



*Healthcare. We Care.*

**25** YEARS  
Access to Medicine

Sustainability and ESG  
Data Supplement 2023

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The Sustainability and Environmental, Social and Corporate Governance Data Supplement, Integrated Report and Supplementary Documents are available online.

[www.aspenpharma.com](http://www.aspenpharma.com)

## Navigation

Throughout our report, we use the following icons to show the connectivity between our sustainability pillars and our strategic objectives for our key 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

### Our strategic objectives

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



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

### Other navigation icons:



This icon indicates that further information is available online.



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

### Contact details

Queries regarding our sustainability information can be directed to the Group Executive: Risk and Sustainability at [jenglund@aspenpharma.com](mailto:jenglund@aspenpharma.com)





# Who we are

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### Patient care over 25 years

Since inception, our ethos, *Healthcare. We Care.* has extended beyond manufacturing and supplying medicines across the world. It is at the heart of Aspen and what we stand true to, and it is evident in our patient care over 25 years.

From as far back as 2001, we embedded our ethos with the opening of the Engcobo Clinic in the Transkei with former, late President Nelson Mandela. This project was the launchpad for our socio-economic development ("SED") activities which have since been adopted through our global businesses with the likes of our flagship Nelson Mandela International Day ("Mandela Day") being well received by more than 865 000 deserving beneficiaries to date.

 [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.

Total revenue  
**R40,7 billion**

## Our business segments

We focus on marketing and manufacturing a broad range of post-patent, sterile focus and regional products covering both hospital and consumer channels through our key business segments.

### Commercial Pharmaceuticals



**72%**  
of total revenue



**Regional Brands** – a widely diverse range of trusted medicines with a strong domestic or regional presence.



**Sterile Focus Brands** – comprising our branded products in Anaesthetics and Thrombosis therapy areas.

- Sterile focus brands **36%**
- Regional brands **64%**

### Manufacturing

**28%**  
of total revenue



**Internal and third-party supply** of chemical and biochemical active pharmaceutical ingredients (“APIs”) and finished dose form (“FDF”) pharmaceuticals.



- Active pharmaceutical ingredients **45%**
- Heparin **30%**
- Finished dose form – steriles **13%**
- Finished form – other **12%**



## 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.

**48%**  
Women

**52%**  
Men

More than  
**9 100**  
employees in  
65 offices in some  
50 countries  
and territories

## Our global presence

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

**63%**  
of Commercial Pharmaceuticals  
revenue is from emerging markets

<https://www.aspenpharma.com/global-presence>

## 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.

**7**  
Active  
pharmaceutical  
ingredient facilities

**23**  
Facilities

**16**  
Finished  
dose form  
facilities

<https://www.aspenpharma.com/manufacturing-capabilities/>



# Introducing our Sustainability and ESG Data Supplement

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 Johannesburg Stock Exchange (“JSE”).

We are pleased to present our 2023 Sustainability and environmental, social and corporate governance (“ESG”) Data Supplement. This is a supplementary document to the 2023 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 ended 30 June 2023, as well as our outlook to all our stakeholders.

## Delivering value through our purpose

We believe that everyone should have access to the medicines they need to live a healthy and fulfilled life.



This year we celebrate our 25th year as a JSE-listed company. The associated theme follows throughout our Integrated Report as we demonstrate our commitment over the years to promoting access to high quality, affordable medicines over this period, thereby enabling everyone to live a healthy and fulfilled life. This commitment is also aligned to the World Health Organization’s (“WHO”) promotion of Universal Health Coverage and we are committed to advancing the goals and outcomes of the United Nations SDG 3 of “ensuring healthy lives and promoting well-being for all at all ages”.

Further, we believe that our industry position as a global pharmaceutical company, with a relevant portfolio of medicines and strategic manufacturing capability, is the most fundamental way in which we contribute to increasing access to medicines and furthering the global goal of universal access to healthcare.

Our ethos *Healthcare. We Care.* is the cornerstone of our philosophy which has driven strategic mergers and acquisitions that have created scope for global expansion, an enhanced therapeutic product portfolio and multi-continental state-of-the-art manufacturing capabilities over 25 years.

## Our Values



Our sustainability framework prioritises eight of the 17 United Nations Sustainable Development Goals (“SDGs”) for meaningful action we can contribute to



**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 2023, 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 2023 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 2023
- Supplementary documents:
  - Social & Ethics Committee Report 2023
  - Audit & Risk Committee Report 2023
- 2023 Carbon Disclosure Project for Climate Change ("CDP-CC") and for Water Security ("CDP-WS") submissions
- Our Communication on Progress report in respect of the United Nations Global Compact's ("UN Global Compact") 10 Principles for 2023 is available [online](#) through a digital platform introduced by UN Global Compact

## 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 AA1000ASv3 (2020) – 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. All material key performance indicators ("KPIs") have been verified, using a combined assurance approach.

The 2023 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 2023 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);
- 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, API 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
<p>All environmental KPIs including:</p> <ul style="list-style-type: none"> <li>• carbon emissions;</li> <li>• waste recycled;</li> <li>• water withdrawn; and</li> <li>• electricity used.</li> </ul> <p>Safety KPIs including:</p> <ul style="list-style-type: none"> <li>• total recordable incident frequency rate ("TRIFR").</li> </ul>	<p>Manufacturing business units only</p>	<ul style="list-style-type: none"> <li>• Environmental indicators are not measured and reported on for the commercial business units as their environmental impact is not material.</li> <li>• 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.</li> <li>• Permanent disabling injuries are monitored and measured at the manufacturing business units only.</li> <li>• Occupational fatalities are monitored and measured across both the manufacturing and commercial business units.</li> </ul>
<p>Commercial KPIs including:</p> <ul style="list-style-type: none"> <li>• number of product recalls.</li> </ul>	<p>Commercial business units only</p>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• The commercial business units are responsible for identifying and launching commercially viable molecules from the product pipeline.</li> </ul>
<p>Promoting equality KPIs including:</p> <ul style="list-style-type: none"> <li>• B-BBEE accreditation;</li> <li>• percentage of black employees in South Africa; and</li> <li>• percentage of black employees in top management roles in South Africa.</li> </ul>	<p>South African business units only</p>	<ul style="list-style-type: none"> <li>• The B-BBEE legislation and related transformation objectives are only applicable to the South African business. Employment equity is a key focus for the South African business.</li> </ul>



# Creating sustainable value

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## Vaccine access for Africa

Next-generation vaccines, therapeutics and diagnostics will be crucial to responding to future pandemics – but to be truly effective in responding to a global threat, they need to reach the countries that need them most. Health security for Africa remains non-negotiable. Aspen has a clear objective and focus to capacitate Africa and provide high quality, affordable access to critical medicines across a broad geography including 60 low- and middle-income countries.

 [View this case study online.](#)



# Our Business Strategy

**Our Business Strategy is to create value for our stakeholders by promoting access to medicines by 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 intellectual property, 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 and stable developed markets.

Through our dynamic portfolio management model, we build, optimise and reshape our basket of products to achieve a global product portfolio of niche, speciality products complemented by leading regional brands, aligned to our manufacturing capability.

We have proven manufacturing capability and capacity, creating access and sustainability collaboration opportunities for 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 to execute our business model to achieve sustainable growth and value creation** [page 29](#).

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 ▲) are linked to incentive schemes.

In this way, the performance of executive directors, executives and senior management is aligned to our sustainable Business Strategy.

Reporting on our performance against our strategic objectives is included in Our strategic business performance [page 60](#).

Reporting on performance against incentives is included in the Remuneration review [page 126](#).



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

### Our focus areas

- Develop and implement an 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

### 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 speciality sterile manufacturing, including vaccines
- Restore API business performance to pre-COVID levels
- Advance digital transformation across our value chain. Refer to Our Digital Transformation Strategy on [page 38](#)

### 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 and inclusion
- 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 36](#)

### 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 approach to sustainability on [page 40](#)
- 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 flow
- Remain alert to acquisition, disposal and collaboration opportunities which present strategic value
- Optimise the allocation of available capital
- 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 ●
- Return on invested capital ●▲
- Free cash flow ●▲
- Leverage ratio ●

▲ KPI definitions are included in the Sustainability and ESG Data Supplement available [online](#).

▲ Linked to performance and long-term incentive scheme. Further details [page 124](#).

Page references on this page relate to our 2023 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 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.

## Our sustainability commitments

We believe that doing business in a sustainable and responsible manner is integral to our purpose, our values and our philosophy *Healthcare. We Care.* Our sustainability commitments are integrated into the Group's strategic objectives and underpin the way we do business. Our sustainability commitments are determined with consideration to the following key aspects:

### UN Global Compact

We are a UN Global Compact participant and have aligned our sustainability commitments with the principles outlined in the UN Global Compact, which cover human rights, labour, environment and anti-corruption and bribery. Our previously published Communication on Progress report, available [online](#), sets out our approach to the application of these principles.

### SDGs

Launched in September 2015, the United Nations 2030 Agenda for Sustainable Development is a global action plan for 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 the SDGs are essential, we have identified eight goals where we believe we are able to have the greatest impact and we have linked these to our sustainability themes and material sustainability topics.

## Enhanced governance over sustainability

Demonstrating our commitment to sustainability, the Group has undertaken several steps to enhance Executive and Board oversight of the Group's related opportunities and risks and overall sustainability performance. In FY2022, the Group Senior Leadership Conference endorsed a high-level roadmap for the development of a Group-wide Sustainability Strategy, indicating support at the most senior Executive and Board levels for a more deliberate integration of sustainability commitments into the Group strategy. The development of our sustainability strategy is progressing according to key milestones under the oversight of the Executive Sustainability Forum, chaired by the Group Chief Operations Officer. We continue to enhance our reporting on sustainability-related issues to the Social & Ethics Committee, which monitors the Group's sustainability and ESG performance across the four sustainability pillars.

## A link to performance and remuneration

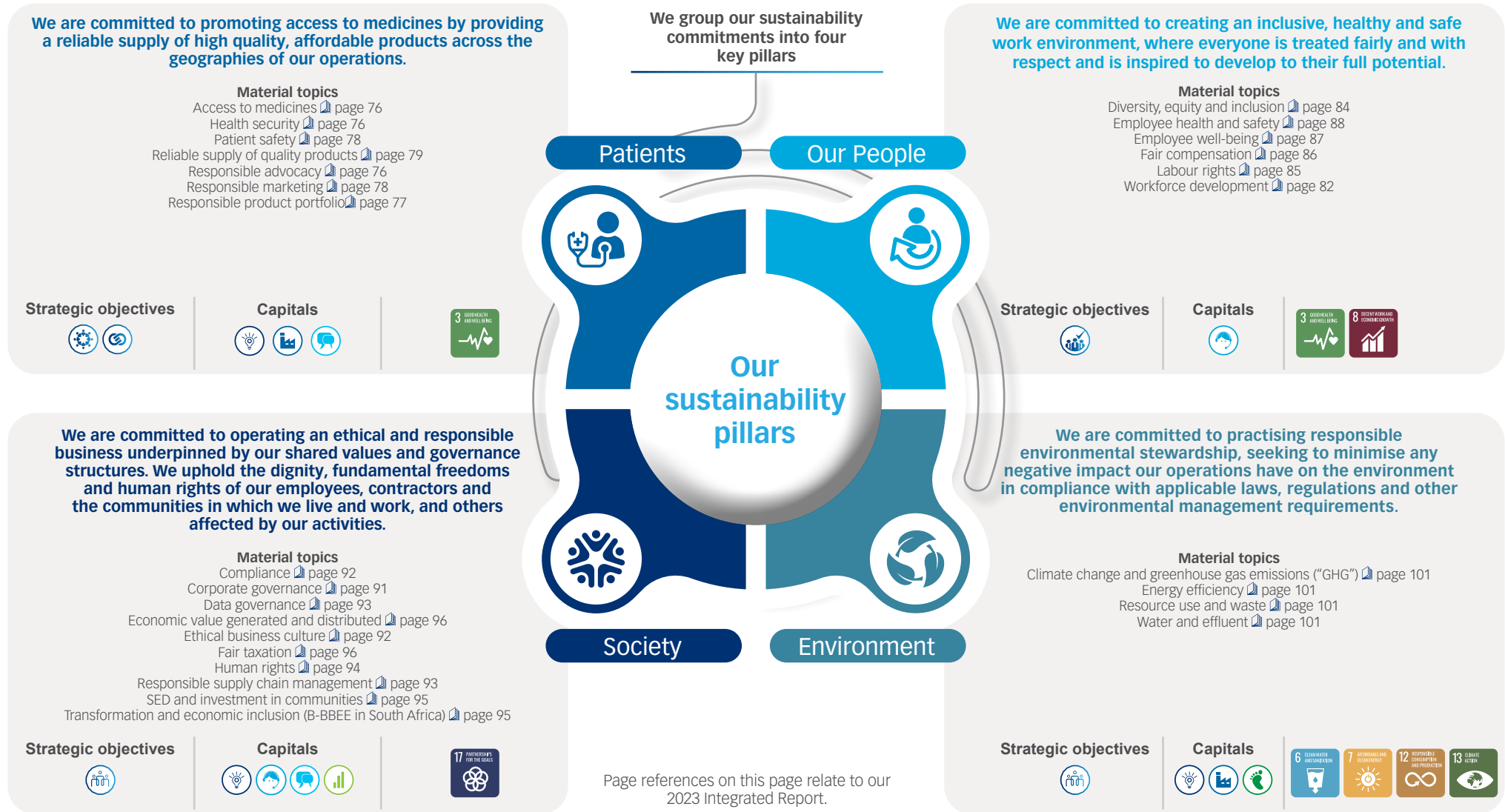
Aligned to our remuneration philosophy, we have incorporated sustainability (ESG) KPIs into our performance and incentive schemes. We have achieved this through the inclusion of sustainability related KPIs (aligned with Group objectives) within the business unit scorecards, the inclusion of specific ESG-related priorities in the annual key performance areas or assessments ("KPAs") of the Group Chief Executive as well as the inclusion of an ESG measure relating to our key sustainability focus "access to medicines" in the management long-term incentive scheme on [page 126](#) of the Integrated Report.



# Our approach to sustainability continued

## Our commitment to transparency in reporting

We are continuously developing our sustainability and ESG reporting to enhance our ability to respond to the increasing disclosure expectations of our stakeholders, including our investors. In addition to our current reporting commitments to the UN Global Compact and Carbon Disclosure Project (“CDP”), we map our disclosures against Global Reporting Initiative (“GRI”), Sustainability Accounting Standards Board (“SASB”), Task Force on Climate-Related Financial Disclosures (“TCFD”) and the JSE Sustainability Disclosure Guidance in our Sustainability and ESG Data Supplement, available [online](#). We have retained our listing in the Top 30 FTSE/JSE Responsible Investment Index Series and we are a constituent of the FTSE4Good Index [page 63](#).





# Sustainability materiality assessment

## Sustainability materiality assessment approach

Our sustainability strategy is guided by a 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 informs our sustainability strategy and allows us to identify opportunities and prioritise our efforts to address the issues of significance. It further allows us to establish meaningful metrics to evaluate our sustainability performance and informs the content on our reporting.

### Identify the sustainability issues

- Identification of 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 GRI; SASB and 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
  - 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 in FY2022 and FY2023. The final sustainability materiality matrix was approved by the Group Executive Committee and reviewed by the Social & Ethics Committee.

## Sustainability materiality update

This year, we reviewed the sustainability materiality outcomes of the prior year and made updates to reflect the rapidly changing external context and Aspen's strategic positioning. Key changes to our material sustainability topics included the inclusion of one new topic: "Animal welfare" and amendments to the scope of the following topics: "Responsible advocacy and lobbying" was refined to "Responsible advocacy", recognising that lobbying is just one aspect falling under the "Responsible advocacy" topic; "Data privacy and information security" was amended to "Data governance" to reflect the increased focus on ethics and governance associated with artificial intelligence and data in the healthcare industry more generally; and "Waste" was expanded to "Resource use and waste" to encapsulate the concepts of reduced resource use and circular economy within a waste lifecycle approach. The updated sustainability materiality matrix was debated by the Executive Sustainability Forum, approved by the Group Executive Committee and reviewed by the Social & Ethics Committee. Our intention is to further enhance this process by engaging more broadly with our internal and external stakeholders in future periods.

### Sustainability themes

● Patients ● Society ● Environment ● Our People

		<ul style="list-style-type: none"> <li>• Climate change and GHG emissions</li> <li>• Data governance</li> <li>• Economic value generated and distributed</li> <li>• Labour rights</li> </ul>	<ul style="list-style-type: none"> <li>• Access to medicines</li> <li>• Compliance</li> <li>• Corporate governance</li> <li>• Ethical business culture</li> <li>• Health security</li> <li>• Human rights</li> <li>• Patient safety</li> <li>• Reliable supply of quality products</li> </ul>
Increasing importance to stakeholders ↑	<ul style="list-style-type: none"> <li>• Air emissions (other than GHG)</li> </ul>	<ul style="list-style-type: none"> <li>• Employee health and safety</li> <li>• Employee well-being</li> <li>• Energy efficiency</li> <li>• Fair compensation</li> <li>• Fair taxation</li> <li>• Responsible marketing</li> <li>• Responsible product portfolio</li> <li>• SED and investment in communities</li> <li>• Transformation and economic inclusion (B-BBEE in South Africa)</li> <li>• Resource use and waste</li> <li>• Water and effluent</li> </ul>	<ul style="list-style-type: none"> <li>• Diversity, equity and inclusion</li> <li>• Responsible advocacy</li> <li>• Responsible supply chain management</li> <li>• Workforce development</li> </ul>
	<ul style="list-style-type: none"> <li>• Biodiversity and abundance</li> </ul>	<ul style="list-style-type: none"> <li>• Health system strengthening</li> <li>• Pharmaceuticals in the environment</li> <li>• Product environmental stewardship</li> </ul>	
	<ul style="list-style-type: none"> <li>• Animal welfare</li> <li>• Clinical trial conduct</li> </ul>		

Increasing impact on Aspen →



# Information on our sustainability pillars


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### Building homes for the Fandiño and Tovar families

Aspen's team in the Andean Region comprising Colombia, Ecuador and Peru, partnered with Colombian-based Catalina Muñoz Foundation to significantly change the lives of two families.

Through our heartfelt commitment and desire to make a meaningful difference, both the Fandiño and Tovar families received the gift of a house in celebration of Nelson Mandela International Day ("Mandela Day") 2023.

 [View this case study online.](#)



## Patients

(This information is designed to supplement the disclosures made on page 74 to 78 of the Integrated Report.)

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

Material KPIs		2023	2022	2021	2020	2019
Number of product recalls	Number	8	7	6	10	11
Additional KPIs		2023	2022	2021	2020	2019
Product launches	Number	83	56	57	40	47

## Our People

(This information is designed to supplement the disclosures made on pages 79 to 88 of the Integrated Report.)

Building a fit-for-future organisation

Material KPIs		2023	2022	2021	2020	2019
Average staff turnover	%	14	15	15	13	14
Average training spend per employee	Rand	6 959	5 863	4 893	4 624	5 875
Additional KPIs		2023	2022	2021	2020	2019
Group employee trends						
Average voluntary staff turnover	%	10	11	8	10	11
Average staff turnover (including disposals)	%	14	15	17	14	23
Permanent employees	%	94	94	94	92	93
Net growth in permanent employees	%	0	0	(5)	(2)	(7)
Investment in employee training trends						
Investment in training and development	R'million	59,8	50,3	43,2	42,4	56,6
Employees trained	Number of people	7 028	6 919	6 754	6 873	8 447
Training spend per employee	Rand	6 959	5 863	4 893	4 624	5 875
Permanent employees trend by region						
Group	Number of people	8 612	8 580	8 581	9 069	9 289
Africa Middle East	Number of people	3 919	3 945	3 866	4 116	4 246
Americas	Number of people	730	714	768	773	814
Asia	Number of people	1 223	1 166	1 214	1 157	1 184
Australasia	Number of people	575	563	538	531	515
Europe CIS	Number of people	2 165	2 192	2 195	2 492	2 530



## Our People continued

### Building a fit-for-future organisation continued

Additional KPIs for 2023 per region		Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS
<b>Employee movement</b>							
Opening number of employees	Number of people	9 167	4 226	756	1 170	608	2 407
Appointment of employees	Number of people	1 516	482	233	314	120	367
Termination of employment contracts	Number of people	(1 442)	(508)	(223)	(254)	(112)	(345)
Terminations through disposal of a business	Number of people	(4)	—	—	—	—	(4)
Transfers between business segments	Number of people	(1)	(1)	(1)	—	—	1
Medical retirements	Number of people	(4)	—	—	—	—	(4)
Retirements	Number of people	(57)	(15)	(3)	(4)	(12)	(23)
Deaths	Number of people	(14)	(11)	—	—	—	(3)
<b>Total employees at the end of the year</b>	Number of people	<b>9 161</b>	<b>4 173</b>	<b>762</b>	<b>1 226</b>	<b>604</b>	<b>2 396</b>
Percentage of Group total	%	<b>100</b>	<b>46</b>	<b>8</b>	<b>13</b>	<b>7</b>	<b>26</b>
Permanent employees	Number of people	8 612	3 919	730	1 223	575	2 165
Temporary employees	Number of people	549	254	32	3	29	231
Percentage of permanent employees	%	94	94	96	100	95	90
Percentage of temporary employees	%	6	6	4	0	5	10
Total female employees	Number of people	4 445	2 178	454	549	274	990
Total male employees	Number of people	4 716	1 995	308	677	330	1 406
<b>Permanent employee ratios</b>							
Percentage of permanent female employees	%	48	52	59	45	45	41
Percentage of permanent male employees	%	52	48	41	55	55	59
Ratio of new hires to average employees	%	13	9	28	26	15	8
Average staff turnover	%	14	11	27	22	18	11

## Our People continued

Additional KPIs for 2023 per region		Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS
<b>KPAs</b>							
Percentage of permanent employees for whom KPAs are in place	%	96	99	100	95	100	90
<b>Collective bargaining councils and trade unions</b>							
Percentage of employees who are exclusively represented by collective bargaining councils	%	31	21	41	0	10	66
Percentage of employees who are exclusively members of trade unions	%	10	9	0	47	0	0
Percentage of employees who are both represented by collective bargaining councils and are members of trade unions	%	10	17	0	0	28	0
<b>Employee training</b>							
Total investment in training and development	R'million	59,8	25,9	4,1	0,7	1,1	28,0
Investment in training and development as a percentage of the Group's total	%	100	43	7	1	2	47
Training spend per employee	Rand	6 959	6 573	5 690	567	2 015	12 873
Employees trained during the year	Number of people	7 028	2 510	848	1 316	247	2 107
Employees trained as a percentage of the Group's total	%	100	36	12	19	3	30
Training hours per employee	Hours	27	30	29	22	3	28
<b>Other</b>							
Labour days lost due to strike action	Days	4	4	—	—	—	—
<b>Absenteeism rate</b>							
Absenteeism rate – scheduled	%	14	12	8	7	19	23
Absenteeism rate – unscheduled	%	10	8	6	6	14	16
Absenteeism rate – unscheduled	%	4	4	2	1	5	7

# Our People continued

## Providing a safe working environment

Material KPIs		2023	2022	2021	2020	2019
TRIFR	Rate	1,16	1,13	1,10	1,24	2,31

Additional KPIs for 2023 per region		Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS
<b>Number of incidents classified as disabling</b>							
Occupational fatalities (manufacturing and commercial)	Number	—	—	—	—	—	—
Irreversible occupational diseases	Number	2	—	—	—	—	2
Permanent disabilities	Number	—	—	—	—	—	—
Reversible occupational disease	Number	—	—	—	—	—	—
Lost workday cases	Number	43	24	—	1	8	10
Disabling injury cases	Number	51	24	—	1	14	12
<b>Number of incidents by other classification</b>							
High consequence cases	Number	2	—	—	—	—	2
Minor medicals	Number	31	31	—	—	—	—
Occupational illness cases (ergonomic and health exposure cases)	Number	18	9	—	—	7	2
Total hours worked*	Thousand hours	14 115	8 155	347	1 440	744	3 429
Lost workday frequency rate	Rate	0,61	0,59	0,00	0,14	2,15	0,58
Disabling incident frequency rate	Rate	0,72	0,59	0,00	0,14	3,77	0,70
<b>High consequence incident frequency rate (“HCIFR”)</b>	Rate	0,03	0,00	0,00	0,00	0,00	0,12
HCIFR tolerance level (by 2025)	Rate	0,00	0,00	0,00	0,00	0,00	0,00
<b>TRIFR</b>	Rate	1,16	1,35	0,00	0,14	3,77	0,70
TRIFR tolerance level	Rate	1,50	1,50	1,50	1,50	1,50	1,50
Fatal Injury Frequency Rate	Rate	0,00	0,00	0,00	0,00	0,00	0,00
Lost work days	Days	625	130	—	120	249	126

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



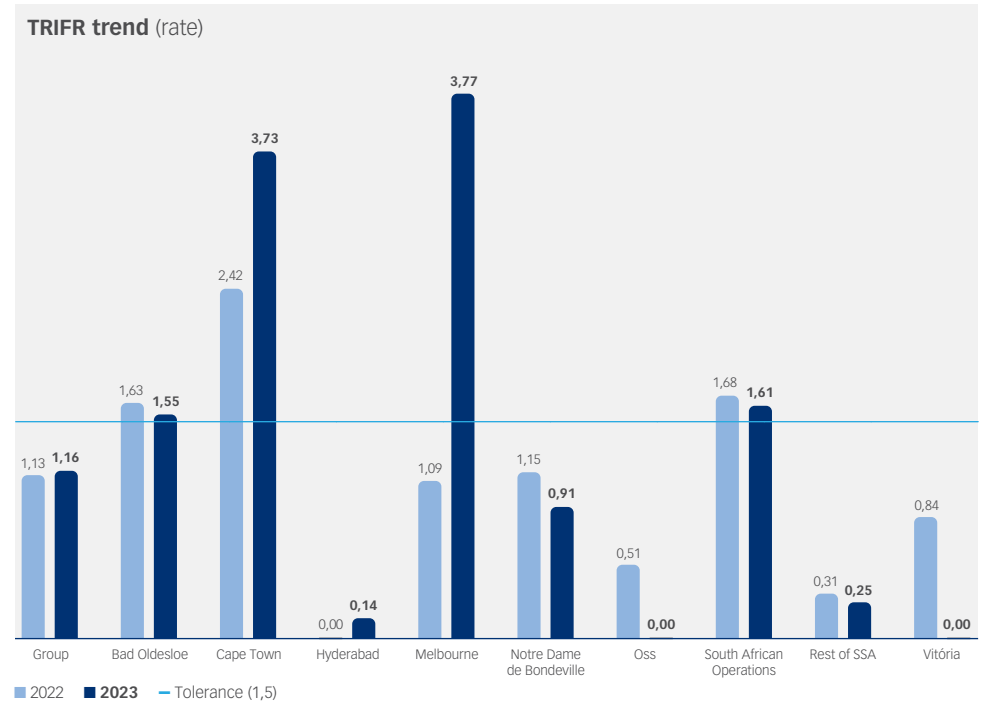
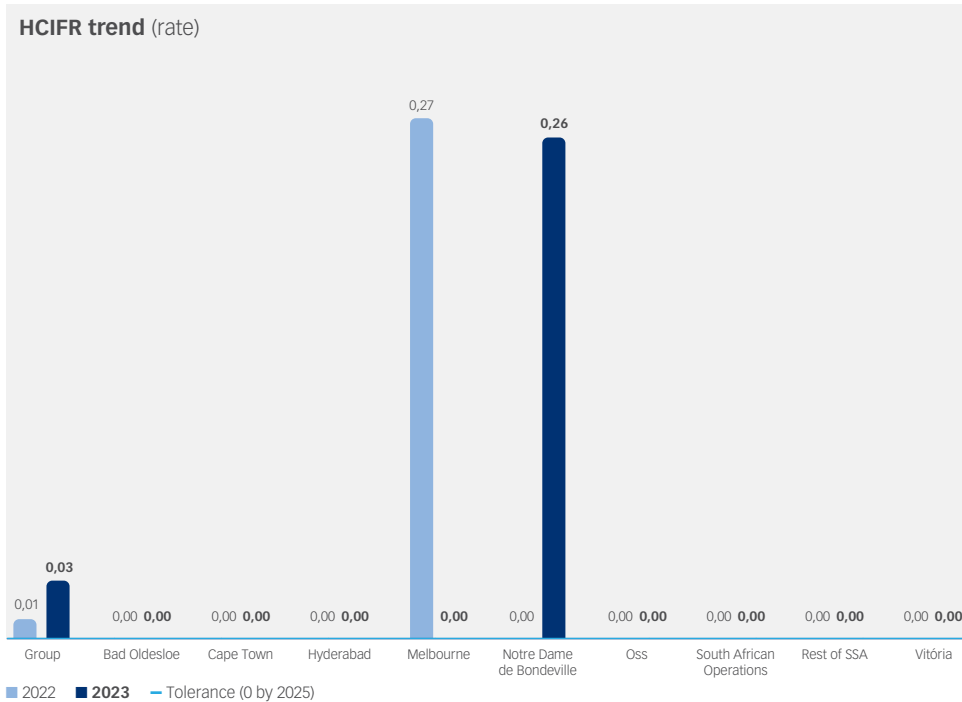
# Our People continued

## Providing a safe working environment continued

2023 Certifications for the Group	Number of facilities	Environmental certifications		Health & Safety certifications
		ISO 50001	ISO 14001	ISO 45001
<b>Type of facility</b>				
Regional	Number	8	—	5
API	Number	7	2	6
Primary site	Number	8	2	8
<b>Total facilities</b>	Number	<b>23*</b>	<b>4</b>	<b>19</b>

\* The Aspen Centralised Warehouse in Gqeberha and the East London Distribution Centre are certified on both ISO 14001 and ISO 45001, but are not included in the total count for manufacturing facilities tabled above.

🔗 Certifications are available online.





(This information is designed to supplement the disclosures made on pages 89 to 97 of the Integrated Report.)

## Conducting our business in a responsible manner

Material KPIs	2023	2022	2021	2020	2019
FTSE/JSE Responsible Investment Index score	Score <b>3,6</b>	3,8	3,9	4,5	3,7

Additional KPIs for 2023 per region	Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS
Employees who have completed the required annual Aspen Code of Conduct declaration	% <b>97</b>	<b>99</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>92</b>

## Promoting equality

Material KPIs	2023	2022	2021	2020	2019
Percentage of female employees	% <b>48</b>	48	48	49	48
Percentage of females in top management roles in the Group	% <b>35</b>	34	26	19	17
Percentage of black employees in South Africa	% <b>87</b>	86	83	82	82
Percentage of black employees in top management roles in South Africa	% <b>36</b>	35	22	27	19

Additional KPIs	2023	2022	2021	2020	2019
Female Board members	% <b>22</b>	30	30	30	36
Black Board members	% <b>33</b>	40	40	40	36

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

Material KPIs	2023	2022	2021	2020	2019
SED	R'million <b>21,2</b>	27,9	19,5	20,6	20,4

### Additional KPIs for 2023 per region

Additional KPIs for 2023 per region	Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS
<b>SED spend by project type</b>						
Clinics	R'million <b>0,1</b>	<b>0,1</b>	—	—	—	—
Community upliftment	R'million <b>12,0</b>	<b>9,6</b>	—	<b>0,7</b>	<b>0,6</b>	<b>1,1</b>
Education and training	R'million <b>6,2</b>	<b>5,9</b>	<b>0,2</b>	<b>0,1</b>	—	—
Healthcare	R'million <b>1,1</b>	<b>0,9</b>	—	<b>0,2</b>	—	—
Mandela Day	R'million <b>1,8</b>	<b>0,4</b>	<b>0,9</b>	<b>0,1</b>	<b>0,1</b>	<b>0,3</b>
<b>Total SED spend</b>	R'million <b>21,2</b>	<b>16,9</b>	<b>1,1</b>	<b>1,1</b>	<b>0,7</b>	<b>1,4</b>
SED spend as a percentage of the Group's total spend	% <b>100</b>	<b>80</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>7</b>



## Economic value generated and distributed

Additional KPIs		2023	2022	2021	2020	2019
Weighted number of permanent employees	Number of employees	<b>8 612</b>	8 580	8 581	9 069	9 289
Revenue	R'million	<b>40 709</b>	38 606	37 766	33 659	35 514
Value added from operations	R'million	<b>18 917</b>	18 512	16 352	14 278	13 574
Revenue per employee	R'000	<b>4 727</b>	4 500	4 401	3 711	3 823
Value added per permanent employee <sup>#</sup>	R'000	<b>2 197</b>	2 158	1 906	1 574	1 461
Wealth created per employee	R'000	<b>2 258</b>	2 170	1 922	1 592	1 509
<b>Components of value distribution as a percentage of the total</b>						
Employees	%	<b>47</b>	43	46	47	55
Finance costs	%	<b>10</b>	4	7	12	16
Capital distribution and dividends paid to shareholders	%	<b>7</b>	6	0	0	10
Governments	%	<b>10</b>	8	8	7	9
Reinvested in the Group	%	<b>26</b>	39	39	34	10

<sup>#</sup> The value added per employee using the total weighted number of employees of 9 161 (2022: 9 167), with the inclusion of total temporary employees, is R2 065 thousand (2022: R2 019 thousand).

## Group value added statement for the year ended 30 June 2023

	Change %	2023		2022	
		R'million	%	R'million	%
Revenue	5	<b>40 709</b>		38 606	
Sterile Focus Brands	3	<b>10 588</b>		10 253	
Regional Brands	8	<b>18 824</b>		17 405	
Manufacturing	3	<b>11 297</b>		10 948	
Other operating income		<b>696</b>		1 950	
Less: Purchased materials and services	2	<b>(22 488)</b>		(22 044)	
Value added from operations	2	<b>18 917</b>	<b>97</b>	18 512	99
Investment income		<b>529</b>	<b>3</b>	105	1
<b>Total wealth created</b>	4	<b>19 446</b>	<b>100</b>	18 617	100
Employees	14	<b>9 147</b>	<b>47</b>	8 038	43
Providers of capital – finance costs	77	<b>3 251</b>	<b>17</b>	1 838	10
Governments	22	<b>1 899</b>	<b>10</b>	1 553	8
Reinvested in the Group	(28)	<b>5 149</b>	<b>26</b>	7 188	39
Depreciation and amortisation		<b>1 788</b>	<b>9</b>	1 713	9
Deferred tax		<b>(411)</b>	<b>(1)</b>	183	2
Income retained in the business		<b>3 772</b>	<b>19</b>	5 292	28
<b>Total value distribution</b>	4	<b>19 446</b>	<b>100</b>	18 617	100
<b>Value added statistics</b>					
Number of permanent employees		<b>8 612</b>		8 580	
Revenue per employee ('000)	5	<b>4 727</b>		4 500	
Value added per employee ('000)	2	<b>2 197</b>		2 158	
Wealth created per employee ('000)	4	<b>2 258</b>		2 170	
Number of total employees		<b>9 161</b>		9 167	
Revenue per employee ('000)	6	<b>4 444</b>		4 211	
Value added per employee ('000)	2	<b>2 065</b>		2 019	
Wealth created per employee ('000)	5	<b>2 123</b>		2 031	
<b>Monetary exchanges with government</b>					
Current taxes (excluding deferred tax)	19	<b>1 738</b>		1 463	
Customs and excise duty	(26)	<b>45</b>		61	
Rates and similar levies	300	<b>116</b>		29	
Gross contribution to central and local governments	22	<b>1 899</b>		1 553	
<b>Additional collections on behalf of government</b>					
Employees' taxes	11	<b>1 763</b>		1 585	
Withholding taxes	22	<b>50</b>		41	
Net value added tax paid	3	<b>2 421</b>		2 349	
	7	<b>4 234</b>		3 975	



# Environment

(This information is designed to supplement the disclosures made on pages 98 to 102 of the Integrated Report.)

## Preserving the environment

Material KPIs		2023	2022	2021	2020	2019
Scope 1 emissions*	tCO <sub>2</sub> e	<b>37 424</b>	40 082	44 544	43 122	48 095
Scope 2 emissions*	tCO <sub>2</sub> e	<b>111 877</b>	111 181	143 126	154 027	158 899
Waste recycled	Tonnes	<b>60 976</b>	59 483	58 245	58 821	72 269

Additional KPIs		2023	2022	2021	2020	2019
<b>Emissions*</b>						
Ozone depleting emissions	tCO <sub>2</sub> e	<b>938</b>	1 365	1 786	2 316	2 607
Fugitive emissions	tCO <sub>2</sub> e	<b>4 192</b>	4 001	4 861	7 168	9 658
Ozone depleting emissions as a percentage of fugitive emissions	%	<b>22</b>	34	37	32	27
<b>Waste</b>						
Non-hazardous waste generated	Tonnes	<b>54 777</b>	54 625	50 366	51 120	65 451
Hazardous waste generated	Tonnes	<b>16 214</b>	19 652	20 357	20 667	21 453
<b>Total waste generated</b>	Tonnes	<b>70 991</b>	74 277	70 723	71 787	86 904
Non-hazardous waste generated as a percentage of waste generated	%	<b>77</b>	74	71	71	75
Recycled waste	Tonnes	<b>60 976</b>	59 483	58 245	58 821	72 269
Non-recycled waste	Tonnes	<b>10 015</b>	14 794	12 478	12 966	14 635
<b>Total waste generated</b>	Tonnes	<b>70 991</b>	74 277	70 723	71 787	86 904
Waste recycled as a percentage of waste generated	%	<b>86</b>	80	82	82	83

CDP		2023	2022	2021	2020	2019
CDP-CC	score	<b>^</b>	B – Management	B – Management	C Awareness	C Awareness
CDP-WS	score	<b>^</b>	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") 2022, International Energy Agency ("IEA") 2022 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.

^ 2023 not yet assessed; assessments are done the year following the reporting year by CDP.

# Environment continued

## Preserving the environment continued

Additional KPIs for 2023 per region		Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS
<b>Carbon emissions</b>							
Scope 1 emissions*	tCO <sub>2</sub> e	37 424	14 714	310	226	2 451	19 723
Scope 2 emissions*	tCO <sub>2</sub> e	111 877	92 764	285	3 444	10 824	4 560
<b>Total carbon emissions</b>	tCO <sub>2</sub> e	<b>149 301</b>	<b>107 478</b>	<b>595</b>	<b>3 670</b>	<b>13 275</b>	<b>24 283</b>
Scope 1 emissions as a percentage of the Group total	%	100	39	1	0	7	53
Scope 2 emissions as percentage of the Group total	%	100	83	0	3	10	4
<b>Waste generated categorised</b>							
Hazardous waste	Tonnes	16 214	3 023	228	19	185	12 759
Non-hazardous waste	Tonnes	54 777	1 871	150	47	775	51 934
<b>Total waste generated</b>	Tonnes	<b>70 991</b>	<b>4 894</b>	<b>378</b>	<b>66</b>	<b>960</b>	<b>64 693</b>
<b>Waste recycled categorised</b>							
Hazardous waste	Tonnes	7 236	2 504	1	—	—	4 731
Non-hazardous waste	Tonnes	53 740	1 541	103	47	397	51 652
<b>Total waste recycled</b>	Tonnes	<b>60 976</b>	<b>4 045</b>	<b>104</b>	<b>47</b>	<b>397</b>	<b>56 383</b>
<b>Waste generated by disposal method</b>							
Biological treatment	Tonnes	788	—	—	—	—	788
Composting	Tonnes	33	1	24	—	—	8
Energy recovery	Tonnes	4 847	1 159	—	—	—	3 688
Reclamation	Tonnes	1 160	—	—	—	—	1 160
Recycling	Tonnes	44 960	2 753	80	47	383	41 697
Reuse	Tonnes	9 188	132	—	—	14	9 042
<b>Total waste recycled</b>	Tonnes	<b>60 976</b>	<b>4 045</b>	<b>104</b>	<b>47</b>	<b>397</b>	<b>56 383</b>
Incineration	Tonnes	5 034	136	—	15	176	4 707
Landfill	Tonnes	1 159	425	226	4	249	255
Thermal desorption	Tonnes	146	146	—	—	—	—
Treatment plant	Tonnes	3 676	142	48	—	138	3 348
<b>Total waste non-recycled</b>	Tonnes	<b>10 015</b>	<b>849</b>	<b>274</b>	<b>19</b>	<b>563</b>	<b>8 310</b>
<b>Total waste generated</b>	Tonnes	<b>70 991</b>	<b>4 894</b>	<b>378</b>	<b>66</b>	<b>960</b>	<b>64 693</b>
Waste generated per region	%	100	7	1	0	1	91
Waste recycled as a percentage of waste generated	%	86	83	27	71	41	87

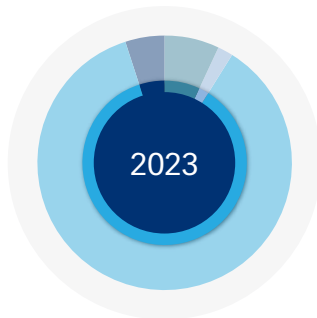
\* Carbon footprinting is calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. Department for BEIS 2022, IEA 2022 and local emission factors, for natural gas and electricity, have been used to calculate the GHG emissions. The emission factors used in the calculations take into account the seven main GHGs that contribute to climate change. Biogenic emissions are not calculated or measured.

# Environment continued

## Preserving the environment continued

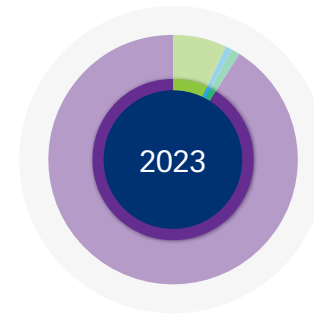
Additional KPIs for 2023 per region		Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS
<b>Spillages</b>							
Number of spillages	Number	2	1	—	—	—	1
Volume of spillages	kℓ	19,5	17,5	—	—	—	2,0
Material of spillages			Fuel				Chemical
Impact of spillages on the environment			High				Medium

Waste generated by disposal method (70 991 tonnes) (%)



- Incineration 7
- Landfill 2
- Recycled 86
- Treatment plant 5

Waste generated by region (70 991 tonnes) (%)



- Africa Middle East 7
- Americas 1
- Asia 0
- Australasia 1
- Europe CIS 91

# Environment continued

## Managing the efficient utilisation of scarce natural resources

Material KPIs		2023	2022	2021	2020	2019
Water withdrawn	Mℓ	1 061	1 039	1 096	1 204	1 693
Electricity used	GJ	618 042	606 655	641 476	660 017	689 873

Additional KPIs		2023	2022	2021	2020	2019
<b>Water withdrawn by region</b>						
Africa Middle East	Mℓ	413	400	387	406	438
Americas	Mℓ	7	5	46	47	126
Asia	Mℓ	21	11	31	30	0
Australasia	Mℓ	47	57	53	48	53
Europe CIS	Mℓ	573	566	579	673	1 076
<b>Group</b>	<b>Mℓ</b>	<b>1 061</b>	<b>1 039</b>	<b>1 096</b>	<b>1 204</b>	<b>1 693</b>

<b>Water by source and destination</b>						
<b>Water withdrawn by source</b>						
Third party (municipal)	Mℓ	727	894	953	1 042	1 134
Ground	Mℓ	334	145	143	162	559
<b>Water discharged by destination</b>						
Third party (municipal)	Mℓ	787	821	797	773	1 279
Ground	Mℓ	—	—	60	84	—
Fresh surface water destination	Mℓ	63	13	—	—	—
Water recycled for third-party use (donated)	Mℓ	0	—	—	—	29
<b>Water consumed</b>						
Recycled water	Mℓ	20	11	16	11	12

<b>Electricity used</b>						
Africa Middle East	GJ	380 143	378 647	383 824	406 443	419 373
Americas	GJ	12 064	11 549	22 558	23 281	49 674
Asia	GJ	17 893	3 342	15 728	15 772	0
Australasia	GJ	45 844	46 854	47 436	46 178	47 331
Europe CIS	GJ	162 098	166 263	171 930	168 343	173 495
<b>Group</b>	<b>GJ</b>	<b>618 042</b>	<b>606 655</b>	<b>641 476</b>	<b>660 017</b>	<b>689 873</b>

Refer to energy certifications on [page 16](#).

Additional KPIs for 2023 per region		Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS
<b>Water</b>							
<b>Water withdrawn by source</b>							
Third party (municipal)	Mℓ	727	255	7	21	47	397
Ground	Mℓ	334	158	—	—	—	176
<b>Total volume of water withdrawn</b>	<b>Mℓ</b>	<b>1 061</b>	<b>413</b>	<b>7</b>	<b>21</b>	<b>47</b>	<b>573</b>
<b>Water discharged by destination</b>							
Third party (municipal)	Mℓ	787	296	—	1	32	458
Ground	Mℓ	—	—	—	—	—	—
Fresh surface water destination	Mℓ	63	—	—	—	—	63
<b>Total water discharged</b>	<b>Mℓ</b>	<b>850</b>	<b>296</b>	<b>—</b>	<b>1</b>	<b>32</b>	<b>521</b>
Quality of water discharged			<b>Compliant with the required local municipal and/or legal standards with minor non-compliances at the Cape Town and Accra sites.</b>				
<b>Recycled water</b>							
Water recycled for own use	Mℓ	20	20	—	—	—	—
Water recycled for own use as a percentage of water withdrawn	%	2	5	0	0	0	0
Water consumed	Mℓ	211	117	7	20	15	52



# Environment continued

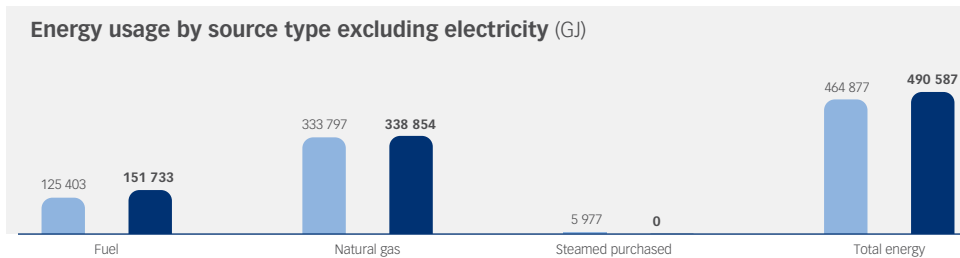
Water-stressed areas <sup>+</sup>		Extremely high water-stressed	High to medium-high water-stressed	Medium-low to low water-stressed	Total
Water withdrawn	Mℓ	315	443	303	1 061
Water discharged	Mℓ	234	398	218	850
<b>Water consumed</b>	Mℓ	<b>81</b>	<b>45</b>	<b>85</b>	<b>211</b>
Water withdrawn	%	30	42	28	100
Water discharged	%	27	47	26	100
<b>Water consumed</b>	%	<b>39</b>	<b>21</b>	<b>40</b>	<b>100</b>

<sup>+</sup> As determined by the World Resources Institute in the Aqueeduct World Risk Atlas in 2023.

## Energy usage by source type (1 108 GJ) (%)



Electricity	56
Natural gas	30
Fuel	14



Additional KPIs for 2023 per region	Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS	
<b>Energy consumption</b>							
Electricity	GJ	618 042	380 143	12 064	17 893	45 844	162 098
Natural gas (excluding natural gas used to produce steam consumed by third parties)	GJ	338 854	—	2 085	—	46 829	289 940
Steam purchased	GJ	—	—	—	—	—	—
Fuel	GJ	151 733	144 984	115	4 700	29	1 905
<b>Total energy consumption</b>	GJ	<b>1 108 629</b>	<b>525 127</b>	<b>14 264</b>	<b>22 593</b>	<b>92 702</b>	<b>453 943</b>
Natural gas used to produce steam consumed by third parties	GJ	61 722	—	—	—	—	61 722
<b>Resource savings*</b>							
Volume of water saved	kℓ	3 814	3 814	—	—	—	—
Electricity saved	GJ	6 853	5 486	—	—	—	1 367
<b>Environmental monetary fines and non-monetary sanctions issued by authorities</b>							
Number of non-monetary sanctions	Number	—	—	—	—	—	—
Number of monetary fines	Number	—	—	—	—	—	—
<b>Total number of sanctions and fines</b>	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

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## Supporting aspiring lawyers in KwaZulu-Natal

Aspen's Group Legal team has partnered with the University of KwaZulu-Natal ("UKZN") since 2016 through a community project intended to support the development of aspiring lawyers. This partnership, based on Group Legal's mantra *to teach is to learn and to learn is to teach*, affords final-year law students the opportunity to attend the four-day Aspen Group Legal Workshop.

This Workshop provides insight and much-needed practical exposure to law practised in a multinational commercial environment, and an introduction to an in-house legal function.

 [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 the CDP as well as the IR, AFS and Supplementary Documents which are available [online](#). The GRI standards most material to Aspen have been referenced below.






SDG	GRI Standard	Disclosure	Reference/s
<b>GRI 2: General disclosures</b>			
<b>The organisation and its reporting practices</b>			
	2-1	Organisational details	IR page 2
	2-2	Entities included in the organisation’s sustainability reporting	IR page 7
	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
<b>Activities and workers</b>			
	2-6	Activities, value chain and other business relationships	IR page 29
	2-7	Employees	IR page 79
	2-8	Workers who are not employees	IR page 87
<b>Governance</b>			
	2-9	Governance structure and composition	IR page 104
	2-10	Nomination and selection of the highest governance body	IR page 104
	2-11	Chair of the highest governance body	IR page 109
	2-12	Role of the highest governance body in overseeing the management of impacts	IR page 104
	2-13	Delegation of responsibility for managing impacts	IR page 104

# GRI index continued



SDG	GRI Standard	Disclosure	Reference/s
<b>GRI 2: General disclosures</b>			
	2-14	Role of the highest governance body in sustainability reporting	IR page 104
	2-15	Conflicts of interest	IR page 91
	2-16	Communication of critical concerns	IR page 47
	2-17	Collective knowledge of the highest governance body	IR page 109
	2-18	Evaluation of the performance of the highest governance body	IR page 104
	2-19	Remuneration policies	IR page 114
	2-20	Process to determine remuneration	IR page 114
	2-21	Annual total compensation ratio	Not reported
<b>Strategy, policies and practices</b>			
	2-22	Statement on sustainable development strategy	IR Page 40
	2-23	Policy commitments	IR page 42
	2-24	Embedding policy commitments	IR page 42
	2-25	Processes to remediate negative impacts	IR page 51
	2-26	Mechanisms for seeking advice and raising concerns	IR page 47
	2-27	Compliance with laws and regulations	IR page 57
	2-28	Membership associations	IR page 89
<b>Stakeholder engagement</b>			
	2-29	Approach to stakeholder engagement	IR page 47
	2-30	Collective bargaining agreements	IR page 84
<b>GRI 3: Material Topics</b>			
<b>Disclosures on material topics</b>			
	3-1	Process to determine material topics	IR page 41
	3-2	List of material topics	IR page 41 SDS page 10
	3-3	Management of material topics	IR page 42






# GRI index continued

SDG	GRI Standard	Disclosure	Reference/s
<b>200: Economic</b>			
<b>201: Economic performance</b>			
		Management approach	IR page 18
	201 - 1	Direct economic value generated and distributed	IR page 19 SDS page 18 AFS page 14
	201 - 2	Financial implications and other risks and opportunities due to climate change	SDS 42
	201 - 3	Defined benefit plan obligations and other retirement plans	AFS page 70
<b>203: Indirect economic impacts</b>			
	203 - 2	Significant indirect economic impacts	IR page 74
<b>204: Procurement practices</b>			
		Management approach	IR page 81 Disclosure in the context of B-BBEE in South Africa
<b>205: Anti-corruption</b>			
		Management approach	IR page 91
	205 - 1	Operations assessed for risks related to corruption	IR page 91
	205 - 2	Communication and training about anti-corruption policies and procedures	IR page 91
	205 - 3	Confirmed incidents of corruption and actions taken	IR page 92
<b>206: Anti-competitive behaviour</b>			
		Management approach	IR page 77
	206 - 1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	IR page 77




# GRI index continued

SDG	GRI Standard	Disclosure	Reference/s
<b>200: Economic</b>			
<b>207: Tax</b>			
		Management approach	IR page 96
	207 - 1	Approach to tax	IR page 96
	207 - 2	Tax governance, control and risk management	IR page 96
<b>300: Environmental</b>			
<b>302: Energy</b>			
		Management approach	IR page 100
	302 - 1	Energy consumption within the organisation	IR page 101 SDS page 23 CDP-CC page 79
	302 - 4	Reduction in energy consumption	IR page 100 SDS page 23
<b>303: Water</b>			
		Management approach	IR page 101
	303 - 2	Management of water discharge-related impacts	IR page 102 SDS page 22 CDP – WS page 16
	303 - 3	Water withdrawal	IR page 101 SDS page 22 CDP – WS page 10
	303 - 4	Water discharge	IR page 101 SDS page 22 CDP – WS page 11
	303 - 5	Water consumption	IR page 101 SDS page 22 CDP – WS page 11

# GRI index continued








SDG	GRI Standard	Disclosure	Reference/s
<b>300: Environmental</b>			
<b>304: Biodiversity</b>			
	304 - 1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	IR page 102
	304 - 2	Significant impact of activities, products and services on biodiversity	IR page 102
<b>305: Emissions</b>			
		Management approach	IR page 99
	305 - 1	Direct (Scope 1) GHG Emissions	IR page 100 SDS page 19 CDP - CC page 54
	305 - 2	Energy indirect (Scope 2) GHG emissions	IR page 100 SDS page 19 CDP-CC page 56
	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 100 SDS page 19 CDP – CC page 54
	305 - 6	Emissions of ozone depleting substance (ODS)	SDS page 19
<b>306: Waste</b>			
		Management approach	IR page 101
	306 - 1	Waste generation and significant waste-related impact	IR page 101 SDS page 19
	306 - 2	Management of significant waste-related impacts	IR page 101
	306 - 3	Waste generated	IR page 101 SDS page 19
	306 - 4	Waste diverted from disposal	IR page 101 SDS page 19
	306 - 5	Waste directed to disposal	IR page 101 SDS page 19

## GRI index continued





SDG	GRI Standard	Disclosure	Reference/s
<b>307: Environmental compliance</b>			
		Management approach	IR page 99
	307 - 1	Non-compliance with environmental laws and regulations	IR page 99 SDS page 23
<b>308: Supplier environmental assessment</b>			
		Management approach	IR page 99
	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	
<b>400: Social</b>			
<b>401: Employment</b>			
		Management approach	IR page 80
	401 - 1	New employee hires and employee turnover	IR page 85 SDS page 12
<b>403: Occupational health and safety</b>			
		Management approach	IR page 87
	403 - 1	Occupational health and safety management system	IR page 87 SDS page 16
	403 - 2	Hazard identification, risk assessment, and incident investigation	IR page 87
	403 - 3	Occupational health services	IR page 86
	403 - 4	Worker participation, consultation, and communication on occupational health and safety	IR page 87
	403 - 5	Worker training on occupational health and safety	IR page 87
	403 - 6	Promotion of worker health	IR page 86 SDS page 15
	403 - 8	Workers covered by an occupational health and safety system	IR page 87
	403 - 9	Work-related injuries	IR page 88 SDS page 15
	403 - 10	Work-related ill-health	IR page 88 SDS page 15



# GRI index continued

SDG	GRI Standard	Disclosure	Reference/s
<b>400: Social</b>			
<b>404: Training and education</b>			
		Management approach	IR page 81
	404 - 1	Average hours training per employee	SDS page 14
	404 - 2	Programmes for upgrading employee skills and transition assistance programmes	IR page 81 SDS page 14
	404 - 3	Percentage of employees receiving regular performance and career development reviews	IR page 85 SDS page 14
<b>405: Diversity and equal opportunity</b>			
		Management approach	IR page 83
	405 - 1	Diversity of governance bodies and employees	IR page 83 SDS page 17
<b>406: Non-discrimination</b>			
		Management approach	IR page 84
	406 - 1	Incidents of discrimination and corrective actions taken	IR page 92
<b>407: Freedom of association and collective bargaining</b>			
		Management approach	IR page 84
	407 - 1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	IR page 84
<b>408: Child labour</b>			
	408 - 1	Operations and suppliers at significant risk for incidents of child labour	IR page 84
<b>409: Forced or compulsory labour</b>			
	409 - 1	Operations and suppliers at significant risk for incidents of forced labour or compulsory labour	IR page 84
<b>413: Local communities</b>			
		Management approach	IR page 93
	413 - 1	Operations with local community engagement, impact assessment and development programmes	IR page 93 SDS page 17

# GRI index continued

SDG	GRI Standard	Disclosure	Reference/s
<b>400: Social</b>			
<b>414: Supplier social assessment</b>			
		Management approach	IR page 92
	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	Not yet disclosed. Aspen is considering options for future disclosure.
<b>415: Public policy</b>			
		Management approach	IR page 91
	415 - 1	Political contributions	IR page 91
<b>416: Customer health and safety</b>			
		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 78 SDS page 12
<b>417: Marketing and labelling</b>			
		Management approach	IR page 77
	417 - 1	Requirements for product and service information and labelling	IR page 77
	417 - 2	Incidents of non-compliance concerning product and service information and labelling	IR page 78 SDS page 12
	417 - 3	Incidents of non-compliance concerning marketing communications	IR page 77 SDS page 12
<b>419: Socio-economic compliance</b>			
		Management approach	IR page 91
	419 - 1	Non-compliance with laws and regulations in the social and economic area	IR page 92

# 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
<b>Governance metrics</b>			
<b>Board composition</b>			
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 105
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 105
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 109
<b>Remuneration</b>			
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 119
<b>Ethical behaviour</b>			
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 91 SDS page 17
	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 92
	G3.1c	A description of: i) the internal and external grievance mechanisms (including whistle-blowing 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 92
	G3.1d	Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, to combat corruption.	IR page 90
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 91
	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 pages 48 and 91
<b>Compliance and risk management</b>			
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 pages 87 and 99 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 pages 87 and 99 SDS page 23

# JSE Sustainability Disclosure Guidance continued

Topic	Metric Code	Disclosure	Reference/s
<b>Governance metrics</b>			
<b>Tax transparency</b>			
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 96
	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 96
<b>Social metrics</b>			
<b>Labour standards</b>			
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 92
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
<b>Social metrics</b>			
<b>Labour standards</b>			
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 84
	S1.4b	Percentage of total employees covered under collective bargaining agreements.	IR page 84 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 91
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 80 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 80 SDS page 13
<b>Community development</b>			
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 93
	S2.1b	Nature of processes for engaging with affected communities and their representatives, and channels for affected community members to raise concerns.	IR page 47
	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 92
	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 81
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 85 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 85 SDS page 12

# JSE Sustainability Disclosure Guidance continued

Topic	Metric Code	Disclosure	Reference/s
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## Social metrics

### Community development

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 95 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 94
	S2.4d	Description (quantitative and qualitative) of the extent of significant infrastructure investment and services supported.	IR page 93 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 88 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 88 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 86

### 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 78 SDS page 12

# JSE Sustainability Disclosure Guidance continued

Topic	Metric Code	Disclosure	Reference/s
<b>Social metrics</b>			
<b>Customer responsibility</b>			
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 92
	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 92
<b>Supply chain</b>			
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 92
	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 93
	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 93
	S5.1d	Percentage of products certified by external agencies, percentage of traceable origin.	IR page 66 and 78
<b>Environmental metrics</b>			
<b>Climate change</b>			
GHG Emissions	E1.1a	Absolute gross GHG emissions expressed as metric tonnes of CO <sub>2</sub> 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 100 SDS page 19 CDP – CC pages 54 and 56
	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 <sub>2</sub> 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 100 SDS page 23 CDP – CC page 79

# JSE Sustainability Disclosure Guidance continued

Topic	Metric Code	Disclosure	Reference/s
<b>Environmental metrics</b>			
<b>Climate change</b>			
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.	Not reported
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
<b>Water security</b>			
Water usage	E2.1a	Total water consumption from all areas, and from areas with water stress.	IR page 101 SDS page 22 CDP – WS page 11
	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 102 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 <sup>2</sup> of building or other).	CDP – WS page 20
<b>Biodiversity and land use</b>			
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 102
	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



## JSE Sustainability Disclosure Guidance continued

Topic	Metric Code	Disclosure	Reference/s
<b>Environmental metrics</b>			
<b>Biodiversity and land use</b>			
	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
<b>Pollution and waste</b>			
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 101 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 101 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 101 SDS page 22 CDP – WS page 11
<b>Supply chain and materials</b>			
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 99
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 Sustainability Accounting Standards Board (“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 world 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 United States Food and Drug Administration (“US FDA”) Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) voluntary action indicated; and (2) official action indicated.		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 is 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 World Health Organization’s List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme.		<a href="https://extranet.who.int/prequal/medicines/prequalified-lists">https://extranet.who.int/prequal/medicines/prequalified-lists</a>
Affordability and Pricing	HC-BP-240b.1	Number of settlements of Abbreviated New Drug Application litigation that involved payments and/or provisions to delay bringing an authorised generic product to market for a defined time period.		Nil
	HC-BP-240b.2	Percentage change in: (1) average list price; and (2) average net price across US product portfolio compared to previous year.		Not reported Commercial Pharmaceuticals revenue generated in the USA less than 0,2% of Commercial Pharmaceuticals revenue.
	HC-BP-240b.3	Percentage change in: (1) list price; and (2) net price of product with largest increase compared to previous year.		Not reported
Drug Safety	HC-BP-250a.1	List of products listed in the US FDA’s MedWatch Safety Alerts for Human Medical Products database.		Nil
	HC-BP-250a.2	Number of fatalities associated with products as reported in the US FDA Adverse Event Reporting System.		Nil
	HC-BP-250a.3	Number of recalls issued, total units recalled.	IR page 78 SDS page 12	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 US FDA enforcement actions taken in response to violations of current Good Manufacturing Practices, 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 78	
	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, and/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 77	
Employee Recruitment, Development and Retention	HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel.	IR page 81	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 (2) involuntary turnover rate for: (a) executives/senior managers; (b) mid-level managers; (c) professionals; and (d) all others.	IR page 85 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 program 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 92	
	HC-BP-510a.2	Description of code of ethics governing interactions with healthcare professionals.	IR page 77	
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 ~800. (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. With our recently established Sustainability Working Group for Environment, we are confident that we will set an ambitious target for climate action in FY2024 and we aim to include goals, metrics and related performance criteria in future disclosures. This disclosure builds on our 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 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 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 include 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 to 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 and Sustainability function presents key environmental compliance indicators to the Social & Ethics Committee on a quarterly basis. An Executive Sustainability Forum (effective August 2022), chaired by the Group Chief Operations Officer, was established to oversee the sustainability strategy development and monitor its implementation. The reporting on sustainability-related issues to the Social & Ethics Committee will be further strengthened through regular reporting by the Executive Sustainability Forum on its activities going forward.

## Applicable disclosures

### TCFD recommended disclosures

Describe the Board's oversight of climate-related risks and opportunities.

Describe management's role in assessing and managing climate-related risks and opportunities.

### Aspen disclosures

CDP-CC Questions C1.1a and C1.1b

CDP-CC Questions C1.2

## Strategy

Our structured sustainability materiality assessment was reviewed during 2023 (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 as independent research points to the 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 the material risks.

- a. Increased pricing of GHG emissions will result in increased operating costs affecting our manufacturing sites 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 FY2023. One of the aspects considered was the potential risk of carbon pricing scenarios per jurisdiction. Further work is needed to understand and quantify real potential cost impact. This will assist in developing the appropriate strategy for addressing climate change.
- b. 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 FY2024, which will outline our climate strategy together with short-, medium- and long-term goals.
- c. 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.

# TCFD disclosures continued

## Strategy continued

### Risks and opportunities continued

During the FY2023 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 relate to carbon pricing mechanisms, ozone-depleting agents and increased stakeholder concern or negative stakeholder feedback. Where possible, 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 is a strategic sustainability priority to 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.

During this financial year, we conducted a climate scenario analysis. 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 have 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 IEA 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.	Qualitative scenario analysis has been performed as described above. Further work on identifying and monitoring sign-post 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 include 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 assessment is 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 on a regular basis during the site safety, health and environment (“SHE”) performance review meetings.

Previously stated energy-saving projects at facility level are currently the primary mechanisms to drive the reduction of our carbon footprint. With our aspiration to include an absolute Group target in future disclosures, 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 Question C2.2

## Metrics and targets

We are developing metrics and targets to measure our climate impact and assess climate-related risks and opportunities. We consistently measure and report on our energy usage, water consumption and carbon emissions (Scope 1 and 2).

### 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.	Group metrics and targets are in development.

# Salient information for South Africa

## Our People

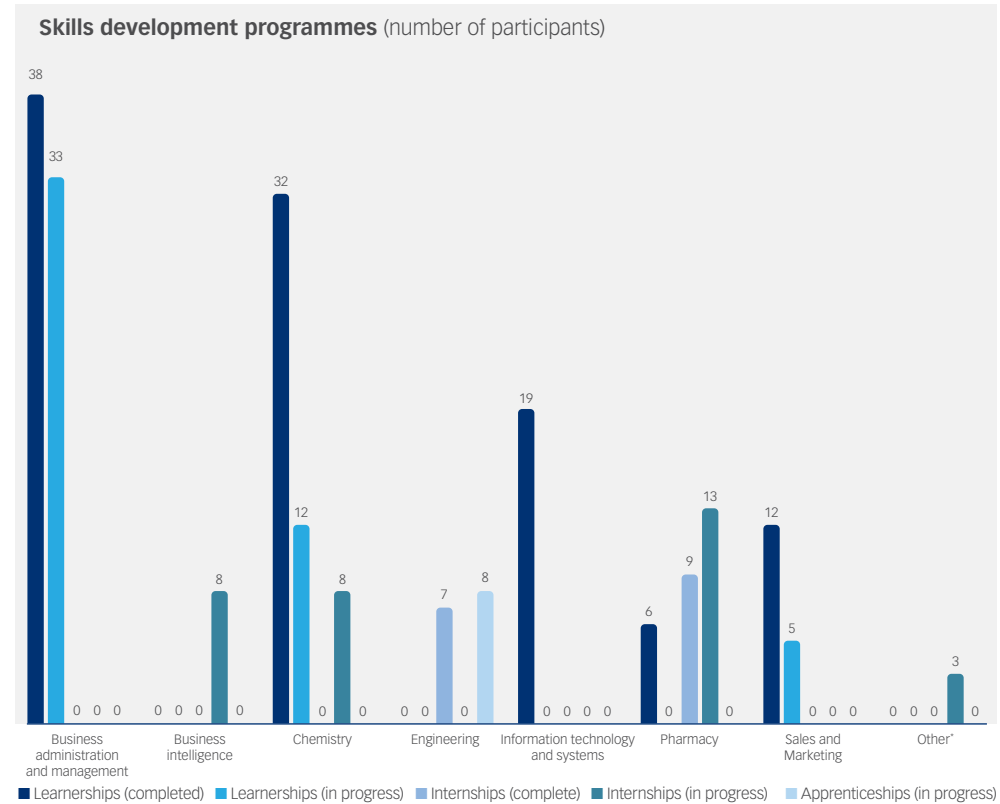
(This information is designed to supplement the disclosures made on pages 79 to 88 of the Integrated Report.)

### Creating an environment in which our employees can thrive

Employee trend		2023	2022	2021	2020	2019
Permanent employees	Number of people	<b>3 278</b>	3 300	3 222	3 451	3 566

### Employee information for 2023

Employee movement		
Opening number of employees	Number of people	<b>3 552</b>
Appointment of employees	Number of people	<b>379</b>
Termination of employment contracts	Number of people	<b>(403)</b>
Medical retirements	Number of people	<b>—</b>
Retirements	Number of people	<b>(9)</b>
Deaths	Number of people	<b>(10)</b>
<b>Total employees at the end of the year</b>	Number of people	<b>3 508</b>
Percentage of Group total	%	<b>39</b>
Permanent employees	Number of people	<b>3 278</b>
Temporary employees	Number of people	<b>230</b>
Percentage of permanent employees	%	<b>93</b>
Percentage of temporary employees	%	<b>7</b>
Total female employees	Number of people	<b>1 918</b>
Total male employees	Number of people	<b>1 590</b>
Permanent employee ratios		
Percentage of permanent female employees	%	<b>55</b>
Percentage of permanent male employees	%	<b>45</b>
Ratio of new hires to average employees	%	<b>8</b>
Average staff turnover	%	<b>10</b>



\* Two Legal internships and one Microbiology internship.

## Salient information for South Africa continued

### Our People continued

#### Employee information for 2023 continued

Employee information for 2023 <small>continued</small>		
<b>KPAs</b>		
Percentage of permanent employees for whom KPAs are in place	%	<b>98</b>
<b>Collective bargaining councils and trade unions</b>		
Percentage of employees who are exclusively represented by collective bargaining councils	%	<b>25</b>
Percentage of employees who are exclusively members of trade unions	%	<b>8</b>
Percentage of employees who are both represented by collective bargaining council and are members of trade unions	%	<b>18</b>
<b>HIV/AIDS</b>		
Employees who participated in the voluntary HIV/AIDS testing*	Number of people	<b>243</b>
Employees who tested HIV positive as a percentage of total employees*	%	<b>1</b>
<b>Employee wellness</b>		
Employees participating in the voluntary counselling programme	Number of people	<b>51</b>
<b>Employee training</b>		
Total investment in training and development	R'million	<b>19,0</b>
Investment in training and development as a percentage of the Group's total	%	<b>32</b>
Training spend per employee	Rand	<b>5 786</b>
Employees trained during the year	Number of people	<b>1 882</b>
Employees trained as a percentage of the Group's total	%	<b>27</b>
Training hours per employee	Hours	<b>32</b>
<b>Other</b>		
Labour days lost due to strike action	Days	<b>—</b>
<b>Absenteeism rate</b>		
Absenteeism rate - scheduled	%	<b>8</b>
Absenteeism rate - unscheduled	%	<b>3</b>

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

## Providing a safe working environment

#### Information on incidents for 2023

##### Number of incidents classified as disabling

Occupational fatalities (manufacturing and commercial)	Number	<b>—</b>
Irreversible occupational diseases	Number	<b>—</b>
Permanent disabilities	Number	<b>—</b>
Reversible occupational diseases	Number	<b>—</b>
Lost workday cases	Number	<b>21</b>
Disabling injury cases	Number	<b>21</b>

##### Number of incidents by other classification

High consequence cases	Number	<b>—</b>
Minor medicals	Number	<b>31</b>
Occupational illness cases (ergonomic and health exposure cases)	Number	<b>9</b>
Total hours worked*	Thousand hours	<b>5 739</b>

##### Disabling Incident Frequency Rate

Rate **0,73**

##### HCIFR

Rate **0,00**

##### HCIFR tolerance level

Rate **0,00**

##### Lost Workday Frequency Rate

Rate **0,73**

##### TRIFR

Rate **1,81**

##### TRIFR tolerance level

Rate **1,50**

##### Fatal Injury Frequency Rate

Rate **0,00**

##### Lost work days

Days **98**

\* 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



(This information is designed to supplement the disclosures made on pages 89 to 97 of the Integrated Report.)

### B-BBEE performance

B-BBEE element	Target under revised codes	Verified score (Oct 2023)	Verified score (Oct 2022)	Verified score (Oct 2021)	Verified score (Oct 2020)
Ownership	25	<b>25,0</b>	23,6	24,4	25,0
Management Control	19	<b>8,8</b>	10,1	8,8	8,4
Skills Development	20 plus 5 bonus points	<b>12,9</b>	14,9	10,8	11,3
Preferential Procurement and Enterprise and Supplier Development	42 plus 4 bonus points	<b>34,0</b>	33,9	35,5	34,8
SED	5	<b>5,0</b>	5,0	5,0	5,0
Overall Score	111 plus 9 bonus points	<b>85,7</b>	87,5	84,5	84,5
B-BBEE Level		<b>Level 4</b>	Level 4	Level 4	Level 4

### Conducting our business in a responsible manner

#### Information on conduct for 2023

Employees who have completed the required annual Aspen Code of Conduct declaration\*\* % **99**

\*\* As at 20 September 2023.

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

#### SED trends

		2023	2022	2021	2020	2019
<b>SED projects supported by type</b>						
Clinics	Number	<b>2</b>	4	—	—	—
Community upliftment	Number	<b>58</b>	39	19	44	59
Education and training	Number	<b>60</b>	63	40	40	34
Healthcare	Number	<b>5</b>	3	5	8	11
HIV/AIDS	Number	<b>—</b>	—	—	1	—
Mandela Day	Number	<b>12</b>	10	3	5	6
<b>Total SED projects</b>	Number	<b>137</b>	119	67	98	110
SED project spend	R'million	<b>15,3</b>	21,5	16,0	16,1	15,9

#### SED spend for 2023

SED spend by project type	R'million	%
Clinics	<b>0,1</b>	<b>1</b>
Community upliftment (including sports and the promotion of healthy lifestyles)	<b>8,4</b>	<b>55</b>
Education and training	<b>5,9</b>	<b>38</b>
Healthcare	<b>0,6</b>	<b>4</b>
Mandela Day	<b>0,3</b>	<b>2</b>
<b>Total SED spend</b>	<b>15,3</b>	<b>100</b>
SED spend as a percentage of the Group's total spend		<b>72</b>

# Salient information for South Africa continued

## Environment

(This information is designed to supplement the disclosures made on pages 98 to 102 of the Integrated Report.)

### Preserving the environment

Environmental information for 2023		
<b>Carbon emissions</b>		
Scope 1 emissions*	tCO <sub>2</sub> e	12 092
Scope 2 emissions*	tCO <sub>2</sub> e	91 870
<b>Total carbon emissions</b>	tCO <sub>2</sub> e	103 962
Scope 1 emissions as a percentage of the Group total	%	32
Scope 2 emissions as percentage of the Group total	%	82
<b>Waste generated categorised</b>		
Hazardous waste	Tonnes	2 921
Non-hazardous waste	Tonnes	1 654
<b>Total waste generated</b>	Tonnes	4 575
<b>Waste recycled categorised</b>		
Hazardous waste	Tonnes	2 503
Non-hazardous waste	Tonnes	1 393
<b>Total waste recycled</b>	Tonnes	3 896
<b>Waste generated by disposal method</b>		
Composting	Tonnes	1
Energy recovery	Tonnes	1 159
Recycling	Tonnes	2 635
Reuse	Tonnes	101
<b>Total waste recycled</b>	Tonnes	3 896
Incineration	Tonnes	47
Landfill	Tonnes	344
Thermal desorption	Tonnes	146
Treatment plant	Tonnes	142
<b>Total waste non-recycled</b>	Tonnes	679
<b>Total waste generated</b>	Tonnes	4 575
Waste generated as a percentage of the Group total	%	6
Waste recycled as a percentage of waste generated	%	85
<b>Spillages</b>		
Number of spillages	Number	1
Volume of spillages	kℓ	17 500

\* Carbon footprinting is calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. BEIS 2022 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	2023	2022	2021	2020	2019
Water withdrawn	Mℓ 358	341	327	314	366
Electricity used	GJ 365 168	360 416	366 134	390 856	404 382

Refer to energy certifications on page 16 of this Supplement.

Resource consumption for 2023		
<b>Water</b>		
Water withdrawn from third party (municipal)	Mℓ	216
Water withdrawn from ground water	Mℓ	142
Water discharged to third party (municipal)	Mℓ	293
<b>Water consumed</b>	Mℓ	65
Quality of water discharged		Compliant with the required local municipal and/or legal standards with minor non-compliances recorded for the Cape Town site
<b>Recycled water</b>		
Water recycled for own use	Mℓ	18
Water recycled for own use as a percentage of water withdrawn	%	5
<b>Energy consumption</b>		
Electricity	GJ	365 168
Steam purchased	GJ	—
Fuel	GJ	132 107
<b>Total energy consumption</b>	GJ	497 275
<b>Resource savings*</b>		
Volume of water saved	Mℓ	3 814
Electricity saved	GJ	5 338
<b>Environmental monetary fines and non-monetary sanctions issued by authorities</b>		
Number of non-monetary sanctions	Number	—
Number of monetary fines	Number	—
Total number of sanctions and fines	Number	—
<b>Total monetary value of fines</b>	Rand	—

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





# Calculations and abbreviations

**In this section:**

Calculations of ratios supporting the material sustainability KPIs

50

Abbreviations

51

# Calculation of ratios supporting the material sustainability KPIs

## Average staff turnover (%)

$$\frac{\text{Total number of permanent employee departures excluding business disposals}}{\text{Average number of permanent employees}}$$

## Average training spend per employee (Rand)

$$\frac{\text{Total investment in employee training during the year + value of bursaries granted}}{\text{Average number of permanent employees}}$$

## Percentage of black employees

$$\frac{\text{Permanent black* employees in South Africa}}{\text{Permanent employees in South Africa}}$$

## Percentage of black employees in top management roles in South Africa

$$\frac{\text{Number of black* employees in top management roles in South Africa}}{\text{Number of top management roles in South Africa}}$$

## Percentage of female employees

$$\frac{\text{Permanent female employees}}{\text{Total permanent employees}}$$

## Percentage of females in top management roles in the Group

$$\frac{\text{Number of females in top management roles in the Group}}{\text{Number of top management roles in the Group}}$$

## TRIFR (rate)

$$\frac{\text{Sum of total recordable incident cases* x 200 000}}{\text{Number of employee hours worked over rolling 12 months}}$$

(\* 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.)

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

# 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 AGI incorporated in the United States
Asia	Includes China, Hong Kong, India, Malaysia, Philippines, Taiwan and Vietnam
Aspen and/or Group	Aspen Pharmacare Holdings Limited and/or its subsidiaries as set out in note 23 to the Company financial statements, as the context demands
Australasia	Includes Australia and New Zealand
Bad Oldesloe	The manufacturing site based in Bad Oldesloe, Germany
B-BBEE	Broad-Based Black Economic Empowerment
BEIS	Department for Business and Energy and Industrial Strategy
CDP	Carbon Disclosure Project
CDP-CC	Carbon Disclosure Project for Climate Change
CDP-WS	Carbon Disclosure Project for Water Security
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
GRI	Global Reporting Initiative
HCIFR	High consequence incident frequency rate

Abbreviation	Full name
IBIS	IBIS Environmental Social Governance Consulting Africa (Pty) 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
Melbourne	The manufacturing site based in Dandenong, Melbourne in Australia
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 the API Inc., an API manufacturing site in Sioux City, USA
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
South African Operations	The manufacturing sites in Gqeberha and East London
TCFD	Task Force on Climate-Related Financial Disclosures
tCO <sub>2</sub> e	Tonnes of carbon dioxide equivalent
TRIFR	Total recordable incident frequency rate
US FDA	United States Food and Drug Administration
UN Global Compact	United Nations Global Compact
WHO	World Health Organization



# Administration

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1985/002935/06

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## Disclaimer

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