	Not yet disclosed. Aspen is considering options for future disclosure.
	414 – 2	Negative social impacts in the supply chain and actions required	
415: Public policy			
		Management approach	IR page 87
	415 – 1	Political contributions	IR page 87
416: Customer health and safety			
		Management approach	IR page 77
	416 – 1	Assessment of the health and safety impacts of products and service categories	IR page 77
	416 – 2	Incidents of non-compliance concerning the health and safety impacts of products and services	IR page 77 SDS page 12
417: Marketing and labelling			
		Management approach	IR page 76
	417 – 1	Requirements for product and service information and labelling	IR page 76
	417 – 2	Incidents of non-compliance concerning product and service information and labelling	IR page 77 SDS page 12
	417 – 3	Incidents of non-compliance concerning marketing communications	IR page 77 SDS page 12
419: Socio-economic compliance			
		Management approach	IR page 87
	419 – 1	Non-compliance with laws and regulations in the social and economic area	IR page 88

JSE Sustainability Disclosure Guidance

The JSE's Sustainability Disclosure Guidance (released in June 2022) is aligned with, and draws on, the most utilised global sustainability and climate change frameworks, disclosures and standards – including the GRI, Task Force on Climate-Related Financial Disclosures ("TCFD"), and the International <IR> Framework. Our reporting against this voluntary disclosure assists us in ensuring alignment with relevant global standards and international best practice in the sustainability reporting space.

Topic	Metric Code	Disclosure	Reference/s
Governance metrics			
Board composition			
Board diversity	G1.1	Composition of the Board and its committees by race, gender, age group (under 30, 30 – 50, over 50) and, where relevant, any under-represented social groups.	IR page 101
Board competence	G1.2	Description of the specific skills, competencies, and experience on the Board to address the organisation's significant sustainability-related impacts, risks, and opportunities.	IR page 101
Board independence	G1.3	Composition of the Board regarding: executive or non-executive; independence; tenure on the governance body; and number and nature of each individual's other significant positions and commitments.	IR page 105
Remuneration			
Remuneration practices	G2.1	How the remuneration policies for Board members and senior executives relate to their objectives and performance in relation to delivery of the organisation's strategy and management of its impacts on people, the environment and the economy, noting the split between fixed pay and variable pay, and with variable pay split into short- and long-term incentives.	IR page 110
Ethical behaviour			
Anti-corruption	G3.1a	Total percentage of governance body members, employees and business partners who have received training or awareness-raising on the organisation's anti-corruption policies and procedures, broken down by employee category and region.	IR page 87
	G3.1b	Total number and nature of incidents of corruption confirmed during the current year, related to this year and previous years, with a description of the activities taken to address confirmed incidents, and of the outcomes of these activities.	IR page 88
	G3.1c	A description of: i) the internal and external grievance mechanisms (including whistleblowing facilities) for reporting concerns about unethical or unlawful behaviour and lack of organisational integrity; ii) mechanisms for seeking advice about ethical and lawful behaviour and organisational integrity; and iii) the extent to which these various mechanisms have been used, and the outcomes of processes using these mechanisms.	IR page 88
	G3.1d	Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, to combat corruption.	IR page 86
Lobbying and political contributions	G3.2a	Total monetary value of financial and in-kind political contributions made directly and indirectly by the organisation, by country and recipient/beneficiary.	IR page 87
	G3.2b	Identify the significant issues that are the focus of the company's participation in public policy development and lobbying, including within any business association that the company is a member of; describe the company's strategy relevant to these areas of focus, identifying any differences between its lobbying positions and its purpose, policies, goals and other public positions.	IR page 38 and 87
Compliance and risk management			
Incidents	G4.1	Number and nature of significant environmental, social and/or governance related incidents during the reporting period, including incidents of legal non-compliance (whether under investigation, pending finalisation, or finalised) and directives, compliance notices, warnings or investigations, and any public controversies.	IR page 83 and 95 SDS page 23
Fines and monetary loss	G4.2	Total number and monetary value of fines, settlements, penalties, and other monetary loss suffered in relation to ESG incidents or breaches, including individual and total cost of the fines, settlements and penalties paid in relation to ESG incidents or breaches; and description of plans to address any incidents or breaches.	IR page 83 and 95 SDS page 23

JSE Sustainability Disclosure Guidance continued

Topic	Metric Code	Disclosure	Reference/s
Tax transparency			
Tax paid and estimated tax gap	G5.1a	A description of the organisation's approach to tax, including: i) whether the organisation has a tax strategy and, if so, a link to this strategy if publicly available; ii) the governance body or executive-level position within the organisation that formally reviews and approves the tax strategy, and the frequency of this review; and iii) how its approach to tax is linked to the business and sustainability strategies of the organisation.	IR page 92
	G5.1b	For each tax jurisdiction: the total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes and other taxes that constitute costs to the company, by category of taxes.	Tax disclosures by material country and/or region included in AFS page 82
	G5.1c	Extent of exposure to countries and jurisdictions recognised for their corporate tax rate, tax transparency and tax haven status; estimated tax gap (gap between estimated effective tax rate and estimated statutory tax rate).	IR page 92
Social metrics			
Labour standards			
Diversity and inclusion	S1.1a	Percentage of employees per employee category by race, gender, age group (under 30, 30-50, over 50), and where relevant other diversity indicators.	IR page 81
	S1.1b	Number of allegations and confirmed incidents of discrimination and/or human rights incidents relating to workers incidents during the reporting period, noting the investigation status of reported and actual incidents, actions taken, and total amount of monetary losses due to legal proceedings associated with labour law violation, employment discrimination, and/or human rights violations.	IR page 88
Pay equality	S1.2a	Ratio between the CEO's total annual remuneration and the median, lower quartile, and upper quartile of the total annual remuneration of all the organisation's employees (excluding the CEO).	Not reported
	S1.2b	The ratio of the average annual remuneration of the top 10% of the organisation's top earners, and the average annual remuneration for the bottom 10% of the lowest earners in the organisation.	Not reported
	S1.2c	The total annual remuneration of both the highest paid employee and the lowest paid employee; the average remuneration; and the median remuneration of all employees.	Not reported
	S1.2d	Ratio of the total annual remuneration of women to men, and by race group, for each employee category, by 'significant locations of operation' (as defined by the organisation).	Not reported
Wage level and living wage	S1.3a	When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the standard entry-level wage by race and gender compared to the applicable legislated minimum wage for the sector.	Not reported
	S1.3b	Ratio of lowest wage to living wage for employees and non-employee workers for each significant location of operation.	Not reported
	S1.3c	Percentage of employees and non-employee workers whose wages fall below a specific living wage methodology or benchmark.	Not reported

JSE Sustainability Disclosure Guidance continued

Topic	Metric Code	Disclosure	Reference/s
Freedom of association and collective bargaining	S1.4a	Describe how the organisation manages freedom of association and collective bargaining, noting any policy or policies considered likely to affect workers' decisions to form or join a trade union, to bargain collectively or to engage in trade union activities.	IR page 82
	S1.4b	Percentage of total employees covered under collective bargaining agreements.	IR page 82 SDS page 14
	S1.4c	Disclose the extent of major work stoppages (including both strikes and lockouts) due to disputes between the undertaking and its workforce, including the number of major work stoppages, and for each: number of workers involved; length in days of stoppage, reasons, and steps taken to resolve each dispute.	SDS page 14
	S1.4d	An explanation of the due diligence assessment performed on suppliers for which the right to freedom of association and collective bargaining is at risk, including measures taken by the organisation to address these risks.	IR page 87
Characteristics of employees and workers in workforce	S1.5a	Describe key characteristics of employees in own workforce, including: total number of all employees by country; permanent employees; temporary employees; non-guaranteed hours employees; full-time employees; and part-time employees – with breakdown by race and gender for each.	IR page 79 SDS page 13 and 17
	S1.5b	Describe key characteristics of non-employee workers in the organisation's own workforce, including: total number of non-employee workers, noting the most common type of workers and their relationship with the organisation.	IR page 79 SDS page 13
Community development			
Community human rights	S2.1a	Total number and percentage of operations that have been subject to a human rights due diligence process or impact assessments, by country.	IR page 89
	S2.1b	Nature of processes for engaging with affected communities and their representatives, and channels for affected community members to raise concerns.	IR page 38
	S2.1c	Number and type of grievances reported with associated impacts related to a salient human rights issue in the reporting period, and an explanation of the percentage of these that are remedied in agreement with those who expressed the grievance.	IR page 88
	S2.1d	Number and percentage of relevant sites (typically those involved in extracting, harvesting, or developing natural resources or energy) that implement a human rights and security approach consistent with the Voluntary Principles on Security and Human Rights.	Not applicable
	S2.1e	Number and percentage of sites at which the ownership, use of or access to land is contested, and an explanation of actions taken to address related social risks.	Not applicable
Skills for the future	S2.2	Describe the employee and external skills development programmes aimed at developing skills that increase the recipient's future mobility, career development, and/or income earning potential.	IR page 79
Employment and wealth creation	S2.3a	Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity, and region.	IR page 81 SDS page 12
	S2.3b	Total number and rate of employee turnover (for permanent employees) during the reporting period, by age group, gender, other indicators of diversity, and region.	IR page 79 SDS page 12

JSE Sustainability Disclosure Guidance continued

Topic	Metric Code	Disclosure	Reference/s
Economic contribution	S2.4a	Direct economic value generated and distributed (EVG&D) on an accrual basis, covering the basic components for the organisation's global operations, ideally split out by: (i) Revenue; (ii) Operating costs; (iii) Employee wages and benefits; (iv) Payments to providers of capital; (v) Payments to government (taxes, royalties, levies, etc.); and (vi) Community investment (including charitable giving, impact investment and other social investment).	IR page 91 SDS page 18
	S2.4b	Description of significant identified indirect economic impacts of the organisation, including for example: number of jobs supported in supply or distribution chain; number of suppliers/enterprises supported from defined vulnerable groups; nature of economic development in areas of high poverty; availability of products and services for those on low incomes or previously disadvantaged; enhanced skills and knowledge in a professional community or geographic location.	IR page 74
	S2.4c	Percentage of the procurement budget used for significant locations of operation that is spent on local suppliers, noting the organisation's definitions of 'local' and for 'significant locations of operation'.	IR page 90
	S2.4d	Description (quantitative and qualitative) of the extent of significant infrastructure investment and services supported.	IR page 91 SDS page 17
	S2.4e	Total monetary value of financial assistance received by the organisation from any government during the reporting period.	Not reported
Health and safety			
Workplace health and safety	S3.1a	Number and rate of fatalities as a result of a work-related injury or ill health during the reporting period across the organisation; the disclosure should include both employees and workers who are not employees, but whose work and/or workplace is controlled by the organisation.	IR page 84 SDS page 15
	S3.1b	Number of recordable work-related injuries, and number of work-related illnesses or health conditions arising from exposure to work-related hazards during the reporting period; the disclosure should include both employees and workers who are not employees, but whose work and/or workplace is controlled by the organisation.	IR page 84 SDS page 15
	S3.1c	An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services and the scope of access provided for employees and workers, and a description of any voluntary health promotion services and programmes offered to workers to address major non-work-related health risks, including the specific health risks addressed.	IR page 82
Customer responsibility			
High risk products and services	S4.1a	Description of products and services that present specific risks to individuals, communities, or the environment; an outline of the nature of these risks, and the measures taken to mitigate these.	IR page 77
	S4.1b	Number and nature of any product recalls.	IR page 77 SDS page 12
Product innovation	S4.2a	Total research and development spend.	Not reported
	S4.2b	Total costs related to research and development aimed at enhancing social or environmental attributes of products and services.	Not reported
	S4.2c	Percentage of revenue from products and services designed to deliver specific social or environmental benefits or to address specific sustainability challenges; if the company applies a taxonomy or benchmark to label their activities as sustainable, they should report on the benchmark used and how they meet the criteria of the benchmark.	Not reported

JSE Sustainability Disclosure Guidance continued

Topic	Metric Code	Disclosure	Reference/s
Product innovation	S4.2a	Total research and development spend.	Not reported
	S4.2b	Total costs related to research and development aimed at enhancing social or environmental attributes of products and services.	Not reported
	S4.2c	Percentage of revenue from products and services designed to deliver specific social or environmental benefits or to address specific sustainability challenges; if the company applies a taxonomy or benchmark to label their activities as sustainable, they should report on the benchmark used and how they meet the criteria of the benchmark.	Not reported
Consumer data and privacy	S4.3a	A description of the mechanisms and steps taken to ensure privacy of consumer data.	IR page 88
	S4.3b	Total number of substantiated complaints received concerning breaches of customer privacy (categorised by complaints received from outside parties and substantiated by the organisation, and complaints from regulatory bodies), and total number of identified leaks, thefts, or losses of customer data.	IR page 88
Supply chain			
Supply chain (Social)	S5.1a	Description of the operations and suppliers considered to have a significant risk of child labour, forced or compulsory labour, or other significant actual and potential negative social impacts, given the type of operation, commodities, or geographic region, and the nature of the measures taken by the organisation intended to contribute to eliminating these risks.	IR page 89
	S5.1b	The number and percentage of identified child labour, or forced and compulsory labour incidents in its operations or value chain; and percentage of these where the reporting entity has played a role in securing remedy for those affected.	IR page 89
	S5.1c	Report wherever material across the supply chain: mechanisms (e.g. supplier screening, and audits) to identify and address significant actual and potential negative social impacts, nature of these impacts, and measures to address these.	IR page 89
	S5.1d	Percentage of products certified by external agencies, percentage of traceable origin.	IR page 77
Environmental			
Climate change			
GHG emissions	E1.1a	Absolute gross GHG emissions expressed as metric tonnes of CO ₂ equivalent and measured in accordance with the GHG Protocol for: Scope 1, Scope 2, and Scope 3 emissions. Scope 1 and Scope 2 emissions should be disclosed separately for (i) the consolidated accounting group (the parent and its subsidiaries) and (ii) associates, joint ventures, unconsolidated subsidiaries or affiliates not included in (i).	IR page 95 SDS page 19 CDP – CC pages 54, 56 and 58
	E1.1b	Scope 3 emissions should include upstream and downstream emissions. The categories of Scope 3 emissions and basis for measurement for information provided by entities in the value chain should be disclosed. Recognising the challenges related to the disclosure of Scope 3 emissions, including data availability, reasons should be provided when Scope 3 emissions or categories of Scope 3 emissions are omitted.	CDP – CC page 58
	E1.1c	GHG emissions intensity for Scope 1, 2 and 3, expressed as metric tonnes of CO ₂ equivalent per unit of physical or economic output.	CDP – CC page 71
Energy mix	E1.2	Total energy use and share of energy usage by generation type noting use of energy from renewable non-fossil sources, namely wind, solar, solar thermal and solar photovoltaic, geothermal energy, ambient energy, tide, wave and other ocean energy, hydropower, biomass, landfill gas, sewage treatment plant gas, and biogas.	IR page 96 SDS page 23 CDP – CC page 79

JSE Sustainability Disclosure Guidance continued

Topic	Metric Code	Disclosure	Reference/s
Science-based targets	E1.3	Define and report progress against time-bound short-, medium-, and long-term science-based GHG emissions targets that are in line with the goals of the Paris Agreement and Glasgow Climate Pact. This includes reducing global carbon dioxide emissions by 45% by 2030 relative to the 2010 level, and to net zero around mid-century, based on the best available scientific knowledge and equity, taking into account common but differentiated responsibilities and respective capabilities, and in the context of sustainable development and efforts to eradicate poverty. Science-based emissions reduction targets should be informed by recognised scientific methodologies and verified through approved processes; they should (as an absolute minimum) be consistent with relevant host country/ies' Nationally Determined Contribution.	IR page 95 SDS page 44
Just transition	E1.4a	Existence and nature of a 'transition plan' that commits to stakeholder engagement with affected workers and communities (see the JSE Climate Disclosure Guidance for further detail).	Not reported
	E1.4b	Number of workers in the past year recruited, retrained, retrenched, and/or compensated due to implementation of the decarbonisation plan.	Not reported
	E1.4c	Number of engagements undertaken with affected parties by group and geography.	Not reported
	E1.4d	Nature of climate-related lobbying activities, and those of relevant associations and membership groups, and their alignment with the objectives of the Paris Agreement and Glasgow Climate Pact.	Not reported
	E1.4e	Nature of provision for delivery of the transition plan within executive remuneration.	Not reported
	E1.4f	Nature of provision for impacts on workers and communities within climate scenario plans.	Not reported
	E1.4g	Amount of capital and expenditure deployed on direct and indirect climate adaptation and climate mitigation efforts.	Not reported
Water security			
Water usage	E2.1a	Total water consumption from all areas, and from areas with water stress.	IR page 97 SDS page 22 CDP – WS page 38
	E2.1b	Total water withdrawal from all areas with water stress, with a breakdown by following sources if applicable: surface water, groundwater, seawater, produced water, third-party water.	IR page 98 SDS page 23 CDP – WS page 38
	E2.1c	Freshwater consumption intensity: total freshwater use per material unit (e.g. sales revenue, unit of production, m ² of building or other).	CDP – WS page 20
Biodiversity and land use			
Biodiversity footprint (ecosystems)	E3.1a	Number and area of sites owned, leased, or managed in, or adjacent to, areas of high biodiversity value (key biodiversity areas), for operations (if applicable) and full supply chain (if material).	IR page 98
	E3.1b	Area of land used for the production of basic plant, animal or mineral commodities (e.g. the area of land used for forestry, agriculture or mining activities).	Not applicable
	E3.1c	Level of capital and expenditure deployed towards implementation of measures undertaken to manage positive impacts and avoid, minimise, restore/ rehabilitate and/or offset negative impacts on biodiversity and ecosystems.	Not applicable
	E3.1d	Describe wherever material across the value chain mechanisms aimed at enhancing management of biodiversity and ecosystem impacts (such as policies, targets, certifications, and audits).	Not reported
	E3.1e	Describe and report results of any processes aimed at identifying, assessing and/or managing the biodiversity footprint of the organisation, including for example: size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals; and status of each area based on its condition at the close of the reporting period, noting the standards and methodologies used.	Not reported

JSE Sustainability Disclosure Guidance continued

Topic	Metric Code	Disclosure	Reference/s
Pollution and waste			
Solid waste	E4.1a	Total weight of waste generated (non-recycled), with a breakdown by composition of waste, noting percentage directed to disposal (including landfill and incineration), and percentage diverted from disposal (e.g. reuse, recycling, recovery).	IR page 97 SDS page 20
	E4.1b	Total weight of hazardous waste generated, noting percentage directed to disposal (including landfill and incineration), and % diverted from disposal (e.g. reuse, recycling, recovery).	IR page 97 SDS page 20
	E4.1c	Waste intensity: total waste per material unit (e.g. sales revenue, unit of production, or other).	Not reported
Single-use plastic	E4.2	Report wherever material along the value chain: estimated metric tonnes of single-use plastic consumed and share (%) of single-use plastic weight of total plastic weight.	Not reported
Atmospheric pollution	E4.3a	Report wherever material along the value chain: nitrogen oxides (NOx), sulphur oxides (SOx), volatile organic compounds (VOC), persistent organic pollutants (POP), particulate matter, and other significant air emissions identified in relevant regulations.	Not reported
	E4.3b	Wherever possible estimate the proportion of specified emissions that occur in or adjacent to urban/densely populated areas.	Not reported
Water pollution	E4.4b	Total water discharge to all areas in megalitres, and list of priority substances of concern for which discharges are treated, including how these substances were defined, approach to setting discharge limits, and number of incidents of non-compliance with discharge limits.	IR page 98 SDS page 22 CDP – WS page 15
Supply chain and materials			
Supply chain (environmental)	E5.1	Report wherever material across the supply chain: mechanisms (e.g. supplier screening, and audits) to identify and address significant actual and potential negative environmental impacts, nature of these impacts, and measures to address these.	IR page 95
Materials of concern	E5.2a	Process to identify and manage emerging materials and chemicals of concern in products (materials of concern could include conflict minerals or recognised high-impact raw materials such as palm oil).	Not reported
	E5.2b	Percentage of materials identified in point 1 above that are covered by a sustainability certification standard or formalised sustainability management programme.	Not reported

SASB index

To further improve our sustainability reporting and transparency, this is an index to the location of our disclosures that align with the SASB Standards for Biotechnology & Pharmaceuticals. Our reporting against the SASB Standards is a voluntary disclosure to support the evolving information needs of our investors. This is our second SASB Index and we expect to further develop our alignment with the required disclosures over time.

Topic	Metric Code	Accounting Metric	Page/s	Comments
Safety of Clinical Trial Participants	HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials.	IR page 77	Aspen undertakes very limited clinical trials.
	HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation; or (2) regulatory or administrative actions taken against the entity.		Nil
	HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries.		Nil
Access to Medicines	HC-BP-240a.1	Description of actions and initiatives to promote access to healthcare products for priority diseases and in priority countries as defined by the Access to Medicine Index.	IR page 75	Aspen's initiatives to promote access to medicines are described in our report, but not in respect of the priority diseases and priority countries as defined by the Access to Medicine Index. Aspen supplies medicines to 48 of the 108 priority countries included in the Access to Medicine Index.
	HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP).		https://extranet.who.int/pqweb/medicines/prequalified-lists/finished-pharmaceutical-products
Affordability and Pricing	HC-BP-240b.2	Percentage change in: (1) weighted average list price; and (2) weighted average net price across product portfolio compared to previous reporting period.		Not reported
	HC-BP-240b.3	Percentage change in: (1) list price; and (2) net price of product with largest increase compared to previous reporting period.		Not reported
Drug Safety	HC-BP-250a.1	Products listed in public medical product safety or adverse event alert databases.		Nil
	HC-BP-250a.2	Number of fatalities associated with products.		Nil
	HC-BP-250a.3	(1) Number of recalls issued, (2) Total units recalled.	IR page 77 SDS page 12	Total number of recalls during the period was nine (9). Total units recalled not reported.
	HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal.		Not measured
	HC-BP-250a.5	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type.		Nil

SASB index continued

Topic	Metric Code	Accounting Metric	Page/s	Comments
Counterfeit Drugs	HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting.	IR page 77	
	HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products.		Not reported
	HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products.		Not reported
Ethical Marketing	HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims.		Not reported
	HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products.	IR page 76	
Employee Recruitment, Development and Retention	HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development staff.	IR page 79	Disclosures related to our talent pool in general, not specifically for scientists and research and development personnel. Since Aspen is not a drug innovator, this type of skill is not a critical issue for us.
	HC-BP-330a.2	(1) Voluntary; and (2) Involuntary turnover rate for: (a) executives/senior managers; (b) mid-level managers; (c) professionals; and (d) all others.	IR page 79 SDS page 12	Employee turnover rates are not reported by job grade.
Supply Chain Management	HC-BP-430a.1	Percentage of (1) entity's facilities; and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme or equivalent third party audit programmes for integrity of supply chain and ingredients.	IR page 77	We do not use third-party auditing organisations. A description of our quality programme is referenced.
Business Ethics	HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery.	IR page 88	Nil
	HC-BP-510a.2	Description of code of ethics governing interactions with healthcare professionals.	IR page 76	Our Group Policy on Product Promotion and Scientific Engagement is aligned with the International Federation of Pharmaceutical Manufacturers & Associations' Code of Practice and affirms that our interactions with healthcare professionals are intended to benefit patients and to enhance the practice of medicine.
Other	HC-BP-000.A	Number of patients treated.		Not measured
	HC-BP-000.B	Number of drugs (1) in portfolio; and (2) in research and development (Phases 1-3).	IR page 75	(1) Number of products in portfolio (defined by brand) is more than 650. (2) Aspen is not an originator of new drugs.

TCFD disclosures

Aspen remains committed to supporting the management recommendations published by the TCFD. Our governance framework, climate strategy and risk management approach are outlined under the four key thematic areas. Through our Sustainability Working Group, we have established climate goals and targets for the Group. We aim to incorporate progress, metrics, and related performance criteria into our future disclosures. This disclosure builds on our CDP Climate Change (“CDP-CC”) disclosures and by incorporating TCFD recommendations in our reporting obligations, we will continue to disclose climate-related topics and performance to all stakeholders.

Governance

Board oversight

The Aspen Board of Directors is collectively responsible for setting the strategic direction for the Group and approving the Group’s strategic objectives, one of which is “To be a good corporate citizen by conducting our business in a responsible, inclusive and sustainable way”. The Board is responsible for the oversight of performance against this strategic objective by considering both the financial aspects of the business and the impact that the business operations have on the economic, physical and social environments in which Aspen operates. Aligned to the Group’s strategic objectives, the Board ratifies the Group’s material KPIs annually, which includes KPIs relating to carbon emissions and energy usage. The Group’s performance against these objectives and KPIs is considered by the Board at each of its scheduled quarterly meetings.

Management oversight

Operational responsibility for climate-related issues lies with the Site Heads, who are responsible for developing and executing the business unit strategy in alignment with the overall Group strategy. Site Heads are responsible for ensuring that site risk assessments, which would include climate-related risks, are conducted and maintained and for driving performance aligned with the Group’s KPIs. In respect of operational aspects, Site Heads report to Group Executives who ensure strategic alignment across the Group’s operations.

Aspen’s Executive Risk Forum, comprising senior Group Executives, presents the top enterprise-wide risks to the Group Audit & Risk Committee at the scheduled quarterly meetings. These include significant climate-related risks that have been identified. The Board reviews how the proposed risk mitigation has been considered in the business plan of the impacted business units. Any major capital expenditure needed to implement the proposed mitigation would be included in the review and approval processes as per the Group’s approval framework. To measure our performance, the Group Risk, Sustainability & Compliance function presents key environmental compliance indicators to the Social & Ethics Committee on a quarterly basis. An Executive Sustainability Forum, chaired by the Group Chief Operations Officer, oversees the sustainability strategy development and monitors its implementation. The reporting on sustainability-related issues to the Social & Ethics Committee is further strengthened through regular reporting by the Executive Sustainability Forum on their activities.

Applicable disclosures

TCFD recommended disclosures	Aspen disclosures
Describe the Board's oversight of climate-related risks and opportunities.	CDP-CC Questions C1.1a and C1.1b
Describe management’s role in assessing and managing climate-related risks and opportunities.	CDP-CC Questions C1.2 and C1.2a

Strategy

Our structured sustainability materiality assessment was reviewed during 2024 (refer to  page 10) and climate change and GHG emissions remain issues of high importance to stakeholders. This outcome supports the urgency of our climate strategy with specific focus on setting, disclosing and realising climate-related targets. Climate change is likely to have a notable effect on our direct manufacturing functions as well as our value chain. The product portfolio of Aspen may also be impacted as a result of climate change since independent research points to possible increased prevalence of vector-borne and other diseases linked to increased global temperatures and humidity. Access to medicines, in particular in Africa, is one of our most material sustainability topics and an increased demand for medicines to combat ill health linked to climate change will be continually monitored and assessed.

Risks and opportunities

During 2022, a strategic climate risk assessment was performed. Due consideration was given to material climate change drivers recommended by the TCFD. We applied our strategic risk assessment methodology to identify and assess current and future climate-related risks. Prominent risks were then profiled, as outlined below, to ensure that our risk management approach is aligned with material risks.

- a. Increased pricing of GHG emissions will result in increased operating costs affecting our manufacturing facilities in South Africa. Carbon prices in South Africa are likely to remain stable until January 2026. Following this, the carbon tax will be reviewed, and some of the current allowance mechanisms are likely to be removed. Given the rising risk of climate change, there are likely to be additional costs related to carbon pricing in other jurisdictions. We conducted a climate scenario analysis in FY2024. One of the aspects considered was the potential risk of carbon pricing scenarios per jurisdiction. Further work is needed to understand and quantify the real potential cost impact. This will assist in developing the appropriate strategy for addressing climate change.
- b. We currently have limited emission data on our supply chain. Not having a comprehensive Scope 3 emission profile was identified as a transition risk, which we plan to manage through a structured Scope 3 strategy. A supplier sustainability assessment programme has been initiated and is currently in development.
- c. Increased stakeholder concern or negative stakeholder feedback, which could result in reduced capital availability as well as reduced revenue as a result of negative impacts on workforce management and planning such as employee attraction and retention. We intend to publish our position statement on climate change during FY2025, which will outline our climate strategy together with short-, medium- and long-term targets.

TCFD disclosures continued

Strategy continued

Risks and opportunities continued

During the FY2024 review of our climate risk assessment, we included risks associated with stranded assets and technology, such as carbon-intensive steam generators as well as impacts related to employee commuting. Although relevant to our operations, these additional risks are not currently rated as significant.

Outputs of facility-level risk assessments are essential for us to understand, anticipate and plan for physical and regulatory risk in the different regions in which we operate. For our 2023 CDP-CC submission, we disclosed risks identified by our manufacturing facilities, that related to carbon pricing mechanisms, ozone depleting agents and increased stakeholder concern or negative stakeholder feedback. Where possible, the potential financial impacts of these reported risks are determined and disclosed. Through our annual water risk assessment process, we assess current and future risks that relate to climate-induced water stress and floods, and we will continue to identify and disclose facility locations that are vulnerable to physical risk.

Opportunities to manage identified climate-related risks are continually identified and implemented where feasible. Energy consumption and efficiency are strategic sustainability priorities that will help reduce our carbon footprint. The investment in such climate action initiatives is therefore actively promoted within the Group. Feasibility studies are conducted at a facility level in order to motivate improvement in resource conservation and return on investment. Approved energy-saving projects are formally established and managed through continual improvement programmes as documented in our certified environmental management systems. Performance on these energy consumption and efficiency initiatives is monitored and reported internally and externally through management review meetings and public disclosures.

In FY2023 a climate scenario analysis was conducted. Our approach to the scenario analysis, in accordance with the TCFD guidance, was based on a thorough understanding of the transition and physical drivers impacting our operations. A cross-functional team was established to ensure representation and input from different functions and geographies within the business. As this was the first time that we had completed scenario analysis, a qualitative approach, in line with the recommendations of TCFD, was followed.

We developed and assessed three scenarios underpinned by the Network for Greening the Financial Sector reference scenarios, as well as other relevant international sources. For transition risks, this included the International Energy Agency World Energy Outlook. For physical risks, this included the Representative Concentration Pathways established by the Intergovernmental Panel on Climate Change's Fifth Assessment Report and the World Bank Climate Change Knowledge Portal.

An impact evaluation was performed to evaluate the potential consequences for Aspen under each scenario. To assess potential transition risks and opportunities, an analysis was carried out across various facets of Aspen's business. In the short to medium term, these outcomes will be used to facilitate strategic and risk management decisions. This will allow us to better understand and build resilience to the risks and uncertainties we may face under different hypothetical futures. This will further contribute to the development of greater strategy resilience and flexibility for a low-carbon economy consistent with a 1,5°C scenario.

Applicable disclosures

TCFD recommended disclosures	Aspen disclosures
Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	CDP-CC Questions C2.1a, C2.3a and C2.4a
Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning.	CDP-CC Questions C2.1b, C2.3a, C2.4a, C3.3 and C3.4
Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	A qualitative scenario analysis was performed as described above. Further work on identifying and monitoring signpost metrics to determine which scenarios most accurately reflect circumstances playing out will be performed.

Risk management

Climate-related risk assessment processes

Our strategic risk assessment is performed in accordance with the approved Group Risk Management Policy and Group Risk Management Framework. A predefined four-point scale categorises impacts considering the potential financial impact, impact on the viability of the current and future planned business model and supporting systems, impact on compliance obligations and/or impact on the Group's reputation and/or its stakeholders. Key elements that are considered in our assessment includes, effectiveness of environmental management systems, responsible management of energy and carbon footprint, and both physical and transitional climate risks.

Our risk assessment methodology requires the assessment of the identified risks in relation to the potential impact and the probability. The application of a likelihood assessment (from "almost certain" to "unlikely") to the impact rating results in an overall inherent risk rating. The effectiveness of the risk mitigations is assessed to determine the residual level of risk. These inherent and residual risk assessments are used to rank risks relative to each other. Facility-level risk assessments are conducted and maintained in line with environmental certification requirements specified in ISO 14001 and ISO 50001. Our risk assessment processes are structured, consistent, and repeatable.

TCFD disclosures continued

Risk management continued

Management of climate-related risk

Risk management is an embedded attribute of Aspen’s corporate culture and is inherent in all its business decisions, activities and transactions. An integrated approach to risk management is implemented giving due consideration to economic, environmental and social indicators impacting the Group and its stakeholders. Outputs of risk assessments performed at the different levels and functions in the Group are used to establish our climate risk profile from where we start to initiate our responses to identified material risks. Proposed solutions and resources required for mitigating significant risks and impacts are presented to Executive Management for approval. The status of the risk mitigation plans is reported regularly during the site SHE performance review meetings.

Previously stated energy-saving projects at facility level are currently the primary mechanism to drive the reduction of our carbon footprint. With our aspiration to reduce our Scope 1 and Scope 2 emissions, these facility-level projects will be planned, scoped and prioritised in terms of materiality to ensure that our efforts and resources are optimised for best possible results.

Applicable disclosures

TCFD recommended disclosures	Aspen disclosures
Describe the organisation’s processes for identifying and assessing climate-related risks.	CDP-CC Questions C2.1, C2.1a, C2.2 and C2.2a
Describe the organisation’s processes for managing climate-related risks.	CDP-CC Questions C2.1, C2.1a and C2.2
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation’s overall risk management.	CDP-CC Questions C2.2

Metrics and targets

This year, we established measurable targets for reducing our carbon emissions. Following Board-level approval, we are pleased to present our clearly defined metrics, which align with the goals of the Paris Agreement. We aim to reduce our absolute combined Scope 1 and Scope 2 carbon emissions by 50% by 2030, based on a 2020 baseline year. Additionally, we are dedicated to achieving net-zero carbon emissions across our operations by 2050. These targets underscore our commitment to sustainability.

Applicable disclosures

TCFD recommended disclosures	Aspen disclosures
Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk.	CDP-CC Questions C2.1, C2.1a, C2.2 and C2.2a
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.	CDP-CC Questions C6 and C7
Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	2024 Integrated Report and Sustainability and ESG Data Supplement



Salient information for South Africa

Our People

(This information is designed to supplement the disclosures made on [pages 78 to 84 of the IR.](#))

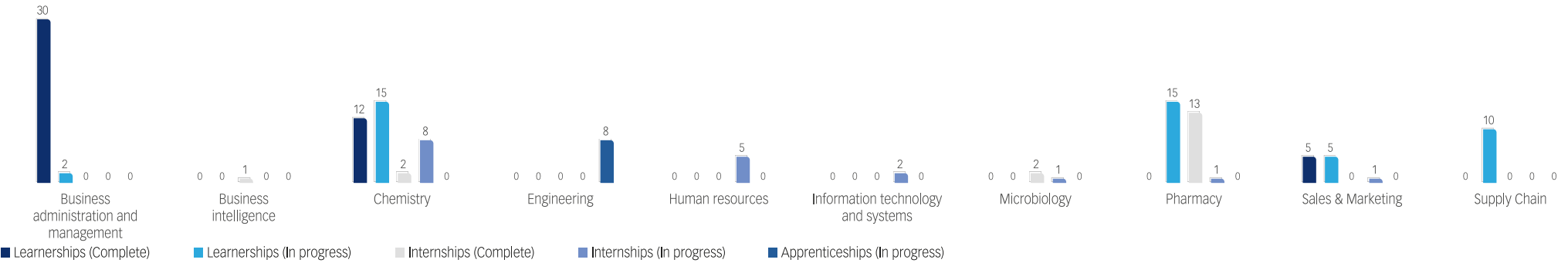
Creating an environment in which our employees can thrive

Employee trend

		2024	2023	2022	2021	2020
Permanent employees	Number of people	3 494	3 278	3 300	3 222	3 451



Skills development programmes (number of participants)



Employee information

Employee movement

		2024
Opening number of employees	Number of people	3 508
Appointment of employees	Number of people	512
Additions through acquisitions	Number of people	69
Termination of employment contracts	Number of people	(351)
Transfers between business segments	Number of people	(7)
Medical retirements	Number of people	(5)
Retirements	Number of people	(17)
Deaths	Number of people	(7)
Total employees at the end of the year	Number of people	3 702
Percentage of Group total	%	39
Permanent employees	Number of people	3 494
Temporary employees	Number of people	208
Percentage of permanent employees	%	94
Percentage of temporary employees	%	6
Total female employees	Number of people	2 022
Total male employees	Number of people	1 680
Permanent employee ratios		
Percentage of permanent female employees	%	55
Percentage of permanent male employees	%	45
Ratio of new hires to average employees	%	11
Average staff turnover	%	9

Salient information for South Africa continued

Our People continued

Creating an environment in which our employees can thrive

Employee information continued

KPAs		2024
Percentage of permanent employees for whom KPAs are in place	%	99
Collective bargaining councils and trade unions		
Percentage of employees who are exclusively represented by collective bargaining councils	%	15
Percentage of employees who are exclusively members of trade unions	%	10
Percentage of employees who are both represented by collective bargaining council and are members of trade unions	%	22
HIV/AIDs		
Employees who participated in the voluntary HIV/AIDS testing*	Number of people	234
Employees who tested HIV positive as a percentage of total employees*	%	1
Employee wellness		
Employees participating in the voluntary counselling programme	Number of people	53
Employee training		
Total investment in training and development	R'million	28,8
Investment in training and development as a percentage of the Group's total	%	45
Training spend per employee	Rand	8 493
Employees trained during the year	Number of people	2 044
Employees trained as a percentage of the Group's total	%	27
Training hours per employee	Hours	37
Other		
Labour days lost due to strike action	Days	—
Absenteeism rate		
Absenteeism rate – scheduled	%	8
Absenteeism rate – unscheduled	%	4

* Includes contract workers who could not be isolated due to confidentiality of individuals.

Providing a safe working environment

Information on incidents

Number of incidents classified as disabling		2024
Occupational fatalities	Number	1
Irreversible occupational diseases	Number	—
Permanent disabilities	Number	—
Reversible occupational disease	Number	—
Lost workday cases	Number	34
Disabling injury cases	Number	35
Number of incidents by other classification		
High consequence cases	Number	—
Minor medicals	Number	21
Occupational illness cases (ergonomic and health exposure cases)	Number	11
Total hours worked*	Thousand hours	7 292
Disabling Incident Frequency Rate	Rate	0,96
HCIFR		
HCIFR tolerance level	Rate	0
Lost Workday Frequency Rate	Rate	0,93
TRIFR		
TRIFR tolerance level	Rate	1,50
Fatal Injury Frequency Rate	Rate	0,03
Lost work days	Days	243

* Total hours worked include hours worked by Aspen employees and labour broker employees, but exclude hours worked by contractors.

Salient information for South Africa continued

Society

(This information is designed to supplement the disclosures made on [pages 85 to 93 of the IR.](#))

B-BBEE performance

B-BBEE element	Target under revised codes	Verified score (Oct 2024)	Verified score (Oct 2023)	Verified score (Oct 2022)	Verified score (Oct 2021)
Ownership	25	25,0	25,0	23,6	24,4
Management Control	19	10,9	8,8	10,1	8,8
Skills Development	20 plus 5 bonus points	12,4	12,9	14,9	10,8
Enterprise and Supplier Development	42 plus 4 bonus points	30,7	34,0	33,9	35,5
Socio-Economic Development	5	5,0	5,0	5,0	5,0
Overall Score	111 plus 9	84,0	85,7	87,5	84,5
B-BBEE Level		Level 4	Level 4	Level 4	Level 4

Conducting our business in a responsible manner

Information on conduct

	2024
Employees who have completed the required annual Aspen Code of Conduct declaration**	89

** As at 20 September 2024.

Contributing to enhancement of healthcare, education and basic needs in communities

SED trends

		2024	2023	2022	2021	2020
SED projects supported by type						
Clinics	Number	—	2	4	—	—
Community upliftment	Number	22	58	39	19	44
Education and training	Number	49	60	63	40	40
Healthcare	Number	8	5	3	5	8
HIV/AIDS	Number	—	—	—	—	1
Mandela Day	Number	8	12	10	3	5
Total SED projects	Number	87	137	119	67	98
SED project spend	R'million	10,3	15,3	21,5	16,0	16,1

SED spend for 2024

SED spend by project type

	R'million	%
Clinics	—	0
Community upliftment (including sports and the promotion of healthy lifestyles)	3,6	35
Education and training	5,5	53
Healthcare	1,1	10
Mandela Day	0,1	2
Total SED spend	10,3	100
South Africa's SED spend as a percentage of the Group's total spend (%)		72

Salient information for South Africa continued

Environment

(This information is designed to supplement the disclosures made on [pages 94 to 98 of the IR.](#))

Preserving the environment

Environmental information

		2024
Carbon emissions		
Scope 1 emissions*	tCO ₂ e	6 429
Scope 2 emissions*	tCO ₂ e	92 121
Total carbon emissions	tCO ₂ e	98 550
Scope 1 emissions as a percentage of the Group total	%	20
Scope 2 emissions as a percentage of the Group total	%	85
Waste generated categorised		
Hazardous waste	Tonnes	2 352
Non-hazardous waste	Tonnes	1 869
Total waste generated	Tonnes	4 221
Waste recycled categorised		
Hazardous waste	Tonnes	1 847
Non-hazardous waste	Tonnes	1 661
Total waste recycled	Tonnes	3 508
Waste generated by disposal method		
Composting	Tonnes	—
Energy recovery	Tonnes	970
Recycling	Tonnes	2 472
Reuse	Tonnes	66
Total waste recycled	Tonnes	3 508
Incineration	Tonnes	20
Landfill	Tonnes	256
Thermal desorption	Tonnes	314
Treatment plant	Tonnes	123
Total waste non-recycled	Tonnes	713
Total waste generated	Tonnes	4 221
Waste generated as a percentage of the Group total	%	5
Waste recycled as a percentage of waste generated	%	83
Spillages		
Number of spillages	Number	—
Volume of spillages	kℓ	—

* Carbon footprinting is calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. BEIS 2023 and local emission factors, for natural gas and electricity, have been used to calculate the GHG emissions. The emission factors used in the calculations take into account the seven main GHGs that contribute to climate change. Biogenic emissions are not calculated or measured.

Managing the efficient utilisation of scarce natural resources

Resource trends

		2024	2023	2022	2021	2020
Water withdrawn	Mℓ	377	358	341	327	314
Electricity used	GJ	378 559	365 168	360 416	366 134	390 856

Refer to energy certifications on [page 17 of this Supplement.](#)

Resource consumption for 2024

		2024
Water		
Water withdrawn from third party (municipal)	Mℓ	264
Water withdrawn from ground water	Mℓ	113
Water discharged to third party (municipal)	Mℓ	305
Water consumed	Mℓ	72
Quality of water discharged		Compliant with the required local municipal and/or legal standards with minor non-compliances recorded for the Cape Town and Gqeberha sites
Recycled water		
Water recycled for own use	Mℓ	30
Water recycled for own use as a percentage of water withdrawn	%	8
Energy consumption		
Electricity	GJ	378 559
Steam purchased	GJ	—
Fuel	GJ	71 071
Total energy consumption	GJ	449 630
Resource savings*		
Volume of water saved	Mℓ	—
Electricity saved	GJ	1 413
Environmental monetary fines and non-monetary sanctions issued by authorities		
Number of non-monetary sanctions	Number	—
Number of monetary fines	Number	—
Total number of sanctions and fines	Number	—
Total monetary value of fines	Rand	—

* Amounts reported have either been estimated or measured internally and have not been subject to audit.



Calculations and abbreviations

In this section:

Calculation of ratios supporting the material sustainability KPIs	50
Abbreviations	51

Investing in the next generation of pharmacists

Nearly a decade ago Aspen established the Work Integrated Learning Programme. This initiative exposes some 80 pharmacy students to an industrial pharmaceutical environment annually, with the aim of bridging the gap between theory and practice.

As part of our ongoing investment in South Africa's next generation of pharmacists, earlier this year we hosted 79 fourth-year pharmacy students from the Nelson Mandela University on the programme.



[View this case study online.](#)

Calculation of ratios supporting the material sustainability KPIs

Average staff turnover (%)

Total number of permanent employee departures (excluding business disposals)

Average number of permanent employees

Average training spend per employee (Rand)

Total investment in employee training during the year + value of bursaries granted

Average number of permanent employees

Percentage of black employees (%)

Permanent black* employees in South Africa

Permanent employees in South Africa

Percentage of black employees in top management roles in South Africa (%)

Number of black* employees in top management roles in South Africa

Number of top management roles in South Africa

* As defined in the Employment Equity Act, Act 55 of 1998.

Percentage of female employees (%)

Number of permanent female employees

Number of total permanent employees

Percentage of females in top management roles in the Group (%)

Number of females in top management roles in the Group

Number of top management roles in the Group

TRIFR (rate)

Sum of total recordable incident cases# x 200 000

Number of employee hours worked over rolling 12 months

A recordable incident includes a work-related incident including occupational fatalities, high consequence incidents, cases of unconsciousness resulting from any workplace exposure (irrespective of duration), lost time injuries and illness/diseases, substitute work (restricted work cases), minor medical cases or injuries requiring treatment by a medical professional. First aid cases are not considered as a recordable incident.

Abbreviations

Abbreviation	Full name
Africa Middle East	Includes Middle East, Mauritius, South Africa and Rest of SSA
AFS	Annual Financial Statements
Americas	Includes North America and South America
APIs	Active pharmaceutical ingredients
API Inc.	Aspen API Incorporated, a wholly owned subsidiary of Aspen Oss B.V.
Asia	Includes China, Hong Kong, India, Malaysia, Philippines, Taiwan and Vietnam
Aspen and/or Group and/or Company	Aspen Pharmacare Holdings Limited and/or its subsidiaries as set out in note 23 to the Company financial statements, as the context demands
AstraZeneca	AstraZeneca AB and AstraZeneca UK
Australasia	Includes Australia and New Zealand
B-BBEE	Broad-based Black Economic Empowerment
BEIS	Department for Business and Energy and Industrial Strategy
BFS	Blow-fill seal
CDP	Carbon Disclosure Project
CDP-CC	Carbon Disclosure Project for Climate Change
CDP-WS	Carbon Disclosure Project for Water Security
CY	Calendar year
Empowerdex	An independent economic empowerment rating agency in South Africa
ESG	Environmental, Social and Corporate Governance
Europe CIS	Europe and the Commonwealth of Independent States and the former Soviet Republics
EY	Ernst & Young Inc
FDF	Finished dose form
FTSE	Financial Times Stock Exchange
GHG	Greenhouse gas
GJ	Gigajoules
GLP-1	Glucagon-like peptide-1
GRI	Global Reporting Initiative

Abbreviation	Full name
HCIFR	High consequence incident frequency rate
IBIS	IBIS Environmental Social Governance Consulting Africa Proprietary Limited
IEA	International Energy Agency
IFRS	International Financial Reporting Standards
Internal Audit	The Aspen Group Internal Audit function
IR	Integrated Report
JSE	Johannesburg Stock Exchange
Kℓ	Kilolitres
KPA	Key performance assessments
KPI	Key performance indicator
Mandela Day	The Nelson Mandela International Day
Mℓ	Megalitres
Notre Dame de Bondeville	The manufacturing site based in Notre Dame de Bondeville in France
Oss	The manufacturing sites based in Moleneind, De Geer and Boxtel in the Netherlands and BioChem Sioux City Inc., an API manufacturing site in Sioux City, USA
OTC	Over the counter
Rand	South African Rand
Rest of SSA	Includes Accra, Ghana; Dar es Salaam, Tanzania; Kampala, Uganda; Lagos, Nigeria; and Nairobi, Kenya
SASB	Sustainability Accounting Standards Board
SDGs	United Nations Sustainable Development Goals
SDS	Sustainability and ESG Data Supplement
SED	Socio-economic development
SSA	Sub-Saharan Africa, which includes South Africa and Rest of SSA
TCFD	Task Force on Climate-Related Financial Disclosures
tCO ₂ e	Tonnes of carbon dioxide equivalent
TRIFR	Total recordable incident frequency rate
UN Global Compact	United Nations Global Compact
WHO	World Health Organization

Disclaimer

We may make statements that are not historical facts and relate to analyses and other information based on forecasts of future results and estimates of amounts not yet determinable. These are forward looking statements as defined in the U.S. Private Securities Litigation Reform Act of 1995. Words such as “prospects”, “believe”, “anticipate”, “expect”, “intend”, “seek”, “will”, “plan”, “indicate”, “could”, “may”, “endeavour” and “project” and similar expressions are intended to identify such forward looking statements, but are not the exclusive means of identifying such statements. By their very nature, forward looking statements involve inherent risks and uncertainties, both general and specific, and there are risks that predictions, forecasts, projections and other forward looking statements will not be achieved.

If one or more of these risks materialise, or should underlying assumptions prove incorrect, actual results may be very different from those anticipated. The factors that could cause our actual results to differ materially from the plans, objectives, expectations, estimates and intentions expressed in such forward looking statements are discussed in each year’s Annual Report. Forward looking statements apply only as of the date on which they are made, and we do not undertake other than in terms of the Listings Requirements of the JSE Limited, any obligation to update or revise any of them, whether as a result of new information, future events or otherwise.



Aspen Holdings Head Office

Durban, South Africa

Aspen Place, 9 Rydall Vale Park

Douglas Saunders Drive

La Lucia Ridge

Tel: +27 31 580 8600

www.aspenpharma.com