Company Information Report

Contact Details

Home Country:	Postal Address:	Postal Address:	City:	Area code:	Head Office Telephone:	Email:	Website:	Company Registration Date::	Latest Annual Report:	Recording Currency:
South Africa	PO Box 1587	Gallo Manor	Gauteng	2052	+27 11 239 6100		http://www.aspenpharma.com	1985/01/01	2023/06/30	ZAR

GUF Information

GUF in this sector:	Signed an IFA:	IFA signing Date:
IndustriALL	No	0

Sector Information

Sector:	Stock Exchange Listings:	Major Competitors:
Health	Johannesburg Stock Exchange (JSE)	0

Five Major Shareholders

15% Government Employees Pension Fund
12% Mr Saad, Stephen
4% Mr Attridge, Michael Guy (Gus)
2% Ceppawu Iinvestments (Pty) Ltd
1% GIC Asset Management Pte Ltd

Company Performance Report

Company Performance in US Dollars - USD

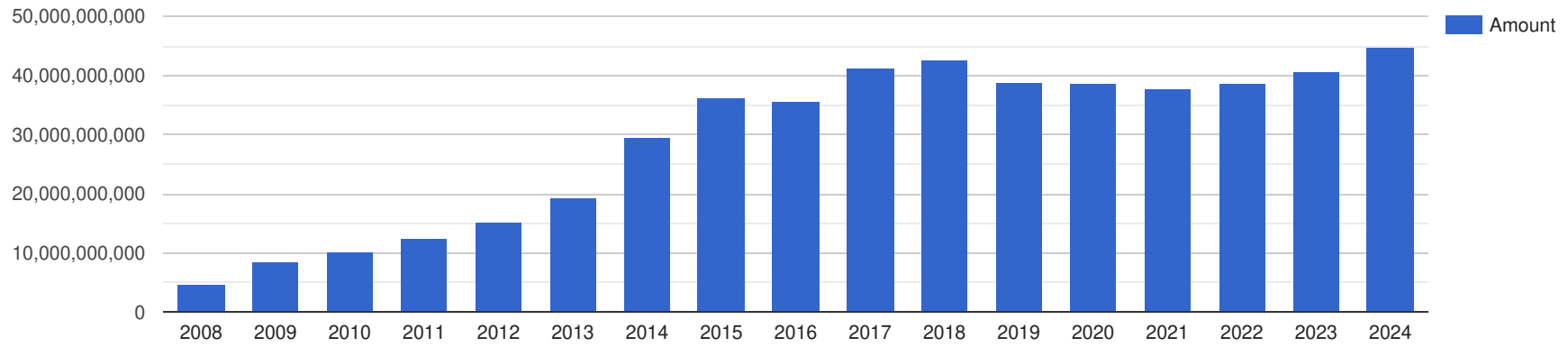
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2008	566,203,143	142,430,471	1,277,956,469	899,262,394
2009	1,001,220,379	201,978,673	1,483,625,592	978,530,806
2010	1,411,799,082	312,063,448	2,755,099,485	1,240,392,375
2011	1,774,097,421	392,106,017	3,839,169,054	1,935,544,413
2012	1,968,490,323	443,870,968	4,092,709,677	1,847,793,548
2013	2,194,090,909	510,159,091	5,161,556,818	2,570,772,727
2014	2,846,200,579	612,970,106	7,960,212,150	5,175,631,630
2015	3,157,919,580	571,503,497	7,728,784,965	4,742,639,860
2016	2,413,559,322	413,559,322	7,071,186,441	4,189,830,508
2017	3,152,257,077	474,368,783	8,898,240,245	5,600,612,089
2018	2,979,574,706	517,347,510	1,325,265,809	36,024,063
2019	2,661,189,840	189,703,567	8,373,793,387	4,662,353,666
2020	2,273,352,941	329,529,412	1,253,764,706	50,764,706
2021	2,715,669,426	430,655,727	7,887,133,540	2,642,683,023
2022	2,444,191,200	514,973,093	7,051,282,051	2,559,860,715
2023	2,167,401,397	348,996,933	7,149,459,068	2,558,139,535
2024	2,431,065,427	310,763,039	7,568,118,780	2,952,847,120

Company Performance in South African Rand - ZAR

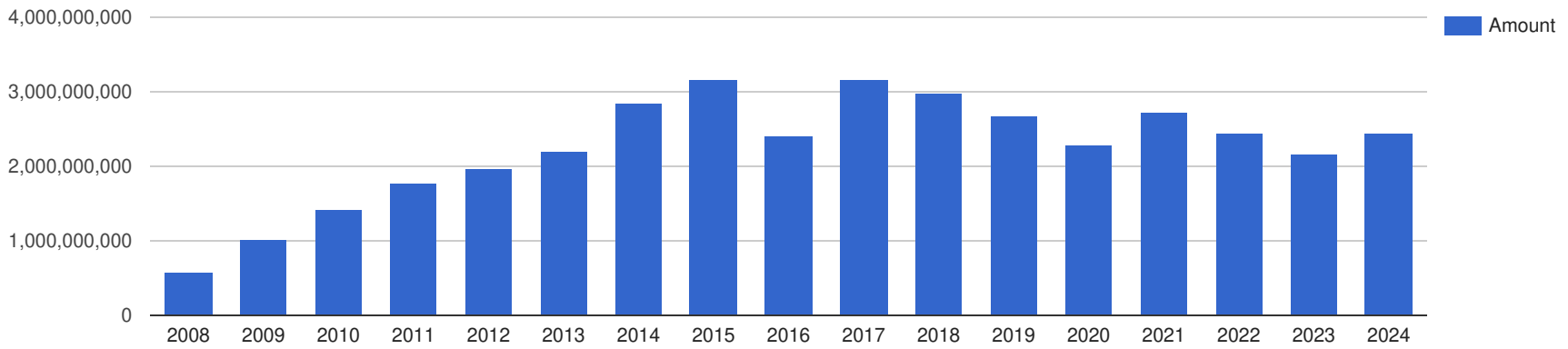
Year End:	Revenue:	Profit Before Tax:	Assets:	Liabilities:
2008	4,682,500,000	1,177,900,000	10,568,700,000	7,436,900,000
2009	8,450,300,000	1,704,700,000	12,521,800,000	8,258,800,000
2010	10,146,600,000	2,242,800,000	19,800,900,000	8,914,700,000
2011	12,383,200,000	2,736,900,000	26,797,400,000	13,510,100,000
2012	15,255,800,000	3,440,000,000	31,718,500,000	14,320,400,000
2013	19,308,000,000	4,489,400,000	45,421,700,000	22,622,800,000
2014	29,515,100,000	6,356,500,000	82,547,400,000	53,671,300,000
2015	36,126,600,000	6,538,000,000	88,417,300,000	54,255,800,000
2016	35,600,000,000	6,100,000,000	104,300,000,000	61,800,000,000
2017	41,200,000,000	6,200,000,000	116,300,000,000	73,200,000,000
2018	42,596,000,000	7,396,000,000	18,946,000,000	515,000,000
2019	38,872,000,000	2,771,000,000	122,316,000,000	68,103,000,000
2020	38,647,000,000	5,602,000,000	21,314,000,000	863,000,000
2021	37,766,000,000	5,989,000,000	109,684,000,000	36,751,000,000
2022	38,606,000,000	8,134,000,000	111,375,000,000	40,433,000,000
2023	40,709,000,000	6,555,000,000	134,284,000,000	48,048,000,000
2024	44,700,000,000	5,714,000,000	139,155,000,000	54,294,000,000

Company Performance Changes Report

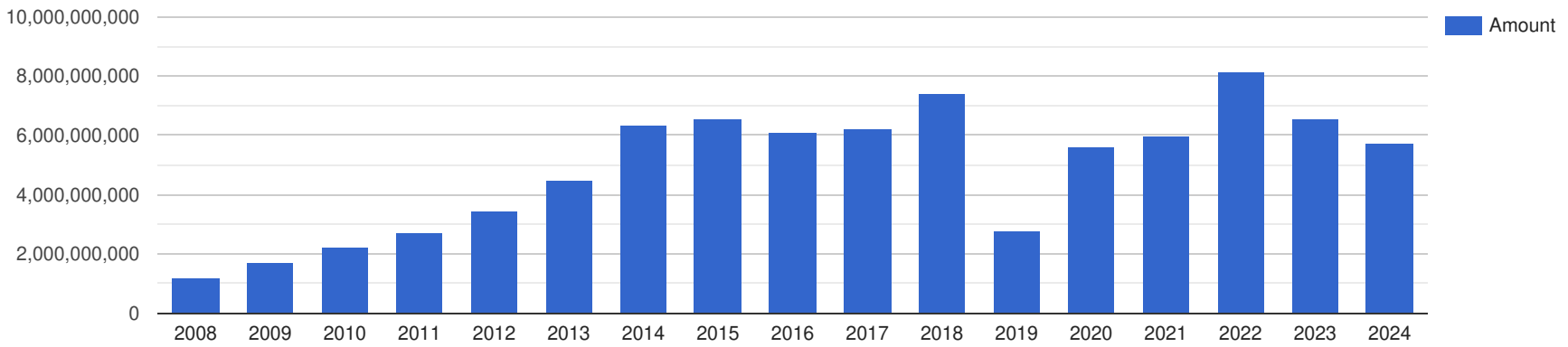
Company Revenue - ZAR



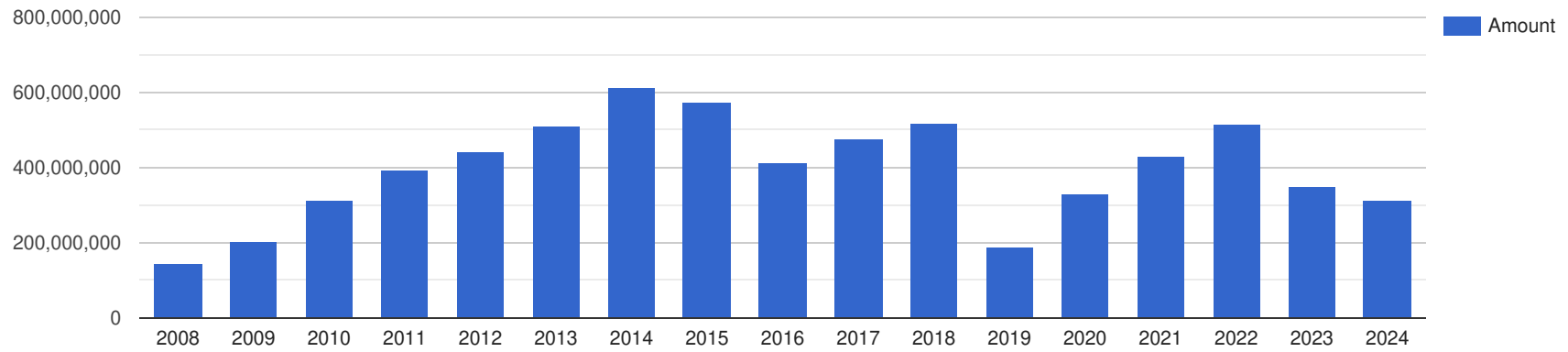
Company Revenue - USD



Company Profit Before Tax - ZAR



Company Profit Before Tax - USD



Company Directors Report

CEO Biography - USD:

Year End:	Director Surname:	Director Name:	Director Gender:	Full Year on Board?:	Full year in position?:
2008	Saad	Stephen B	Male	Yes	Yes
2009	Saad	Stephen B	Male	Yes	Yes
2010	Saad	Stephen B	Male	Yes	Yes
2011	Saad	Stephen B	Male	Yes	Yes
2012	Saad	Stephen B	Male	Yes	Yes
2013	Saad	Stephen B	Male	Yes	Yes
2014	Saad	Stephen B	Male	Yes	Yes
2015	Saad	Stephen B	Male	Yes	Yes
2016	Saad	Stephen B	Male	Yes	Yes
2017	Saad	Stephen B	Male	Yes	Yes
2018	Saad	Stephen B	Male	Yes	Yes
2019	Saad	Stephen B	Male	Yes	Yes
2020	Saad	Stephen B	Male	Yes	Yes
2021	Saad	Stephen B	Male	Yes	Yes
2022	Saad	Stephen B	Male	Yes	Yes
2023	Saad	Stephen B	Male	Yes	Yes
2024	Saad	Stephen B	Male	Yes	Yes

CEO Remuneration - USD:

Financial Year:	Salary:	Benefits:	Cash Bonus	Other:	Total Annual:	LTI Payment:	Total Including LTI:
2008	411,125	48,368	423,216	0	882,709	0	882,709
2009	442,787	46,609	501,049	0	990,445	0	990,445
2010	615,973	74,857	690,692	0	1,381,522	0	1,381,522
2011	671,490	83,668	752,722	0	1,507,880	375,788	1,883,668
2012	675,355	79,484	757,290	0	1,512,129	420,645	1,932,774
2013	637,386	66,591	703,977	0	1,407,955	1,644,603	3,052,558
2014	560,656	67,599	627,387	0	1,255,641	1,133,419	2,389,060
2015	550,962	65,297	609,703	0	1,225,962	195,979	1,421,941
2016	432,678	71,254	503,729	0	1,007,661	178,508	1,186,169
2017	522,418	85,463	433,894	0	1,041,775	221,117	1,262,892
2018	505,526	82,960	397,104	0	985,590	214,326	1,199,916
2019	519,888	86,123	199,973	0	805,983	145,204	951,188
2020	464,157	77,457	649,901	0	1,191,514	0	1,191,514
2021	604,372	100,597	845,905	0	1,550,874	204,573	1,755,447
2022	553,270	0	621,301	304,104	1,478,675	0	1,478,675
2023	488,340	81,674	443,776	0	1,013,790	271,963	1,285,752
2024	523,257	94,186	598,655	0	1,216,098	319,885	1,535,983

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salary:	Cash Bonus	Other:	Total Annual:
2008	2	749,698	1,608,222	374,849	804,111
2009	2	809,951	1,812,748	404,976	906,374
2010	2	1,124,391	2,523,863	562,196	1,261,931
2011	2	1,225,931	2,751,719	612,966	1,375,860
2012	3	1,782,628	3,929,221	594,209	1,309,740
2013	1	637,386	1,407,955	637,386	1,407,955
2014	2	1,023,144	2,293,635	511,572	1,146,818
2015	2	1,005,157	2,231,818	502,579	1,115,909
2016	2	789,220	1,820,000	394,610	910,000
2017	2	952,946	1,903,213	476,473	951,607
2018	2	921,517	1,800,154	460,758	900,077
2019	2	948,449	1,472,924	474,225	736,462
2020	2	845,728	2,298,053	422,864	1,149,027
2021	2	1,101,532	2,832,890	550,766	1,416,445
2022	2	762,287	1,941,518	381,143	970,759
2023	2	859,227	1,565,435	429,613	782,717
2024	3	1,253,824	2,329,143	417,941	776,381

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Fees:	Average Fees
2008	10	266,022	26,602
2009	9	276,509	30,723
2010	9	372,478	41,386
2011	9	419,484	46,609
2012	9	404,387	44,932
2013	8	385,795	48,224
2014	9	365,574	40,619
2015	10	355,332	35,533
2016	9	286,576	31,842
2017	8	376,358	47,045
2018	9	332,191	36,910
2019	10	315,602	31,560
2020	9	354,878	39,431
2021	8	439,275	54,909
2022	9	384,557	42,729
2023	9	321,319	35,702
2024	8	359,837	44,980

CEO Remuneration - ZAR:

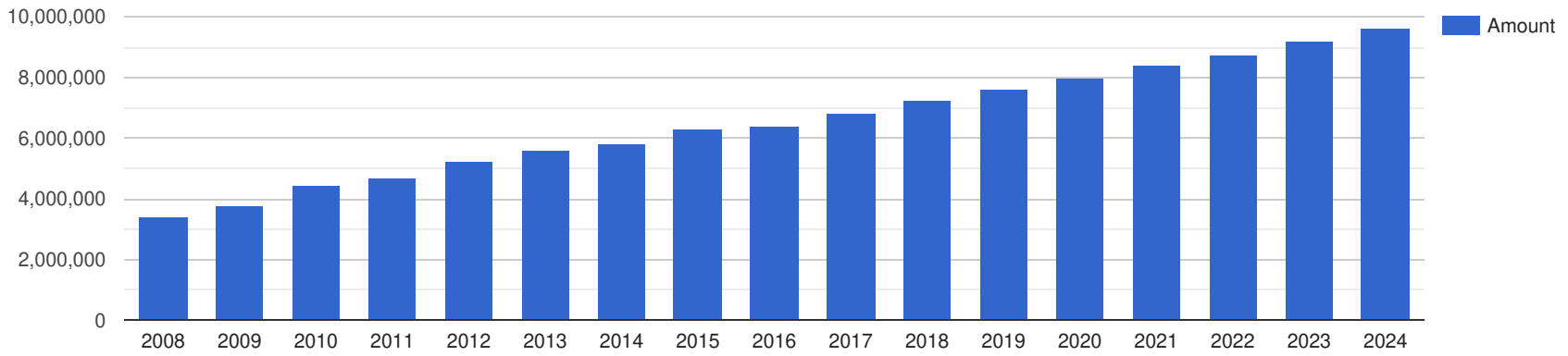
Financial Year:	Salary:	Benefits:	Cash Bonus	Other	Total Annual	LTI Payment	Total Including LTI
2008	3,400,000	400,000	3,500,000	0	7,300,000	0	7,300,000
2009	3,800,000	400,000	4,300,000	0	8,500,000	0	8,500,000
2010	4,427,000	538,000	4,964,000	0	9,929,000	0	9,929,000
2011	4,687,000	584,000	5,254,000	0	10,525,000	2,623,000	13,148,000
2012	5,234,000	616,000	5,869,000	0	11,719,000	3,260,000	14,979,000
2013	5,609,000	586,000	6,195,000	0	12,390,000	14,472,510	26,862,510
2014	5,814,000	701,000	6,506,000	0	13,021,000	11,753,550	24,774,550
2015	6,303,000	747,000	6,975,000	0	14,025,000	2,242,000	16,267,000
2016	6,382,000	1,051,000	7,430,000	0	14,863,000	2,633,000	17,496,000
2017	6,828,000	1,117,000	5,671,000	0	13,616,000	2,890,000	16,506,000
2018	7,227,000	1,186,000	5,677,000	0	14,090,000	3,064,000	17,154,000
2019	7,594,000	1,258,000	2,921,000	0	11,773,000	2,121,000	13,894,000
2020	7,964,000	1,329,000	11,151,000	0	20,444,000	0	20,444,000
2021	8,405,000	1,399,000	11,764,000	0	21,568,000	2,845,000	24,413,000
2022	8,738,907	0	9,813,446	4,803,321	23,355,674	0	23,355,674
2023	9,172,000	1,534,000	8,335,000	0	19,041,000	5,108,000	24,149,000
2024	9,621,123	1,731,789	11,007,475	0	22,360,387	5,881,727	28,242,114

Executive Director Remuneration - ZAR:

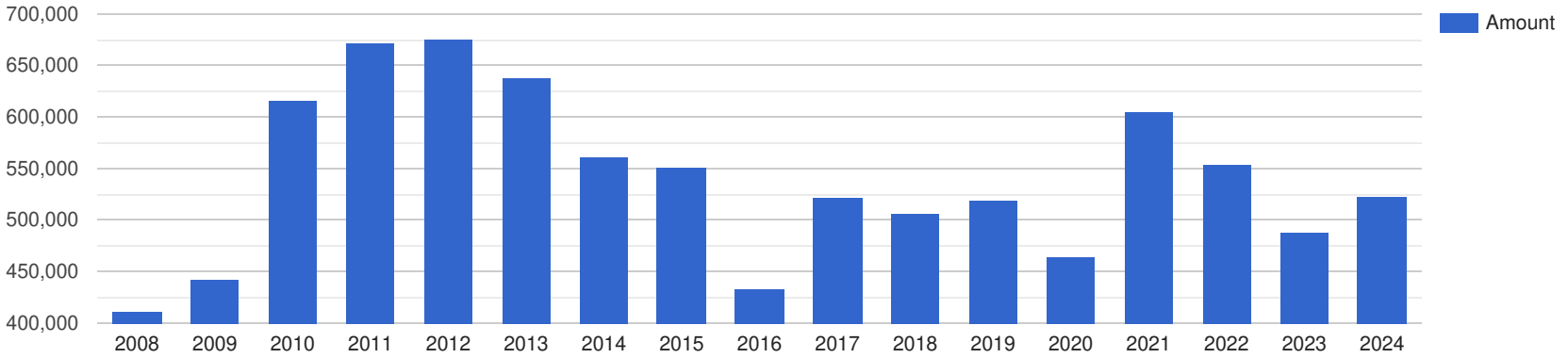
Financial Year:	No. of EDs:	Total Salary:	Total Annual Remuneration	Average Salary	Average Remuneration
2008	2	6,200,000	13,300,000	3,100,000	6,650,000
2009	2	6,951,000	15,557,000	3,475,500	7,778,500
2010	2	8,081,000	18,139,000	4,040,500	9,069,500
2011	2	8,557,000	19,207,000	4,278,500	9,603,500
2012	3	14,390,000	31,674,000	4,796,667	10,558,000
2013	1	5,609,000	12,390,000	5,609,000	12,390,000
2014	2	10,610,000	23,785,000	5,305,000	11,892,500
2015	2	11,499,000	25,532,000	5,749,500	12,766,000
2016	2	11,641,000	26,845,000	5,820,500	13,422,500
2017	2	12,455,000	24,875,000	6,227,500	12,437,500
2018	2	13,174,000	25,735,000	6,587,000	12,867,500
2019	2	13,854,000	21,515,000	6,927,000	10,757,500
2020	2	14,511,000	39,430,000	7,255,500	19,715,000
2021	2	15,319,000	39,397,000	7,659,500	19,698,500
2022	2	12,040,322	30,666,273	6,020,161	15,333,137
2023	2	16,138,000	29,402,000	8,069,000	14,701,000
2024	3	23,054,055	42,825,949	7,684,685	14,275,316

Company Directors Fee Changes

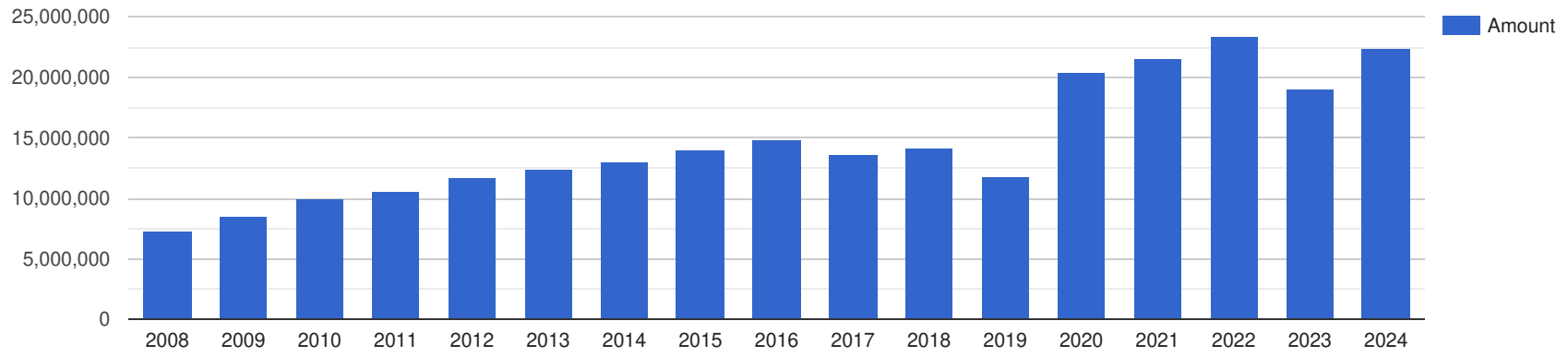
CEO Salary - ZAR



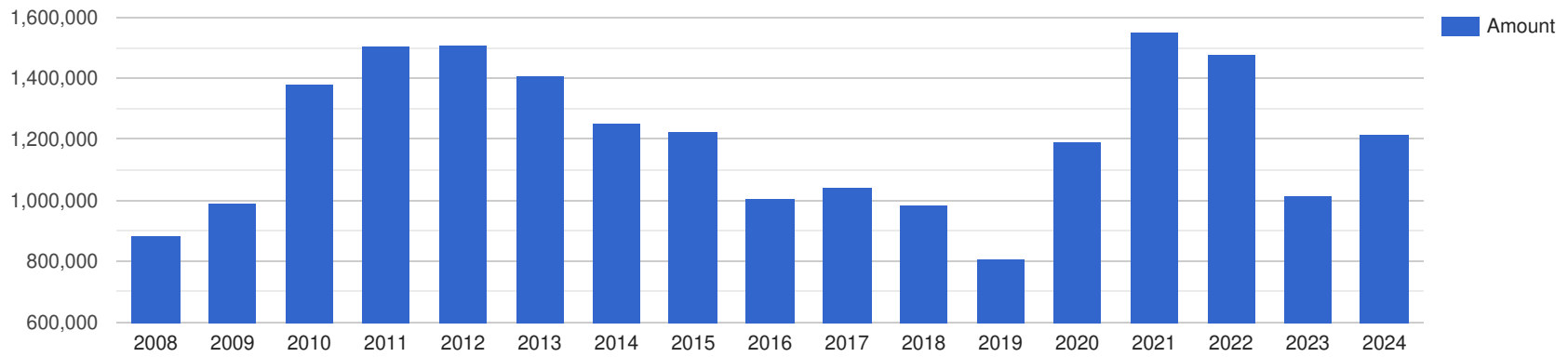
CEO Salary - USD



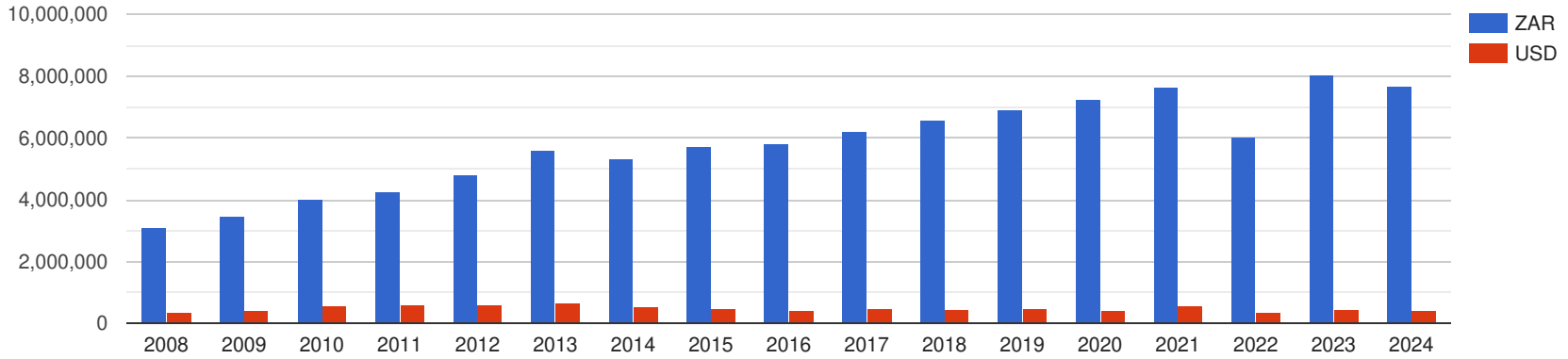
CEO Remuneration - ZAR



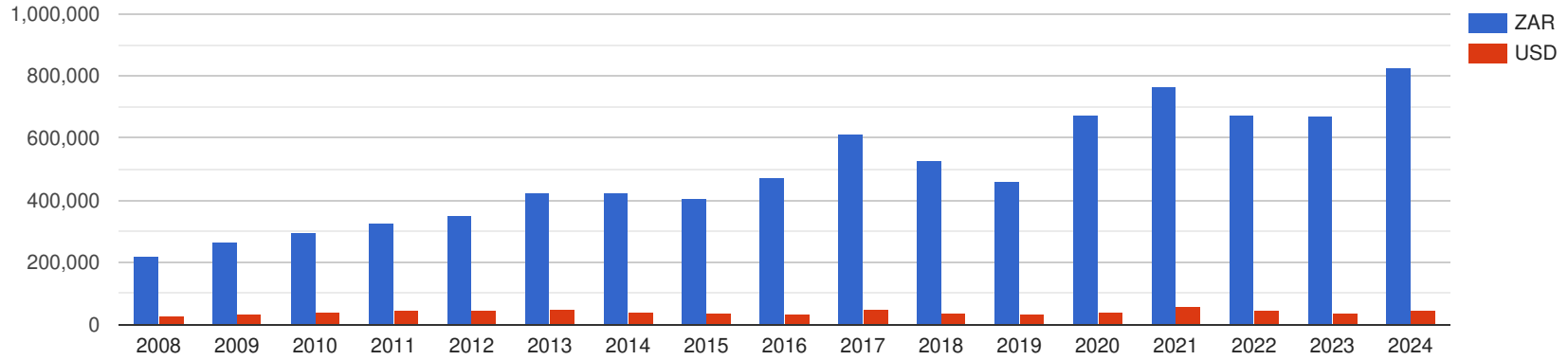
CEO Remuneration - USD



Average Executive Director Salary



Average Non-Executive Director



Company Employees Report

Total Employee Count:

Year End:	No. Employees:	No. Contractors	Total Workforce
2008	0	0	3651
2009	0	0	5347
2010	0	0	4583
2011	0	0	6319
2012	0	0	6179
2013	0	0	8200
2014	0	0	10000
2015	9056	0	10000
2016	9174	0	10503
2017	9155	0	9905
2018	0	0	2260
2019	10001	0	0
2020	9868	0	9868
2021	9106	0	9106
2022	9167	0	9167
2023	9167	0	9167
2024	0	0	9350

Countries of Operation:

Country of Operation:	Is This the Home Country?	Is There a Recognition Agreement?	Country notes
South Africa	No	No	In total, 29% of permanent employees in the South African businesses belong to CEPPWAWU, which is also a strategic shareholder in the Group. Approximately 1% of employees belong to the South African Chemical Workers Union. Both these trade unions are affiliated to the National Bargaining Council for the Chemical Industry in South Africa. 2013: No. of employees = permanent employees
Australia	No	No	In Australia 33% of employees are members of the National Union of Workers, 2% belong to the Workers Union and 0,3% belong to the Electrical Trades Union. In total 40% of employees at Aspen Australia belong to the collective 2013: 917 permanent employees in the Asia pacisic region
Philippines	No	No	2013: Total permanent employees in the Asia Pacific region = 917
Tanzania	No	No	In East Africa, 47% of permanent employees at Shelys belong to the Tanzanian Union of Industrial and Commercial Workers and 92% of employees, excluding expatriates, belong to the collective bargaining unit. 2013: SSA permanenet employees = 363
Kenya	No	No	In Kenya 15% of permanent employees at Beta belong to the Kenya Chemical and Allied Workers Union and 2% of employees have opted to be affiliated to the collective bargaining unit. 2013: SSA permanent employees=363
Germany	No	No	In accordance with internal estimates, approximately 30% of staff are members of the German Chemical Industry Trade Union and 94% of employees belong to a collective bargaining unit. 2013: Permanent International employees = 1147
Brazil	No	No	100% of employees in Brazil belong to the Sinfar or Tranquimfar trade unions. Working conditions as well as remuneration and benefits are subject to collective labour agreements which are reviewed annually 2013: permanent international employees = 1147
Mexico	No	No	16% of employees in Mexico belong to the employee trade union, Federacion Obrera Sindicalista. Working conditions as well as remuneration and benefits are subject to collective labour agreements which are reviewed annually. 2013: Permanent international employees = 1147
Venezuela	No	No	There are no unionised employees at Aspen Venezuela. Instead, a Council of Representatives, elected by employees, meets regularly to discuss matters impacting employee welfare. 2013: permanent international employees= 1147
Ireland	No	No	2013: permanent international employees= 1147
Uganda	No	No	2013: Permanent employees in the SSA region = 363
United Arab Emirates	No	No	2013: permanent international employees= 1147
Mauritius	No	No	2013: permanent international employees= 1147
Hong Kong	No	No	2013: permanent asia pacific employees= 917
Malaysia	No	No	2013: permanent asia pacific = 917
Nigeria	No	No	2013: permanent SSA employees= 363
Netherlands	No	No	2013: permanent international employees= 1147
United States of America	No	No	2013: permanent international employees= 1147

Total Employee Count:

Country:	Year End:	No. Operations	No. Employees:	No. Contractors:	Total Workforce:	Union(s):	Degree of Unionisation:	Min Wage (Local) Per Month:	Min Wage USD (Per Annum):	Min Wage USD (Per Annum):
South Africa	2014	0	3197	0	0	CEPPWAWU	0	0	0	No
Australia	2013	0	0	0	0	0	0	0	0	No
Brazil	2013	0	0	0	0	0	0	0	0	No
Tanzania	2013	0	0	0	0	0	0	0	0	No
Germany	2013	0	0	0	0	0	0	0	0	No
Hong Kong	2013	0	0	0	0	0	0	0	0	No
Ireland	2013	0	0	0	0	0	0	0	0	No
Kenya	2013	0	0	0	0	0	0	0	0	No
Malaysia	2013	0	0	0	0	0	0	0	0	No
Mauritius	2013	0	0	0	0	0	0	0	0	No
Mexico	2013	0	0	0	0	0	0	0	0	No
Netherlands	2013	0	0	0	0	0	0	0	0	No
Nigeria	2013	0	0	0	0	0	0	0	0	No
Philippines	2013	0	0	0	0	0	0	0	0	No
Uganda	2013	0	0	0	0	0	0	0	0	No
United Arab Emirates	2013	0	0	0	0	0	0	0	0	No
Venezuela	2013	0	0	0	0	0	0	0	0	No
United States of America	2013	0	0	0	0	0	0	0	0	No