



Contents

Contents

Who we are

About Aspen	3
Introducing our Sustainability and ESG Data Supplement	4
About this Supplement	5

Creating sustainable value

Our business strategy	8
Our approach to sustainability	9
Sustainability materiality assessment	11

Information on our sustainability pillars

Patients	13
Our People	13
Society	18
Environment	21

Indexes and disclosures

GRI index	27
JSE Sustainability Disclosure Guidance	36
SASB index	43
TCFD disclosures	46
Salient information for South Africa	49

Calculations and abbreviations

Calculation of ratios supporting material sustainability KPIs	54
Abbreviations	55


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

 www.aspenpharma.com

Navigation

Throughout our report, we use the following icons to show the connectivity between our strategic objectives, our capitals and the value we create for our key stakeholders.

Other navigation icons

 This icon indicates that further information is **available online**.

 This icon directs you to further information **in this report**.

Contact details

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



Who we are

In this section:

About Aspen	3
Introducing our Sustainability and ESG Data Supplement	4
About this Supplement	5

About Aspen

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

Our business segments

We focus on marketing and manufacturing a broad range of post-patent, branded medicines and domestic brands covering both hospital and consumer channels through our key business segments.

Commercial Pharmaceuticals



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

45%
of total revenue



Sterile Focus Brands – comprising our branded products in anaesthetics and thrombosis therapy areas.

27%
of total revenue

Manufacturing

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

28%
of total revenue

Total revenue
R38,6 billion
from continuing operations

Our people

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

More than
9 000

employees in 69 offices in some 50 countries and territories



48%
Women



52%
Men



65%
of Commercial Pharmaceuticals revenue is from emerging markets

Our global presence

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

23 Facilities

7

Active pharmaceutical ingredient 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 2022 Sustainability and environmental, social and corporate governance (“ESG”) Data Supplement. This is a supplementary document to the 2022 Integrated Report 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 2022 as well as our outlook to all our stakeholders.

Our vision

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

Our purpose

To improve the health and quality of life of patients.

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 commitment to sustainability

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

Delivering value through our purpose

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

The COVID-19 pandemic brought into sharp focus the importance of health security and the need to find innovative solutions to support the global efforts aimed at ensuring that patients everywhere get the medicines they need.

We support the World Health Organization’s (“WHO’s”) promotion of Universal Health Coverage and are committed to advancing the goals and outcomes of the UN SDG 3 of “ensuring healthy lives and promoting well-being for all at all ages”.

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. We have one common goal in everything we do – to deliver high quality, affordable medicines to the patients who need them.

We are proud of our contribution to the global response to COVID-19 through the delivery of life-saving medicines, including the manufacture of the Johnson & Johnson COVID-19 vaccine at our flagship Gqeberha-based manufacturing site in South Africa, and we stand ready to supply our branded Aspenovax vaccine to meet Africa’s future needs. We are similarly pleased to have concluded the collaboration agreement with Serum Institute of India Pvt. Ltd to manufacture, market and distribute four Aspen-branded vaccines in Africa that are critical to the continent’s public health programme. With the support offered by the Bill & Melinda Gates Foundation and the Coalition for Epidemic Preparedness Innovations (“CEPI”), we are committed to expanding durable vaccine manufacturing at our Gqeberha site thus furthering the objective of health security for Africa.

Through these actions we have been true to our credo of **Healthcare. We Care.**



Teamwork

We optimise our performance by pulling together. Our combined capabilities exceed the sum of each individual.



Innovation

We constantly search for better ways of doing things and are solution oriented.



Commitment

We go the extra mile, seeking to exceed expectations.



Excellence

We strive to be the best we can be and to deliver to the highest standards.



Integrity

Our integrity is not negotiable.

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



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 2022 Integrated Report, 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 2022 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 2022
- Supplementary Documents:
 - Social & Ethics Committee Report 2022
 - Audit & Risk Committee Report 2022
- 2022 Carbon Disclosure Project for Climate Change ("CDP-CC") and for Water Security ("CDP-WS") submissions
- Communication on Progress Report in respect of the United Nations Global Compact's ("UN Global Compact") 10 Principles for 2022

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) (AA1000AS) – Type II moderate level requirements on whether Aspen adheres, in all material respects, to the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact. Our Broad-based Black Economic Empowerment ("B-BBEE") scorecard has been assured by Empowerdex. All material key performance indicators ("KPIs") have been verified, using a combined assurance approach.

The 2022 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 2022 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;
- 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, USA 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"> • carbon emissions; • waste recycled; • water withdrawn; and • electricity used. <p>Safety KPIs including:</p> <ul style="list-style-type: none"> • total recordable incident frequency rate ("TRIFR"). 	Manufacturing business units only	<ul style="list-style-type: none"> • environmental indicators are not measured and reported on for the commercial business units as their environmental impact is not material. • the risk of work-related safety incidents and occupational diseases is highest at the manufacturing facilities, where employees are directly exposed to and in contact with production machinery as well as pharmaceutical and chemical materials; • permanent disabling injuries are monitored and measured at the manufacturing business units only; and • occupational fatalities are monitored and measured across both the manufacturing and commercial business units.
<p>Commercial KPIs including:</p> <ul style="list-style-type: none"> • number of product recalls. 	Commercial business units only	<ul style="list-style-type: none"> • the affected product is registered in the name of the relevant commercial business unit and not the supplying manufacturing site. It should be noted that quality management and quality assurance processes are in place at the manufacturing sites to ensure compliance with pharmaceutical good manufacturing practice. These processes aim to release products to the commercial business units only after the requisite quality checks have been passed. Products are blocked for release by our Quality Assurance department in instances where requisite quality standards are not met. This does not, however, constitute a product recall from customers; and • the commercial business units are responsible for identifying and launching commercially viable molecules from the product pipeline.
<p>Promoting equality KPIs including:</p> <ul style="list-style-type: none"> • B-BBEE accreditation; • percentage of black employees in South Africa; and • percentage of black employees in top management roles in South Africa. 	South African business units only	<ul style="list-style-type: none"> • the B-BBEE legislation and related transformation objectives are only applicable to the South African business; and • employment equity is a key focus for the South African business.



Creating sustainable value

In this section:

Our business strategy	8
Our approach to sustainability	9
Sustainability materiality assessment	11

Our business strategy

Page references on page 8 of this Supplement relate to our 2022 IR.

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

Strategic positioning

Our strategic positioning supports delivery of our vision

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

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

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

We have proven manufacturing capability and capacity, creating access and 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 in execution of our business model to achieve sustainable growth and value creation (page 26).

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 in our Integrated Report (page 61).

Reporting on performance against incentives is included in the Remuneration report in our Integrated Report (page 109).



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, drive efficiencies and reduce cost of goods
- Achieve the transfer of the manufacture of complex, sterile products to Aspen sites
- Focus on supply performance and optimise carrying levels of inventory
- Partner with multinationals to leverage available manufacturing capacity in niche specialty sterile manufacturing, including vaccines
- Advance digital transformation across our value chain (refer to our digital transformation strategy on page 33)

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 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 31

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 35)
- Explore resource efficiency projects to achieve security of supply and minimise impact on the environment
- Develop a climate change strategy

KPI[^]

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



To create sustainable economic value for our stakeholders

Our focus areas

- Drive organic growth through the realisation of the potential of existing portfolios and territories
- Increase operating margins and generate strong free cash flows
- Remain alert to acquisition, disposal and collaboration opportunities which present strategic value
- Optimise the allocation of available capital
- Deliver economic benefits to suppliers, employees, governments, communities and shareholders

KPI

- Revenue growth ●
- NHEPS growth ●^Δ
- Normalised EBITDA growth ●^Δ
- Normalised EBITDA margin percentage ●
- Operating cash flow per share ●
- Return on invested capital ●^Δ
- Free cash flow ●^Δ
- Leverage ratio ●

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 46.

[^] KPI definitions are included in the Sustainability and ESG Data Supplement available online.

^Δ Linked to performance and long-term incentive scheme. Further details included on page 109.

Our approach to sustainability

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 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 sustainability strategy, 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, a process that is currently underway. We developed a Group Sustainability Management Framework and established an Executive Sustainability Forum (effective August 2022), chaired by the Group Chief Operations Officer, to oversee the sustainability-strategy development and monitor its implementation. We also enhanced the reporting on sustainability-related issues to the Social & Ethics Committee, and this will be further strengthened through regular reporting by the Executive Sustainability Forum on their activities going forward.

A link to performance and remuneration

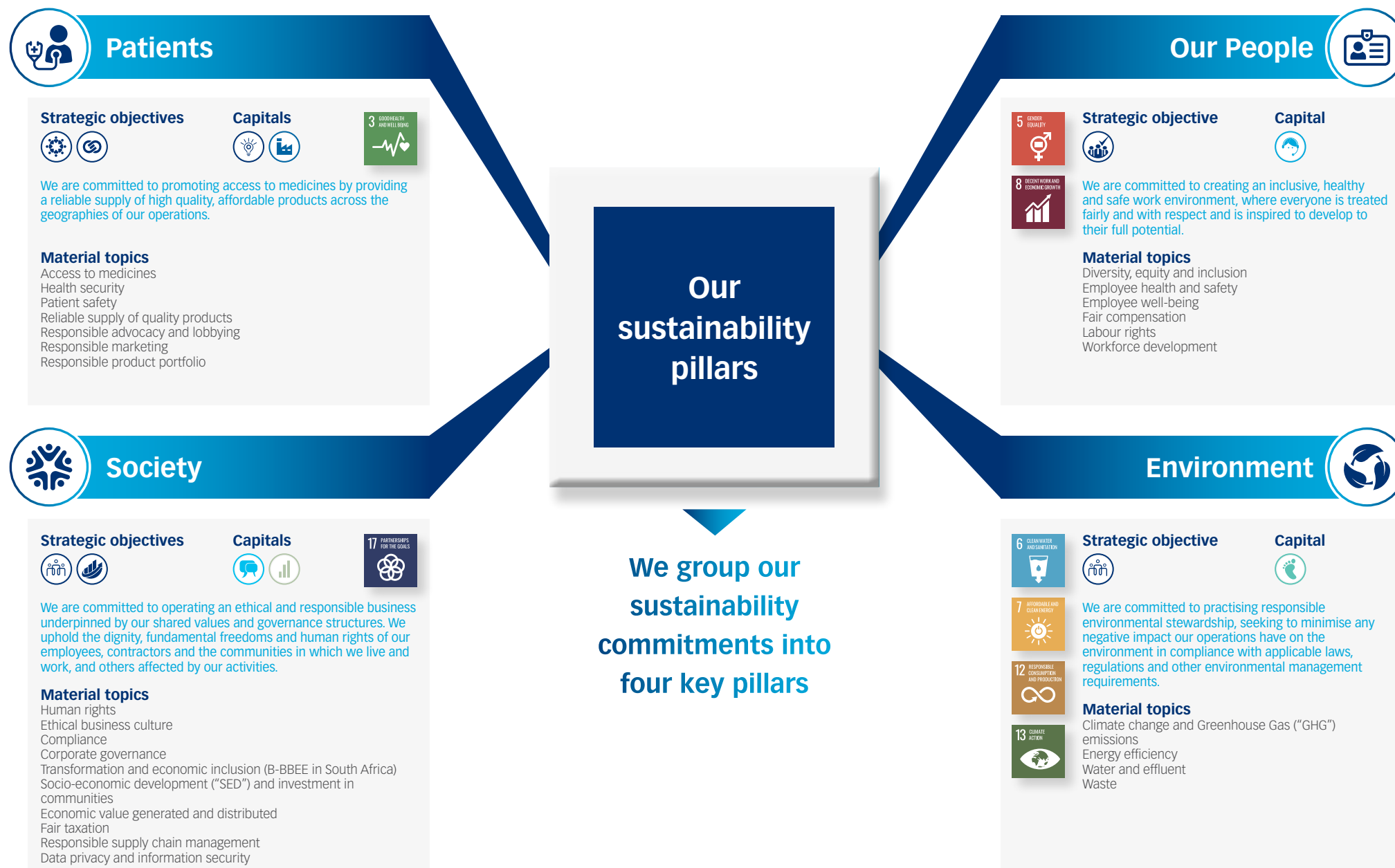
Aligned to our remuneration philosophy, we have incorporated sustainability (ESG) KPIs into our performance and incentive schemes. We have achieved this through the inclusion of sustainability-related KPIs (aligned with Group objectives) within the business unit scorecards, the inclusion of specific ESG-related priorities in the annual key performance areas of Executive Directors 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 (refer to [page 109](#) of the Integrated Report for more information)

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 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 continue to take further steps to strengthen our reporting in line with global best practice. Building on our Global Reporting Initiative (“GRI”), Sustainability Accounting Standards Board (“SASB”) and Task Force on Climate-Related Financial Disclosures (“TCFD”) disclosure indices that we introduced last year, we have included reporting against the JSE Sustainability Disclosure Guidance, which was published in June 2022 on [pages 36 to 42](#). We have retained our listing in the Top 30 FTSE/JSE Responsible Investment Index Series and we are a constituent of the FTSE4Good Index (refer to [page 18](#) for more information).

Our approach to sustainability continued



Sustainability materiality assessment

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

Material sustainability topics

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 allows us to identify opportunities and prioritise our efforts to address the issues of significance. This analysis informs our sustainability strategies, allows us to establish meaningful metrics to evaluate our sustainability performance and informs the content on our reporting. We align our identification of material sustainability topics with the GRI standards, UN Global Compact, the FTSE/JSE Responsible Investor Index assessment criteria as well as considering information relating to the pharmaceutical sector, our regulatory requirements and matters raised during engagements with our people and our external stakeholders.

While sustainability materiality assessments have been performed in the past, in FY2021 we further enhanced the assessment by formalising the definition of sustainability topics and engaging more broadly within the Group on the identification and prioritisation of environmental, social and governance topics. This year, we updated our materiality assessment to consider the rapidly changing external context and Aspen's strategic positioning. Key changes to our material sustainability topics included the inclusion of two new topics: "Health security" and "Responsible advocacy and lobbying". The rating of the material topic "Workforce development" was elevated to reflect the increasing impact of human capital on strategy execution. 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 through engaging more broadly with our internal and external stakeholders in future periods.

Our sustainability materiality assessment process

Identify the issues

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

- Desktop-based research on key issues including sustainability reporting frameworks (such as GRI, SASB and TCFD); global body frameworks (such as 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 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
- 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. The final sustainability materiality matrix was approved by the Group Executive Committee and reviewed by the Social & Ethics Committee and Audit & Risk Committee.



Sustainability themes

■ Patients ■ Society ■ Environment ■ Our People



Information on our sustainability pillars

In this section:

Patients	13
Our People	13
Society	18
Environment	21

Patients

(This information is designed to supplement the disclosures made on pages 76 to 80 of the Integrated Report.)

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

Material KPIs		2022	2021	2020	2019	2018
Number of product recalls	Number	7	6	10	11	17

Additional KPIs		2022	2021	2020	2019	2018
Product launches	Number	56	57	40	47	36



Our People

(This information is designed to supplement the disclosures made on pages 81 to 88 of the Integrated Report.)

Building a fit-for-future organisation

Material KPIs		2022	2021	2020	2019	2018
Average staff turnover	%	15	15	13	14	12
Average training spend per employee	Rand	5 863	4 893	4 624	5 875	6 742

Additional KPIs		2022	2021	2020	2019	2018
Group employee trends						
Average voluntary staff turnover	%	11	8	10	11	9
Average staff turnover (including disposals)	%	15	17	14	23	12
Permanent employees	%	94	94	92	93	93
Net growth in permanent employees	%	0	(5)	(2)	(7)	5
Investment in employee training trends						
Investment in training and development	R'million	50,3	43,2	42,4	56,6	65,5
Employees trained	Number of people	6 919	6 754	6 873	8 447	8 441
Training spend per employee	Rand	5 863	4 893	4 624	5 875	6 742
Permanent employees trend by region						
Group	Number of people	8 580	8 581	9 069	9 289	9 965
Africa Middle East	Number of people	3 945	3 866	4 116	4 246	4 662
Americas	Number of people	714	768	773	814	1 285
Asia	Number of people	1 166	1 214	1 157	1 184	867
Australasia	Number of people	563	538	531	515	572
Europe CIS	Number of people	2 192	2 195	2 492	2 530	2 579

Our People continued

Additional KPIs for 2022 per region

		Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS
Employee movement							
Opening number of employees	Number of people	9 106	4 086	823	1 219	584	2 394
Appointment of employees	Number of people	1 758	807	189	299	93	370
Additions through acquisitions	Number of people	25	–	–	–	25	–
Termination of employment contracts	Number of people	(1 586)	(618)	(202)	(347)	(86)	(333)
Terminations through disposal of a business	Number of people	(54)	–	(50)	–	–	(4)
Transfers between business segments	Number of people	–	(1)	–	–	–	1
Medical retirements	Number of people	(13)	(11)	–	–	–	(2)
Retirements	Number of people	(55)	(26)	(2)	(1)	(8)	(18)
Deaths	Number of people	(14)	(11)	(2)	–	–	(1)
Total employees at the end of the year	Number of people	9 167	4 226	756	1 170	608	2 407
Percentage of Group total	%	100	46	8	13	7	26
Permanent employees	Number of people	8 580	3 945	714	1 166	563	2 192
Temporary employees	Number of people	587	281	42	4	45	215
Percentage of permanent employees	%	94	93	94	100	93	91
Percentage of temporary employees	%	6	7	6	0	7	9
Total female employees	Number of people	4 409	2 185	443	544	276	961
Total male employees	Number of people	4 758	2 041	313	626	332	1 446
Permanent employee ratios							
Percentage of permanent female employees	%	48	52	59	47	45	40
Percentage of permanent male employees	%	52	48	41	53	55	60
Ratio of new hires to average employees	%	13	11	21	25	13	8
Average staff turnover	%	15	13	22	29	12	9

Our People continued

		Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS
KPAs							
Percentage of permanent employees for whom KPAs are in place	%	99	99	100	100	100	99
Collective bargaining councils and trade unions							
Percentage of employees who are represented by collective bargaining councils	%	21	18	37	0	7	34
Percentage of employees who are members of trade unions	%	11	8	0	52	0	0
Percentage of employees who are both represented by collective bargaining councils and are members of trade unions	%	10	17	0	0	29	0
Employee training							
Total investment in training and development	R'million	50,3	23,3	2,3	1,0	1,3	22,4
Investment in training and development as a percentage of the Group's total	%	100	45	5	2	3	45
Training spend per employee	Rand	5 863	5 962	3 057	835	2 330	10 248
Employees trained during the year	Number of people	6 919	2 550	788	1 305	175	2 101
Employees trained as a percentage of the Group's total	%	100	37	11	19	3	30
Training hours per employee	Hours	14	11	21	20	3	17
Other							
Labour days lost due to strike action	Days	–	–	–	–	–	–
Absenteeism rate	%	14	12	9	6	18	21
Absenteeism rate – scheduled	%	10	8	5	5	13	15
Absenteeism rate – unscheduled	%	4	4	4	1	5	6

Our People continued

Providing a safe working environment

Material KPIs		2022	2021	2020	2019	2018
TRIFR	Rate	1,13	1,10	1,24	2,31	3,07

Additional KPIs for 2022 per region


		Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS
Number of incidents classified as disabling							
Occupational fatalities (manufacturing and commercial)	Number	–	–	–	–	–	–
Irreversible occupational diseases	Number	–	–	–	–	–	–
Permanent disabilities	Number	–	–	–	–	–	–
Reversible occupational disease	Number	–	–	–	–	–	–
Lost workday cases	Number	44	26	1	–	3	14
Disabling injury cases	Number	45	26	1	–	4	14
Number of incidents by other classification							
High consequence cases	Number	1	–	–	–	1	–
Minor medicals	Number	31	30	–	–	–	1
Occupational illness cases (ergonomic and health exposure cases)	Number	17	9	–	–	3	5
Employee hours worked	Thousand hours	13 433	8 446	238	1 001	732	3 016
Disabling Incident Frequency Rate	Rate	0,67	0,62	0,84	0,00	1,09	0,93
DIFR tolerance level	Rate	1,00	1,00	1,00	1,00	1,00	1,00
High Consequence Incident Frequency Rate ("HCIFR")	Rate	0,01	–	–	–	0,27	–
HCIFR tolerance level (by 2025)	Rate	0,05	0,05	0,05	0,05	0,05	0,05
Lost Workday Frequency Rate	Rate	0,66	0,62	0,84	0,00	0,82	0,93
LWDFR tolerance level	Rate	0,75	0,75	0,75	0,75	0,75	0,75
TRIFR	Rate	1,13	1,33	0,84	0,00	1,09	0,99
TRIFR tolerance level (by 2022)	Rate	2,00	2,00	2,00	2,00	2,00	2,00
Fatal Injury Frequency Rate	Rate	0,00	0,00	0,00	0,00	0,00	0,00
Lost workdays	Days	590	131	7	–	310	142

Our People continued

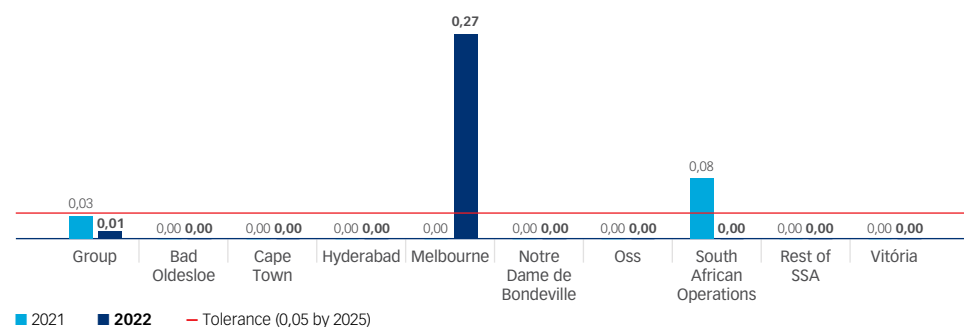
2022 Certifications for the Group

	Number of facilities	Environmental certifications		Health & Safety certifications
		ISO 50001	ISO 14001	ISO 45001
Type of facility				
Regional	Number	8	–	5
API	Number	7	2	6
Primary site	Number	8	2	8
Total facilities	Number	23*	4	19

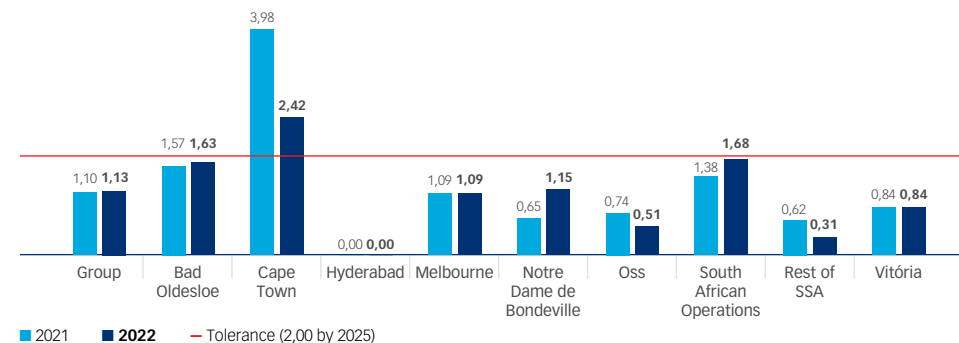
* The Aspen Centralised Warehouse in Gqeberha and the East London Distribution Centre are certified on both ISO 14001 and ISO 45001, but are not included in the total count for manufacturing facilities tabled above.

 Certifications are available online

HCIFR trend (rate)



TRIFR trend (rate)



Society

(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	2022	2021	2020	2019	2018
FTSE/JSE Responsible Investment Index score	Score 3,8	3,9	4,5	3,7	4

Additional KPIs for 2022 per region

		Africa Middle East					Americas	Asia	Australasia	Europe CIS
Group										
Employees who have completed the required annual Aspen Code of Conduct declaration	%	98	96	99	100	100	98			

Promoting equality

Material KPIs	2022	2021	2020	2019	2018
Percentage of female employees	% 48	48	49	48	50
Percentage of females in top management roles in the Group	% 34	26	19	17	N/A*
Percentage of black employees in South Africa	% 86	83	82	82	82
Percentage of black employees in top management roles in South Africa	% 35	22	27	19	N/A*

* KPI was introduced in 2020 and therefore no comparative data earlier than 2019 is available.

Additional KPIs	2022	2021	2020	2019	2018
Female Board members	% 30	30	30	36	33
Black Board members	% 40	40	40	36	33

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

Material KPIs	2022	2021	2020	2019	2018
SED	R'million 27,9	19,5	20,6	20,4	19,0

Additional KPIs for 2022 per region

		Africa Middle East Americas Asia Australasia Europe CIS					
Group							
SED spend by project type							
Clinics	R'million	2,3	2,2	–	–	–	0,1
Community upliftment	R'million	10,9	10,0	–	0,7	0,2	–
Education and training	R'million	8,5	8,2	0,1	0,1	–	0,1
Healthcare	R'million	4,6	4,3	–	0,2	–	0,1
Mandela Day	R'million	1,6	0,5	0,6	0,1	0,1	0,3
Total SED spend	R'million	27,9	25,2	0,7	1,1	0,3	0,6
SED spend as a percentage of the Group's total spend	%	100	90	3	4	1	2

Society continued

Group value added statement

for the year ended 30 June 2022

	Change %	2022 R'million	%	2021 R'million	%
Revenue	2	38 606		37 766	
Sterile Focus Brands	(4)	10 253		10 691	
Regional Brands	1	17 405		17 183	
Manufacturing	11	10 948		9 892	
Other operating income		1 950		1 067	
Less: Purchased materials and services	(2)	(22 044)		(22 481)	
Value added from operations	13	18 512	99	16 352	99
Investment income		105	1	140	1
Total wealth created	13	18 617	100	16 492	100
Employees	7	8 038	43	7 538	46
Providers of capital – finance costs	50	1 838	10	1 223	7
Governments	13	1 553	8	1 380	8
Reinvested in the Group	13	7 188	39	6 351	39
Depreciation and amortisation		1 713	9	1 637	10
Deferred tax		183	2	(84)	0
Income retained in the business		5 292	28	4 798	29
Total value distribution	13	18 617	100	16 492	100

	Change %	2022 R'million	2021 R'million
Value added statistics			
Number of permanent employees		8 580	8 581
Revenue per employee ('000)	2	4 500	4 401
Value added per employee ('000)	13	2 158	1 906
Wealth created per employee ('000)	13	2 170	1 922
Number of total employees		9 167	9 106
Revenue per employee ('000)	2	4 211	4 147
Value added per employee ('000)	12	2 019	1 796
Wealth created per employee ('000)	12	2 031	1 811
Monetary exchanges with government			
Current taxes (excluding deferred tax)	15	1 463	1 275
Customs and excise duty	9	61	56
Rates and similar levies	(41)	29	49
Gross contribution to central and local governments	13	1 553	1 380
Additional collections on behalf of government			
Employees' taxes	2	1 585	1 553
Withholding taxes	(5)	41	43
Net value added tax paid	(4)	2 349	2 453
	(2)	3 975	4 049

Society continued

Economic value generated and distributed

Additional KPIs		2022	2021	2020	2019	2018
Weighted number of permanent employees	Number of employees	8 580	8 581	9 069	9 289	9 128
Revenue	R'million	38 606	37 766	33 659	35 514	38 314
Value added from operations	R'million	18 512	16 352	14 278	13 574	17 304
Revenue per employee	R'000	4 500	4 401	3 711	3 823	4 197
Value added per permanent employee [#]	R'000	2 158	1 906	1 574	1 461	1 896
Wealth created per employee	R'000	2 170	1 922	1 592	1 509	1 933
Components of value distribution as a percentage of the total						
Employees	%	43	46	47	55	43
Finance costs	%	4	7	12	16	12
Capital distribution and dividends paid to shareholders	%	6	0	0	10	7
Governments	%	8	8	7	9	7
Reinvested in the Group	%	39	39	34	10	31

[#] The value added per employee using the total weighted number of employees of 9 167 (2021: 9 106), with the inclusion of total temporary employees, is R2 019 thousand (2021*: R1 796 thousand).



Environment

(This information is designed to supplement the disclosures made on pages 98 to 101 of the Integrated Report.)

Preserving the environment

Material KPIs		2022	2021	2020	2019	2018
Scope 1 emissions*	tCO ₂ e	40 082	44 544	43 122	48 095	44 305
Scope 2 emissions*	tCO ₂ e	111 181	143 126	154 027	158 899	148 912
Waste recycled	Tonnes	59 483	58 245	58 821	72 269	80 973

Additional KPIs		2022	2021	2020	2019	2018
Emissions*						
Ozone depleting emissions	tCO ₂ e	1 365	1 786	2 316	2 607	1 248
Fugitive emissions	tCO ₂ e	4 001	4 861	7 168	9 658	4 974
Ozone depleting emissions as a percentage of fugitive emissions	%	34	37	32	27	25
Waste						
Non-hazardous waste generated	Tonnes	54 625	50 366	51 120	65 451	71 937
Hazardous waste generated	Tonnes	19 652	20 357	20 667	21 453	27 858
Total waste generated	Tonnes	74 277	70 723	71 787	86 904	99 795
Non-hazardous waste generated as a percentage of waste generated	%	74	71	71	75	72
Recycled waste	Tonnes	59 483	58 245	58 821	72 269	80 973
Non-recycled waste	Tonnes	14 794	12 478	12 966	14 635	18 822
Total waste generated	Tonnes	74 277	70 723	71 787	86 904	99 795
Waste recycled as a percentage of waste generated	%	80	82	82	83	81

CDP		2022	2021	2020	2019	2018
CDP-CC	score	^	B- Management	C Awareness	C Awareness	B- Management
CDP-WS	score	^	B Management	B- Management	B- Management	B- Management

* Carbon footprinting is calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. Department for Business and Energy and Industrial Strategy ("BEIS") 2021 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.

^ 2022 not yet assessed; assessments are done the year following the reporting year by Carbon Disclosure Project.



Environment continued

Additional KPIs for 2022 per region

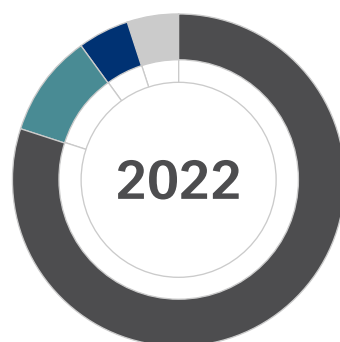
		Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS
Carbon emissions							
Scope 1 emissions*	tCO ₂ e	40 082	12 493	380	136	2 746	24 327
Scope 2 emissions*	tCO ₂ e	111 181	93 433	335	674	12 494	4 245
Total carbon emissions	tCO ₂ e	151 263	105 926	715	810	15 240	28 572
Scope 1 emissions as a percentage of the Group total	%	100	31	1	0	7	61
Scope 2 emissions as percentage of the Group total	%	100	84	0	1	11	4
Waste generated categorised							
Hazardous waste	Tonnes	19 652	5 249	181	7	126	14 089
Non-hazardous waste	Tonnes	54 625	1 889	108	3 380	689	48 559
Total waste generated	Tonnes	74 277	7 138	289	3 387	815	62 648
Waste recycled categorised							
Hazardous waste	Tonnes	8 680	4 716	3	–	1	3 960
Non-hazardous waste	Tonnes	50 803	1 632	84	641	343	48 103
Total waste recycled	Tonnes	59 483	6 348	87	641	344	52 063
Waste generated by disposal method							
Biological treatment	Tonnes	936	–	–	–	–	936
Composting	Tonnes	57	15	16	–	–	26
Energy recovery	Tonnes	4 025	1 339	–	–	–	2 686
Reclamation	Tonnes	1 194	–	–	–	–	1 194
Recycling	Tonnes	53 100	4 893	71	641	344	47 151
Reuse	Tonnes	171	101	–	–	–	70
Total waste recycled	Tonnes	59 483	6 348	87	641	344	52 063
Incineration	Tonnes	7 095	203	–	6	108	6 778
Landfill	Tonnes	3 813	347	166	2 740	266	294
Thermal desorption	Tonnes	61	61	–	–	–	–
Treatment plant	Tonnes	3 825	179	36	–	97	3 513
Total waste non-recycled	Tonnes	14 794	790	202	2 746	471	10 585
Total waste generated	Tonnes	74 277	7 138	289	3 387	815	62 648
Waste generated per region	%	100	10	0	5	1	84
Waste recycled as a percentage of waste generated	%	80	89	30	19	42	83

* Carbon footprinting is calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. BEIS 2021 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

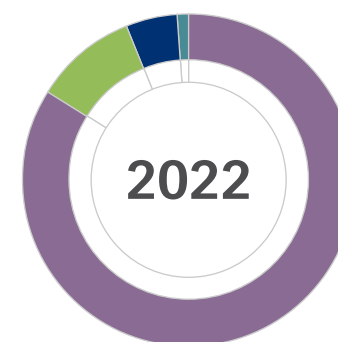
		Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS
Spillages							
Number of spillages	Number	2	–	–	–	–	2
Volume of spillages	kℓ	0,1	–	–	–	–	0,1
Material of spillages							40% Water glycol and waste water
Impact of spillages on the environment							Limited impact

Waste generated by disposal method (74 277 tonnes) (%)



● Recycled	80
● Incineration	10
● Landfill	5
● Treatment plant	5

Waste generated by region (74 277 tonnes) (%)



● Europe CIS	84
● Africa Middle East	10
● Asia	5
● Australasia	1

Environment continued

Managing the efficient utilisation of scarce natural resources

Material KPIs		2022	2021	2020	2019	2018
Water withdrawn	Mℓ	1 039	1 096	1 204	1 693	1 584
Electricity used	GJ	606 655	641 476	660 017	689 873	663 557



Additional KPIs		2022	2021	2020	2019	2018
Water withdrawn by region						
Africa Middle East	Mℓ	400	387	406	438	464
Americas	Mℓ	5	46	47	126	153
Asia	Mℓ	11	31	30	–	–
Australasia	Mℓ	57	53	48	53	45
Europe CIS	Mℓ	566	579	673	1 076	922
Group	Mℓ	1 039	1 096	1 204	1 693	1 584
Water by source and destination						
Water withdrawn by source						
Third party (Municipal)	Mℓ	894	953	1 042	1 134	1 206
Ground	Mℓ	145	143	162	559	378
Water discharged by destination						
Third party (Municipal)	Mℓ	821	797	773	1 279	1 191
Ground	Mℓ	–	60	84	–	–
Fresh surface water	Mℓ	13	–	–	–	–
Water recycled for third-party use (donated)	Mℓ	–	–	–	29	29
Water consumed	Mℓ	205	239	347	385	364
Recycled water	Mℓ	11	16	11	12	19
Electricity used						
Africa Middle East	GJ	378 647	383 824	406 443	419 373	383 545
Americas	GJ	11 549	22 558	23 281	49 674	50 679
Asia	GJ	3 342	15 728	15 772	–	–
Australasia	GJ	46 854	47 436	46 178	47 331	46 109
Europe CIS	GJ	166 263	171 930	168 343	173 495	183 224
Group	GJ	606 655	641 476	660 017	689 873	663 557

Refer to energy certifications on page 17 of this Supplement.

Environment continued

Additional KPIs for 2022 per region

		Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS
Water							
Water withdrawn by source							
Third party (municipal)	Mℓ	893	364	5	11	57	456
Ground	Mℓ	146	36	–	–	–	110
Total volume of water withdrawn		Mℓ	1 039	400	5	11	566
Water discharged by destination							
Third party (municipal)	Mℓ	821	259	1	–	41	520
Ground	Mℓ	–	–	–	–	–	–
Fresh surface water destination		Mℓ	13	–	–	–	13
Total water discharged		Mℓ	834	259	1	–	533
Quality of water discharged		Compliant with the required local municipal and/or legal standards with minor non-compliances at the Cape Town and Accra sites.					
Recycled water							
Water recycled for own use	Mℓ	11	11	–	–	–	–
Water recycled for own use as a percentage of water withdrawn	%	1	3	0	0	0	0
Water consumed	Mℓ	205	141	4	11	16	33

Water stressed areas⁺

			Extremely high water stressed	High to medium-high water stressed	Medium-low to low water stressed	Total
Water withdrawn	Mℓ		302	449	288	1 039
Water discharged	Mℓ		206	427	201	834
Water consumed	Mℓ		96	22	87	205
Water withdrawn	%		29	43	28	100
Water discharged	%		25	51	24	100
Water consumed	%		47	11	42	100

⁺ As determined by the World Resources Institute in the Aqueduct World Risk Atlas in 2022.

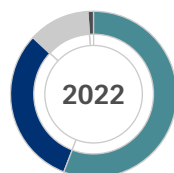
Environment continued

Additional KPIs for 2022 per region

		Group	Africa Middle East	Americas	Asia	Australasia	Europe CIS
Energy consumption							
Electricity	GJ	606 655	378 647	11 549	3 342	46 854	166 263
Natural gas (excluding natural gas used to produce steam consumed by third parties)	GJ	333 797	–	1 585	–	49 107	283 105
Steam purchased	GJ	5 677	5 677	–	–	–	–
Fuel	GJ	125 403	122 877	123	991	15	1 397
Total energy consumption	GJ	1 071 532	507 201	13 257	4 333	95 976	450 765
Natural gas used to produce steam consumed by third parties	GJ	123 377	–	–	–	–	123 377
Resource savings*							
Volume of water saved	kℓ	300	–	–	–	–	300
Electricity saved	GJ	635	62	–	–	–	573
Environmental monetary fines and non-monetary sanctions issued by authorities							
Number of non-monetary sanctions	Number	–	–	–	–	–	–
Number of monetary fines	Number	–	–	–	–	–	–
Total number of sanctions and fines	Number	–	–	–	–	–	–
Total monetary value of fines	Rand	–	–	–	–	–	–

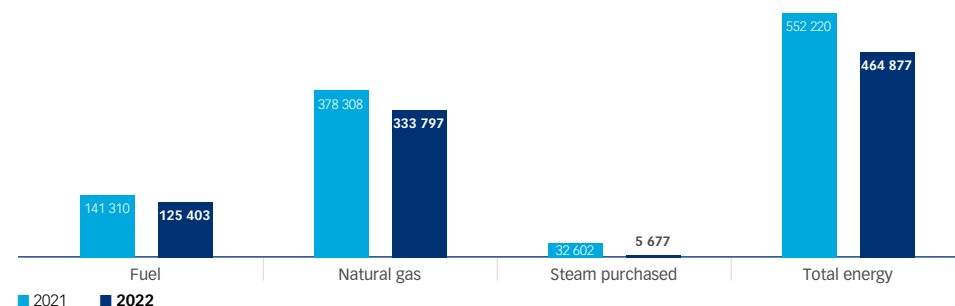
* Amounts reported have either been estimated or measured internally and have not been subject to an audit.

Energy usage by source type (1 071 532 GJ) (%)



- Electricity 56
- Natural gas 31
- Fuel 12
- Purchased steam 1

Energy usage by source type excluding electricity (GJ)






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. This GRI index cross-references to the United Nations Sustainable Development Goals ("SDGs") and other disclosures such as CDP as well as the Integrated Report and Supplementary Documents which are available [online](#). The GRI standards most material to Aspen have been referenced below.

SDG	GRI Standard	Disclosure	Reference/s
102: General disclosures			
Organisational profile			
	102 – 1	Name of the organisation	IR page 2
	102 – 2	Activities, brands, products, and services	IR page 5
	102 – 3	Location of headquarters	IR page 6
	102 – 4	Location of operations	IR page 6
	102 – 5	Ownership and legal form	IR page 2
	102 – 6	Markets served	IR page 6 and 8
	102 – 7	Scale of the organisation	IR page 5
	102 – 8	Information on employees and other workers	IR page 81 SDS page 13
	102 – 9	Supply chain	IR page 26
	102 – 10	Significant changes to the organisation and its supply chain	IR page 26 and 28
	102 – 11	Precautionary principle or approach	IR page 98
	102 – 12	External initiatives	IR page 35 SDS page 9
	102 – 13	Membership of associations	IR page 89
Strategy			
	102 – 14	Statement from senior decision-maker	IR page 15
	102 – 15	Key impacts, risks and opportunities	IR page 46

GRI index continued

SDG	GRI Standard	Disclosure	Reference/s
Ethics and integrity			
	102 – 16	Values, principles, standards, norms and behaviour	IR page 2 SDS page 4
	102 – 17	Mechanisms for advice and concerns about ethics	IR page 90
Governance			
	102 – 18	Governance structure	IR page 103
	102 – 19	Delegating authority	IR page 103
	102 – 20	Executive-level responsibility for economic, environmental and social topics	IR page 104
	102 – 21	Consulting stakeholders on economic, environmental, and social topics	IR page 42
	102 – 22	Composition of highest governance body and its committees	IR page 13
	102 – 23	Chair of the highest governance body	IR page 13
	102 – 24	Nominating and selecting the highest governance body	IR page 103
	102 – 25	Conflicts of interest	IR page 90
	102 – 26	Role of highest governance body setting purpose, values, and strategy	IR page 103
	102 – 27	Collective knowledge of highest governance body	IR page 13
	102 – 28	Evaluating the highest governance body's performance	IR page 103
	102 – 29	Identifying and managing economic, environmental, and social impacts	IR page 46
	102 – 30	Effectiveness of risk management processes	IR page 46
	102 – 31	Review of economic, environmental, and sustainability topics	IR page 21
	102 – 32	Highest governance role in sustainability reporting	IR page 103
	102 – 33	Communicating critical concerns	IR page 42
	102 – 34	Nature and total number of critical concerns	IR page 42




GRI index continued

SDG	GRI Standard	Disclosure	Reference/s
	102 – 35	Remuneration policies	IR page 109
	102 – 36	Process for determining remuneration	IR page 109
	102 – 37	Stakeholders' involvement in remuneration	IR page 109
Stakeholder engagement			
	102 – 40	List of stakeholder groups	IR page 42
	102 – 41	Collective bargaining agreements	IR page 83
	102 – 42	Identifying and selecting stakeholders	IR page 42
	102 – 43	Approach to stakeholder engagement	IR page 42
	102 – 44	Key topics and concerns raised	IR page 42
Reporting practice			
	102 – 45	Entities included in the consolidated financial statements	AFS page 144
	102 – 46	Defining report content and topic boundaries	IR page 3 SDS page 5
	102 – 47	List of material topics	IR page 36 SDS page 11
	102 – 48	Restatements of information	IR page 4
	102 – 49	Changes in reporting	IR page 4 SDS page 5
	102 – 50	Reporting period	IR page 2
	102 – 51	Date of most recent report	IR page 2
	102 – 52	Reporting cycle	IR page 2
	102 – 53	Contact point for questions regarding the report	IR page 4 SDS page 1
	102 – 55	GRI content index	This index
	102 – 56	External assurance	IR page 4 SDS page 8 https://www.aspenpharma.com/supplementary-sustainability-documents/

GRI index continued

SDG	GRI Standard	Disclosure	Reference/s
200: Economic			
201: Economic performance			
		Management approach	IR page 54
	201 – 1	Direct economic value generated and distributed	IR page 55 SDS page 19 AFS page 15
	201 – 2	Financial implications and other risks and opportunities due to climate change	SDS page 46
	201 – 3	Defined benefit plan obligations and other retirement plans	AFS page 77
203: Indirect economic impacts			
		Management approach	IR page 25
	203 – 2	Significant indirect economic impacts	IR page 76
204: Procurement practices			
		Management approach	IR page 94 Disclosure in the context of B-BBEE in South Africa.
205: Anti-corruption			
		Management approach	IR page 90
	205 – 1	Operations assessed for risks related to corruption	IR page 90
	205 – 2	Communication and training about anti-corruption policies and procedures	IR page 90 COP page 5
	205 – 3	Confirmed incidents of corruption and actions taken	IR page 92 COP page 6




GRI index continued

SDG	GRI Standard	Disclosure	Reference/s
206: Anti-competitive behaviour			
		Management approach	IR page 79
	206 – 1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	IR page 79
207: Tax			
		Management approach	IR page 96
	207 – 1	Approach to tax	IR page 96
	207 – 2	Tax governance, control and risk management	IR page 96
300: Environmental			
302: Energy			
		Management approach	IR page 99
	302 – 1	Energy consumption within the organisation	IR page 100 SDS page 26 CDP-CC page 29
	302 – 4	Reduction in energy consumption	IR page 100 SDS page 26
303: Water			
		Management approach	IR page 99
	303 – 2	Management of water discharge-related impacts	IR page 100 SDS page 25 CDP-WS page 5
	303 – 3	Water withdrawal	IR page 101 SDS page 24 CDP-WS page 4
	303 – 4	Water discharge	IR page 101 SDS page 24 CDP-WS page 4
	303 – 5	Water consumption	IR page 101 SDS page 24 CDP-WS page 3







GRI index continued

SDG	GRI Standard	Disclosure	Reference/s
304: Biodiversity			
	304 – 1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	IR page 101
	304 – 2	Significant impact of activities, products and services on biodiversity	IR page 101
305: Emissions			
		Management approach	IR page 99
	305 – 1	Direct (Scope 1) GHG Emissions	IR page 99 SDS page 21 CDP-CC page 19
	305 – 2	Energy indirect (Scope 2) GHG emissions	IR page 99 SDS page 21 CDP-CC page 20
	305 – 3	Other indirect (Scope 3) GHG emissions	CDP-CC page 20
	305 – 4	GHG emissions intensity	CDP-CC page 26
	305 – 5	Reduction of GHG emissions	IR page 99 SDS page 21 CDP-CC page 13
	305 – 6	Emissions of ozone depleting substance (ODS)	SDS page 21
306: Waste			
		Management approach	IR page 99
	306 – 1	Waste generation and significant waste-related impact	IR page 100 SDS page 21
	306 – 2	Management of significant waste-related impacts	IR page 100
	306 – 3	Waste generated	IR page 100 SDS page 21
	306 – 4	Waste diverted from disposal	IR page 100 SDS page 22
	306 – 5	Waste directed to disposal	IR page 100 SDS page 22






GRI index continued

SDG	GRI Standard	Disclosure	Reference/s
307: Environmental compliance			
		Management approach	IR page 99
	307 – 1	Non-compliance with environmental laws and regulations	IR page 99 SDS page 26
308: Supplier environmental assessment			
		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	
400: Social			
401: Employment			
		Management approach	IR page 82
	401 – 1	New employee hires and employee turnover	IR page 83 SDS page 13
403: Occupational health and safety			
		Management approach	IR page 86
	403 – 1	Occupational health and safety management system	IR page 87 SDS page 17
	403 – 2	Hazard identification, risk assessment, and incident investigation	IR page 86
	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 16
	403 – 8	Workers covered by an occupational health and safety system	IR page 87
	403 – 9	Work-related injuries	IR page 88 SDS page 16
	403 – 10	Work-related ill-health	IR page 88 SDS page 16

GRI index continued

SDG	GRI Standard	Disclosure	Reference/s
404: Training and education			
		Management approach	IR page 84
	404 – 1	Average hours training per employee	SDS page 15
	404 – 2	Programs for upgrading employee skills and transition assistance programs	IR page 84 SDS page 13
	404 – 3	Percentage of employees receiving regular performance and career development reviews	IR page 84 SDS page 15
405: Diversity and equal opportunity			
		Management approach	IR page 84
	405 – 1	Diversity of governance bodies and employees	IR page 85
406: Non-discrimination			
		Management approach	IR page 83
	406 – 1	Incidents of discrimination and corrective actions taken	IR page 92
407: Freedom of association and collective bargaining			
		Management approach	IR page 83
	407 – 1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	IR page 83
408: Child labour			
	408 – 1	Operations and suppliers at significant risk for incidents of child labour	IR page 92
409: Forced or compulsory labour			
	409 – 1	Operations and suppliers at significant risk for incidents of forced labour or compulsory labour	IR page 92

GRI index continued

SDG	GRI Standard	Disclosure	Reference/s
413: Local communities			
		Management approach	IR page 92
	413 – 1	Operations with local community engagement, impact assessment and development programs	IR page 92 SDS page 18
414: Supplier social assessment			
		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	
415: Public policy			
		Management approach	IR page 92
	415 – 1	Political contributions	IR page 92
416: Customer health and safety			
		Management approach	IR page 79
	416 – 1	Assessment of the health and safety impacts of products and service categories	IR page 79
	416 – 2	Incidents of non-compliance concerning the health and safety impacts of products and services	IR page 80 SDS page 13
417: Marketing and labelling			
		Management approach	IR page 80
	417 – 1	Requirements for product and service information and labelling	IR page 80
	417 – 2	Incidents of non-compliance concerning product and service information and labelling	IR page 80 SDS page 13
	417 – 3	Incidents of non-compliance concerning marketing communications	IR page 79 SDS page 13
419: Socio-economic compliance			
		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, TCFD, and the International <IR> Framework. Our reporting against this voluntary disclosure assists us in ensuring alignment with relevant global standards and international best practice in the sustainability reporting space.

Topic	Metric Code	Disclosure	Reference/s
Governance metrics			
Board composition			
Board diversity	G1.1	Composition of the Board and its committees by race, gender, age group (under 30, 30–50, over 50) and, where relevant, any under-represented social groups.	IR page 104
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 13
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 13
Remuneration			
Remuneration practices	G2.1	How the remuneration policies for Board members and senior executives relate to their objectives and performance in relation to delivery of the organisation's strategy and management of its impacts on people, the environment and the economy, noting the split between fixed pay and variable pay, and with variable pay split into short- and long-term incentives.	IR page 110
Ethical Behaviour			
Anti-corruption	G3.1a	Total percentage of governance body members, employees and business partners who have received training or awareness-raising on the organisation's anti-corruption policies and procedures, broken down by employee category and region.	IR page 90
	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 91
	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 92
	G3.2b	Identify the significant issues that are the focus of the company's participation in public policy development and lobbying, including within any business association that the company is a member of; describe the company's strategy relevant to these areas of focus, identifying any differences between its lobbying positions and its purpose, policies, goals and other public positions.	IR page 43 and 91

JSE Sustainability Disclosure Guidance continued

Topic	Metric Code	Disclosure	Reference/s
Compliance and risk management			
Incidents	G4.1	Number and nature of significant environmental, social and/or governance related incidents during the reporting period, including incidents of legal non-compliance (whether under investigation, pending finalisation, or finalised) and directives, compliance notices, warnings or investigations, and any public controversies.	IR page 88 and 99 SDS page 26
Fines and monetary loss	G4.2	Total number and monetary value of fines, settlements, penalties, and other monetary loss suffered in relation to ESG incidents or breaches, including individual and total cost of the fines, settlements and penalties paid in relation to ESG incidents or breaches; and description of plans to address any incidents or breaches.	IR page 88 and 99 SDS page 26
Tax transparency			
Tax paid and estimated tax gap	G5.1a	A description of the organisation's approach to tax, including: i) whether the organisation has a tax strategy and, if so, a link to this strategy if publicly available; ii) the governance body or executive-level position within the organisation that formally reviews and approves the tax strategy, and the frequency of this review; and iii) how its approach to tax is linked to the business and sustainability strategies of the organisation.	IR page 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 92.
	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
Social metrics			
Labour standards			
Diversity and inclusion	S1.1a	Percentage of employees per employee category by race, gender, age group (under 30, 30-50, over 50), and where relevant other diversity indicators.	IR page 84 SDS Page 18
	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

JSE Sustainability Disclosure Guidance continued

Topic	Metric Code	Disclosure	Reference/s
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
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 83
	S1.4b	Percentage of total employees covered under collective bargaining agreements.	IR page 83 SDS page 15
	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 15
	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 92
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 82 SDS Page 13 and 18
	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 18 SDS page 14
Community development			
Community human rights	S2.1a	Total number and percentage of operations that have been subject to a human rights due diligence process or impact assessments, by country.	IR page 92
	S2.1b	Nature of processes for engaging with affected communities and their representatives, and channels for affected community members to raise concerns.	IR page 45
	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 83
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 83 SDS page 13
	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 83 SDS page 13

JSE Sustainability Disclosure Guidance continued

Topic	Metric Code	Disclosure	Reference/s
Economic contribution	S2.4a	Direct economic value generated and distributed (EVG&D) on an accrual basis, covering the basic components for the organisation's global operations, ideally split out by: (i) Revenue; (ii) Operating costs; (iii) Employee wages and benefits; (iv) Payments to providers of capital; (v) Payments to government (taxes, royalties, levies, etc.); and (vi) Community investment (including charitable giving, impact investment and other social investment).	IR page 95 SDS page 19
	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; and enhanced skills and knowledge in a professional community or geographic location.	IR page 76
	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 92 SDS page 18
	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 16
	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; and 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 16
	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 80
	S4.1b	Number and nature of any product recalls.	IR page 80 SDS page 13

JSE Sustainability Disclosure Guidance continued

Topic	Metric Code	Disclosure	Reference/s
Product innovation	S4.2a	Total research and development spend.	Not reported
	S4.2b	Total costs related to research and development aimed at enhancing social or environmental attributes of products and services.	Not reported
	S4.2c	Percentage of revenue from products and services designed to deliver specific social or environmental benefits or to address specific sustainability challenges; and 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 91
	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
Supply chain			
Supply chain (Social)	S5.1a	Description of the operations and suppliers considered to have a significant risk of child labour, forced or compulsory labour, or other significant actual and potential negative social impacts, given the type of operation, commodities, or geographic region, and the nature of the measures taken by the organisation intended to contribute to eliminating these risks.	IR page 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 92 COP page 4
	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 92
	S5.1d	Percentage of products certified by external agencies; percentage of traceable origin.	IR pages 70 and 80
Environmental			
Climate change			
GHG Emissions	E1.1a	Absolute gross GHG emissions expressed as metric tonnes of CO ₂ equivalent and measured in accordance with the GHG Protocol for: Scope 1, Scope 2, and Scope 3 emissions. Scope 1 and Scope 2 emissions should be disclosed separately for (i) the consolidated accounting group (the parent and its subsidiaries) and (ii) associates, joint ventures, unconsolidated subsidiaries or affiliates not included in (i).	IR page 99 SDS page 21 CDP-CC pages 19 and 20
	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 20
	E1.1c	GHG emissions intensity for Scope 1, 2 and 3, expressed as metric tonnes of CO ₂ equivalent per unit of physical or economic output.	CDP-CC page 26
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 (thermal and solar photovoltaic) and 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 26 CDP-CC page 29

JSE Sustainability Disclosure Guidance continued

Topic	Metric Code	Disclosure	Reference/s
Science-based targets	E1.3	Define and report progress against time-bound short-, medium-, and long-term science-based GHG emissions targets that are in line with the goals of the Paris Agreement and Glasgow Climate Pact. This includes reducing global carbon dioxide emissions by 45% by 2030 relative to the 2010 level, and to net zero around mid-century, based on the best available scientific knowledge and equity, taking into account common but differentiated responsibilities and respective capabilities, and in the context of sustainable development and efforts to eradicate poverty. Science-based emissions reduction targets should be informed by recognised scientific methodologies and verified through approved processes; they should (as an absolute minimum) be consistent with relevant host country/ies' Nationally Determined Contribution.	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
Water security			
Water usage	E2.1a	Total water consumption from all areas, and from areas with water stress.	IR page 101 SDS page 24 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 101 SDS page 25 CDP-WS page 11
	E2.1c	Freshwater consumption intensity: total freshwater use per material unit (e.g., sales revenue, unit of production, m ² of building or other).	CDP-WS page 5
Biodiversity and land use			
Biodiversity footprint (ecosystems)	E3.1a	Number and area of sites owned, leased, or managed in, or adjacent to, areas of high biodiversity value (key biodiversity areas), for operations (if applicable) and full supply chain (if material).	IR page 101
	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

JSE Sustainability Disclosure Guidance continued

Topic	Metric Code	Disclosure	Reference/s
	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 applicable
	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 applicable
Pollution and waste			
Solid waste	E4.1a	Total weight of waste generated (non-recycled), with a breakdown by composition of waste, noting percentage directed to disposal (including landfill and incineration), and percentage diverted from disposal (e.g. reuse, recycling, recovery).	IR page100 SDS page 21
	E4.1b	Total weight of hazardous waste generated, noting percentage directed to disposal (including landfill and incineration), and percentage diverted from disposal (e.g. reuse, recycling, recovery).	IR page 100 SDS page 22
	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 percentage 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 100 SDS page 24 CDP-WS page 3
Supply chain and materials			
Supply chain (environmental)	E5.1	Report wherever material across the supply chain: mechanisms (e.g. supplier screening, and audits) to identify and address significant actual and potential negative environmental impacts, nature of these impacts, and measures to address these.	IR page 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 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	Reference/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 80	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 77	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 53 of the 106 priority countries included in the Access to Medicine Index.
	HC-BP-240a.2	List of products on the WHO's List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme.		https://extranet.who.int/pqweb/medicines/prequalified-lists/finished-pharmaceutical-products
Affordability & 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 0,4% 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.

SASB index continued

Topic	Metric Code	Accounting Metric	Reference/s	Comments
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 80 SDS page 13	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.
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 80	
	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 79	

SASB index continued

Topic	Metric Code	Accounting Metric	Reference/s	Comments
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 82	Disclosures related to our talent pool in general, not specifically for scientists and research and development personnel. Since Aspen is not a drug innovator, this type of skill is not a critical issue for us.
	HC-BP-330a.2	(1) voluntary and (2) involuntary turnover rate for: (a) executives/senior managers; (b) mid-level managers; (c) professionals; and (d) all others.	IR page 83 SDS page 13	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 programs for integrity of supply chain and ingredients.	IR page 80	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 COP page 6	
	HC-BP-510a.2	Description of code of ethics governing interactions with healthcare professionals.	IR page 79	
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 77	(1) Number of products in portfolio (defined by brand) is ~700. (2) Aspen is not an originator of new drugs.

TCFD disclosures

Aspen remains committed to support 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 2023 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 of Directors is collectively responsible for setting the strategic direction for the Group and approving the Group's strategic objectives, one of which is "To be a good corporate citizen by conducting our business in a responsible, inclusive and sustainable way". The Board is responsible for the oversight of performance against this strategic objective by considering both the financial aspects of the business and impact that the business operations have on the economic, physical and social environments in which Aspen operates. Aligned to the Group's strategic objectives, the Board ratifies the Group's material KPIs annually, which includes KPIs relating to carbon emissions and energy usage. The Group's performance against these objectives and KPIs is considered by the Board at each of its scheduled quarterly meetings.

Management oversight

Operational responsibility for climate-related issues lies with the Site Heads, who are responsible for developing and executing the business unit strategy in alignment with the overall Group strategy. Site Heads are responsible for ensuring that site risk assessments, which would include climate-related risks, are conducted and maintained and for driving performance aligned 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 their activities going forward.

Applicable disclosures

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

Strategy

Our structured sustainability materiality assessment was reviewed during 2022 (refer to [page 11](#)) and climate change and GHG emissions remain issues of high importance to stakeholders. This outcome supports the urgency of our climate strategy with specific focus on setting, disclosing and realising climate-related targets. Climate change is likely to have a notable effect on our direct manufacturing functions as well as our value chain. The product portfolio of Aspen may also be impacted as a result of climate change since independent research points to possible increased prevalence of vector-borne and other diseases linked to increased global temperatures and humidity. Access to medicines, in particular in Africa, is one of our most material sustainability topics and an increased demand for medicines to combat ill health linked to climate change will be continually monitored and assessed.

Risks and opportunities

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

- Increased pricing of GHG emissions will result in increased operating costs affecting our manufacturing facilities in South Africa. Carbon prices in South Africa are likely to remain stable until January 2026. Following this, the carbon tax will be reviewed, and some of the current allowance mechanisms are likely to be removed. Given the rising risk of climate change, there are likely to be additional costs related to carbon pricing in other jurisdictions. We commenced a climate scenario analysis in August 2022. One of the aspects to be considered in this analysis will be the different carbon pricing scenarios per jurisdiction to understand and quantify real potential cost impact. This will assist in developing the appropriate strategy for addressing climate change.

TCFD disclosures continued

- 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 2023, 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.

During the 2022 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 2022 CDP-CC submission we disclosed risks, identified by our manufacturing facilities, which 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.

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.	Scenario analysis is in development.

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 4-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.

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 SHE performance review meetings.

Previously stated energy-saving projects at facility level are currently the primary mechanism to drive the reduction of our carbon footprint. With our aspiration to 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 Questions C2.2

TCFD disclosures continued

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

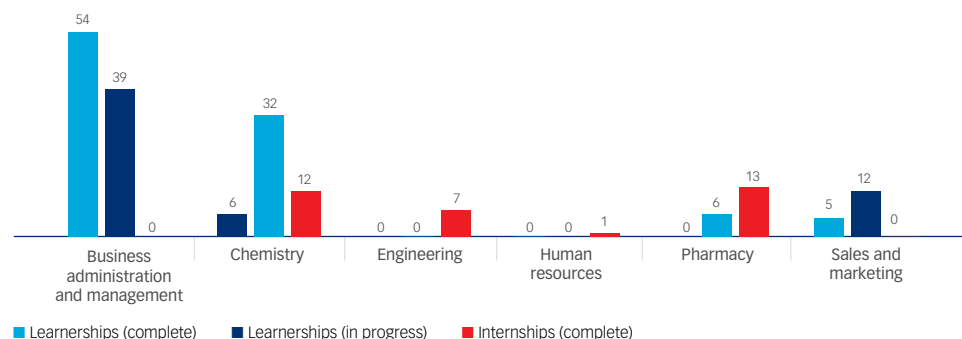
(This information is designed to supplement the disclosures made on pages 81 to 88 of the Integrated Report.)

Creating an environment in which our employees can thrive

Employee trend

	2022	2021	2020	2019	2018
Permanent employees	3 300	3 222	3 451	3 566	3 984

Skills development programmes (number of participants)



Employee information for 2022

Employee movement

Opening number of employees	Number of people	3 411
Appointment of employees	Number of people	704
Termination of employment contracts	Number of people	(519)
Medical retirements	Number of people	(11)
Retirements	Number of people	(21)
Deaths	Number of people	(11)

Total employees at the end of the year

Total employees at the end of the year	Number of people	3 552
Percentage of Group total	%	39
Permanent employees	Number of people	3 300
Temporary employees	Number of people	252
Percentage of permanent employees	%	93
Percentage of temporary employees	%	7
Total female employees	Number of people	1 924
Total male employees	Number of people	1 628

Permanent employee ratios

Percentage of permanent female employees	%	54
Percentage of permanent male employees	%	46
Ratio of new hires to average employees	%	10
Average staff turnover	%	13

Salient information for South Africa continued

Employee information for 2022 continued

KPAs

Percentage of permanent employees for whom KPAs are in place	%	99
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Collective bargaining councils and trade unions

Percentage of employees who are represented by collective bargaining councils	%	21
Percentage of employees who are members of trade unions	%	9
Percentage of employees who are both represented by collective bargaining council and are members of trade unions	%	17

HIV/AIDs

Employees who participated in the voluntary HIV/AIDS testing*	Number of people	230
Employees who tested HIV positive as a percentage of total employees*	%	1

Employee wellness

Employees participating in the voluntary counselling programme	Number of people	40
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Employee training

Total investment in training and development	R'million	17,6
Investment in training and development as a percentage of the Group's total	%	35
Training spend per employee	Rand	5 401
Employees trained during the year	Number of people	1 909
Employees trained as a percentage of the Group's total	%	28
Training hours per employee	Hours	9

Other

Labour days lost due to strike action	Days	–
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Absenteeism rate

Absenteeism rate – scheduled	%	9
Absenteeism rate – unscheduled	%	4

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

Providing a safe working environment

Information on incidents for 2022

Number of incidents classified as disabling

Occupational fatalities (manufacturing and commercial)	Number	–
Irreversible occupational diseases	Number	–
Permanent disabilities	Number	–
Reversible occupational disease	Number	–

Lost workday cases	Number	25
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Disabling injury cases	Number	25
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Number of incidents by other classification

High consequence cases	Number	–
Minor medicals	Number	27
Occupational illness cases (ergonomic and health exposure cases)	Number	9

Employee hours worked	Thousand hours	5 887
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Disabling Incident Frequency Rate	Rate	0,85
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DIFR tolerance level	Rate	1,00
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HCIFR	Rate	–
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HCIFR tolerance level	Rate	0,05
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Lost Workday Frequency Rate	Rate	0,85
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LWDFR tolerance level	Rate	0,75
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TRIFR	Rate	1,77
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TRIFR tolerance level	Rate	2,00
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Fatal Injury Frequency Rate	Rate	0,00
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Lost workdays	Days	131
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Salient information for South Africa continued

Society

(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 2022)	Verified score (Oct 2021)	Verified score (Oct 2020)
Ownership	25	23,58	24,4	25
Management Control	19	10,12	8,8	8,4
Skills Development	20 plus 5 bonus points	14,91	10,8	11,3
Preferential Procurement and Enterprise & Supplier Development	42 plus 4 bonus points	33,92	35,5	34,8
Socio-Economic Development	5	4,95	5	5
Overall Score	111 plus 9 bonus points	87,48	84,5	84,5
B-BBEE Level		Level 4	Level 4	Level 4

Conducting our business in a responsible manner

Information on conduct for 2022

Employees who have completed the required annual Aspen Code of Conduct declaration**	%	95
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** As at 20 September 2022.

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

SED trends

	2022	2021	2020	2019	2018
SED projects supported by type					
Clinics	Number	4	–	–	–
Community upliftment	Number	39	19	44	59
Education and training	Number	63	40	40	34
Healthcare	Number	3	5	8	11
HIV/AIDS	Number	0	–	1	–
Mandela Day	Number	10	3	5	6
Total SED projects	Number	119	67	98	110
SED project spend	R'million	21,5	16,0	16,1	15,9

SED spend for 2022

SED spend by project type	R'million	%
Clinics	2,2	11
Community upliftment (including sports and the promotion of healthy lifestyles)	9,7	45
Education and training	8,2	38
Healthcare	1,0	4
Mandela Day	0,4	2
Total SED spend	21,5	100
SED spend as a percentage of the Group's total spend		77

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 2022

Carbon emissions

Scope 1 emissions*	tCO ₂ e	10 346
Scope 2 emissions*	tCO ₂ e	91 727
Total carbon emissions	tCO ₂ e	102 073
Scope 1 emissions as a percentage of the Group total	%	26
Scope 2 emissions as percentage of the Group total	%	82

Waste generated categorised

Hazardous waste	Tonnes	5 090
Non-hazardous waste	Tonnes	1 608
Total waste generated	Tonnes	6 698

Waste recycled categorised

Hazardous waste	Tonnes	4 716
Non-hazardous waste	Tonnes	1 437
Total waste recycled	Tonnes	6 153

Waste generated by disposal method

Composting	Tonnes	5
Energy recovery	Tonnes	1 339
Recycling	Tonnes	4 747
Reuse	Tonnes	62
Total waste recycled	Tonnes	6 153
Incineration	Tonnes	66
Landfill	Tonnes	239
Thermal desorption	Tonnes	61
Treatment plant	Tonnes	179
Total waste non-recycled	Tonnes	545
Total waste generated	Tonnes	6 698
Waste generated as a percentage of the Group total	%	9
Waste recycled as a percentage of waste generated	%	92
Spillages		
Number of spillages	Number	–
Volume of spillages	kℓ	–

* Carbon footprinting is calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. BEIS 2021 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.

Salient information for South Africa continued

Managing the efficient utilisation of scarce natural resources

Resource trends

		2022	2021	2020	2019	2018
Water withdrawn	Mℓ	341	327	314	366	306
Electricity used	GJ	360 415	366 134	390 856	404 382	370 302

📄 Refer to energy certifications on page 17 of this Supplement.



Resource consumption for 2022

Water		
Water withdrawn from third party (municipal)	Mℓ	315
Water withdrawn from ground water	Mℓ	26
Water discharged to third party (municipal)	Mℓ	254
Water consumed	Mℓ	87
Quality of water discharged		Compliant with the required local municipal and/or legal standards with minor non-compliances recorded for the Cape Town site
Recycled water		
Water recycled for own use	Mℓ	11
Water recycled for own use as a percentage of water withdrawn	%	3
Energy consumption		
Electricity	GJ	360 415
Steam purchased	GJ	5 677
Fuel	GJ	109 338
Total energy consumption	GJ	475 430
Resource savings*		
Volume of water saved	Mℓ	–
Electricity saved	GJ	25
Environmental monetary fines and non-monetary sanctions issued by authorities		
Number of non-monetary sanctions	Number	–
Number of monetary fines	Number	–
Total number of sanctions and fines	Number	–
Total monetary value of fines	Rand	–

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

Calculation of ratios supporting the material sustainability KPIs

Average staff turnover (%)

Total number of permanent employee departures excluding business disposals

Average number of permanent employees

Average training spend per employee (Rand)

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

Average number of permanent employees

Percentage of black employees

Permanent black* employees in South Africa

Permanent employees in South Africa

Percentage of black employees in top management roles in South Africa

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

Number of top management roles in South Africa

* As defined in the Employment Equity Act.

Percentage of female employees

Permanent female employees

Total permanent employees

Percentage of females in top management roles in the Group

Number of females in top management roles in the Group

Number of top management roles in the Group

TRIFR (rate)

Sum of total recordable incident cases* x 200 000

Number of employee hours worked over rolling 12 months

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

Abbreviations

Abbreviation	Full name
Africa Middle East	Includes Middle East, Mauritius, South Africa and Rest of SSA
AFS	Annual Financial Statements
Americas	Includes North America and South America
API Inc.	Aspen API Incorporated, a wholly owned subsidiary of AGI incorporated in the United States
APIs	Active pharmaceutical ingredients
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 Proprietary Limited
IFRS	International Financial Reporting Standards
Internal Audit	The Aspen Group Internal Audit function
IR	Integrated Report
JSE	Johannesburg Stock Exchange
KPAs	Key performance assessments
KPI	Key performance indicator
Mandela Day	The Nelson Mandela International Day
MŁ	Megalitres
Melbourne	The manufacturing site based in Dandenong, Melbourne in Australia
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 Boxel 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
SSA	Sub-Saharan Africa, which includes South Africa and Rest of SSA
TCFD	Task Force on Climate-Related Financial Disclosures
tCO₂e	Tonnes of carbon dioxide equivalent
TRIFR	Total recordable incident frequency rate
UN Global Compact	United Nations Global Compact
US FDA	United States Food and Drug Administration
WHO	World Health Organization

Disclaimer

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

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



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