



adcock ingram



KING IV™
REPORT BY
PRINCIPLE
2024



KING IV™ REPORT BY PRINCIPLE

PRINCIPLE 1

THE GOVERNING BODY SHOULD LEAD ETHICALLY AND EFFECTIVELY.

IAR PAGE NO

The Board, as custodian of good corporate governance, is committed to, and continuously works on, ensuring that Adcock Ingram has appropriate governance structures, processes and practices that entrench ethical, effective, and responsible leadership at Board level, executive level, as well as throughout the entire Group. The Board governs the ethics of the Company in a way that supports and promotes an ethical culture within the Company. Consequently, the Company has a zero-tolerance approach to unethical behaviour. Instilling an ethical culture is a business imperative, as it is about consistency and always doing the right thing.

Pages 16 to 26

The Board's commitment to governance and best practices, constantly drives improvement in the way the business is managed and ensures that decisions are taken openly, transparently and ethically within our governance framework. The Group's business model is underpinned by a governance philosophy that supports the creation of measurable value for all our stakeholders. We believe that practicing good governance assists with building a positive reputation and underpins a healthy and ethical Company culture.

PRINCIPLE 2

THE GOVERNING BODY SHOULD GOVERN THE ETHICS OF THE ORGANISATION IN A WAY THAT SUPPORTS THE ESTABLISHMENT OF AN ETHICAL CULTURE.

Pages 16 to 26

In addition to what has been stated in Principle 1 above, the Board controls the Company and has adopted a Code of Conduct and Ethics, which is value-based and aimed at governing the conduct of the organisation. Further to this, a Conflicts of Interest Policy has been developed with the main aim to "set the tone from the top". The Board further (1) oversees the process of disclosure and communication; (2) ensures that appropriate systems for financial controls and for reporting and monitoring risk are in place; (3) appoints and evaluates the performance of the executive directors; and (4) balances the potential for conflict between the interests of management and the wider interests of the Company and its shareholders. This ensures that the management of ethics results in the outcomes envisaged by King IV, namely an Ethical Culture, Good and Sustainable Performance, Effective Control and Legitimacy.

Ethics are the foundation of Adcock Ingram's business and an unequivocal commitment to fairness, transparency and integrity, inspire all facets of Adcock Ingram's operations. Adcock Ingram's Board, assisted by its committees, is responsible for setting the ethical tone "from the top" and monitors its implementation to ensure that business is conducted in a manner that is beyond reproach at all levels within the Company.

Our Code of Conduct & Ethics is a value-based code aimed at governing the conduct of our employees and stakeholders. The Social, Ethics and Transformation (SET) and Nominations Committees also play a key role in exercising oversight on the Company's ethics, ensuring that the Board is sufficiently equipped to deliver on its goal of maintaining a sustainable ethical culture within the Company. Although this responsibility has been delegated to various committees, the Board remains ultimately accountable for the way these responsibilities are discharged by, among other things, reviewing and approving the following policies from time to time:

- Code of Conduct & Ethics;
- Conflicts of Interest;
- Securities Trading;
- Whistleblower;
- Anti-bribery and Corruption; and
- Stakeholder Relations Management.

All these policies provide guidance to the Board members and employees.

PRINCIPLE 3**THE GOVERNING BODY SHOULD ENSURE THAT THE ORGANISATION IS AND IS SEEN TO BE A RESPONSIBLE CORPORATE CITIZEN.****IAR PAGE NO**

Our strategy focuses on operational excellence, innovation and growth, and being a responsible corporate citizen. We measure our responsible corporate citizenship outputs through our various Environmental, Social and Governance (ESG) policies and implementation thereof to ensure that this receives the appropriate attention. Our strategy and performance targets also include ESG initiatives and metrics, which includes the ESG reporting and measurement (including assurance) of the Company's outputs. Each of the four commercial business units implements these elements of strategy, but operates independently within a decentralised framework.

Pages 41, 47, 50, 51, 54, 65, 74, 75 and 82

Furthermore, the Company's Corporate Social Responsibility (CSR) Policy regulates the Group's CSR initiatives to advance those activities that are taking place in the communities in which we operate, through entering into partnerships that establish meaningful and sustainable community development in under-privileged communities.

As part of Adcock Ingram's outlook, the business maintains its focus on being a responsible corporate citizen, including social upliftment and contribution to communities, water and energy saving initiatives, the reduction, recovery and recycling of waste, enterprise development and employment transformation.

PRINCIPLE 4**THE GOVERNING BODY SHOULD APPRECIATE THAT THE ORGANISATION'S CORE PURPOSE, ITS RISKS AND OPPORTUNITIES, STRATEGY, BUSINESS MODEL, PERFORMANCE AND SUSTAINABLE DEVELOPMENT ARE ALL INSEPARABLE ELEMENTS OF THE VALUE CREATION PROCESS.**

The integrated thinking in our business model disclosure illustrates how all the different elements are linked as inseparable elements of the combined value creation process. Adcock Ingram's strategy also defines our plan to navigate and grow within the competitive environment in which we operate.

Pages 46 to 51

Pages 46 to 51 highlight the top risks, indicate which strategic pillars can mitigate these risks, as well as any opportunities identified as a result of the identified risks.

PRINCIPLE 5**THE GOVERNING BODY SHOULD ENSURE THAT REPORTS ISSUED BY THE ORGANISATION ENABLE STAKEHOLDERS TO MAKE INFORMED ASSESSMENTS OF THE ORGANISATION'S PERFORMANCE, AND ITS SHORT-, MEDIUM- AND LONG-TERM PROSPECTS.**

The performance is detailed from page 52 onwards.

Pages 52 onwards

PRINCIPLE 6**THE GOVERNING BODY SHOULD SERVE AS THE FOCAL POINT AND CUSTODIAN OF CORPORATE GOVERNANCE IN THE ORGANISATION.**

The Board continues to demonstrate its commitment to adhere to good corporate governance, including the structures, processes and practices used to direct and manage the Company's operations. As the custodian of corporate governance, the Board is aware of its responsibility to lead the Group competently with integrity, fairness, accountability, and transparency.

Pages 24 to 34

The Board continues to deliver on its ongoing commitment to ensure that Adcock Ingram has appropriate governance structures, processes and practices that entrench ethical, effective, and responsible leadership at Board and executive level as well as throughout the Group.

Each Committee promotes strong principles of integrity within the Company, while the Board remains the overall custodian of good corporate governance. There is a culture of delegation and trust by the Board with respect to the committees and the role they play in providing the Board with the necessary support and oversight of the Company. The Board is satisfied that the arrangements for delegation within its own structures promote independent judgement and assist with the balance of power and the effective discharge of its duties. The Board is comfortable that the established committees are appropriate, relevant and adequate for the Group.

An account of the Board Committees' operations during FY2024, is set out on pages 29 to 34.

KING IV™ REPORT BY PRINCIPLE CONTINUED

PRINCIPLE 7

THE GOVERNING BODY SHOULD COMPRISE THE APPROPRIATE BALANCE OF KNOWLEDGE, SKILLS, EXPERIENCE, DIVERSITY, AND INDEPENDENCE FOR IT TO DISCHARGE ITS GOVERNANCE ROLE AND RESPONSIBILITIES OBJECTIVELY AND EFFECTIVELY.

IAR PAGE NO

As a pharmaceutical and healthcare company, we require a unique range of skills to ensure that there is a balance of technical knowledge, commercial skills and experience. The Board, with the assistance of the Nominations Committee, determines the required skills mix in response to the rapidly changing environment and shifts in the industry, as well as the Company's strategic objectives. Having the appropriate mix of knowledge, skills and experience ensures that the Board as a collective is properly and adequately equipped to lead the Company, making it easier for the Board members to complement and/or leverage of each other's skillset. The Company is satisfied that the Board's composition reflects the appropriate mix of skills, knowledge, qualifications, diversity, experience and independence. The composition of the Board and the various committees are reviewed when directors change or on an annual basis. Consideration is given to, among other criteria, skills, knowledge, qualifications, diversity, experience and balance of power.

Pages 17 to 19
and 22, 27, 28
and 33

The Nominations Committee plays an important role in the nomination and appointment of new and suitable directors as well as the identification and removal of underperforming or unsuitable directors. Before nominating a candidate for election, the Nominations Committee considers the collective knowledge, skills, qualifications and experience required from the vacancy, the current diversity profile of the Board and whether the candidate meets the desired fit and criteria. The Board considers its composition holistically whilst procedures for appointments to the Board are formal, transparent and conducted by the Nominations Committee.

The Nominations Committee is also responsible for assessing the independence of the directors. Independence is determined in accordance with the Companies Act, JSE Listings Requirements and the recommendations of King IV.

The Board is constituted in terms of the Company's Memorandum of Incorporation (MOI) and in line with King IV. The Board comprises of a majority of non-executive directors, of which the majority are independent non-executive directors who bring diversity to Board deliberations and create sustained value by constructively challenging management.

As the Board is led by a non-independent non-executive Chairperson, in the objective and effective discharge of its governance role and responsibilities, a lead independent director is appointed to achieve a balance of power and reinforce accountability mechanisms on the Board.

A clear separation of power exists between the Chairperson of the Board and the Chief Executive Officer.

PRINCIPLE 8**THE GOVERNING BODY SHOULD ENSURE THAT ITS ARRANGEMENTS FOR DELEGATION WITHIN ITS OWN STRUCTURES PROMOTE INDEPENDENT JUDGEMENT AND ASSIST WITH THE BALANCE OF POWER AND THE EFFECTIVE DISCHARGE OF ITS DUTIES.**

IAR PAGE NO

The Company's delegation of authority framework provides role clarity by clearly delineating roles and areas of accountability and recognises the independent roles and duties required to effectively govern the Company. The authority and responsibility delegated to the lowest prudent management level is in accordance with the Company's values. The Group governance framework intentionally links the Board's and committees' Terms of Reference, the Company's strategic objectives and the six capitals. The Board acknowledges that although it may delegate some of its responsibilities, it cannot abdicate them and shall retain rigorous oversight over those delegated responsibilities in accordance with the delegation of authority framework. The Board is satisfied that the arrangements for delegation of responsibilities within its own structures promote independent judgement and assist with the balance of power and the effective discharge of its duties. The Board is comfortable that the established committees are appropriate, relevant, effective, and adequate for the Group.

Pages 24 to 26

The Board is governed by an approved Charter and the Company's MOI, amongst other governance measures. The Charter regulates the parameters within which the Board operates and ensures the application of the principles of good corporate governance in all its dealings. The Charter sets out the roles and responsibilities of the Board and individual directors, the composition, and relevant procedures of the Board, including the powers delegated to various Board committees and relevant principles of the Group's approval limits and delegations of authority. The Charter ensures there is a clear division and/or delineation of roles and responsibilities on the Board and that no Chairperson has a casting vote. The Charter is aligned with the provisions of relevant statutory and regulatory requirements, including the Companies Act, the JSE Listings Requirements, King IV and the MOI.

PRINCIPLE 9**THE GOVERNING BODY SHOULD ENSURE THAT THE EVALUATION OF ITS OWN PERFORMANCE AND THAT OF ITS COMMITTEES, ITS CHAIR, AND ITS INDIVIDUAL MEMBERS, SUPPORT CONTINUED IMPROVEMENT IN ITS PERFORMANCE AND EFFECTIVENESS.**

In line with its Board Charter and King IV, the Board and its committees conduct performance evaluations every alternate year.

Page 28

Given that an externally facilitated evaluation of the Board, Board Chairperson and Board committees is conducted every alternate year, no evaluation was conducted during the reporting period. Instead, the Board continued to address the areas of development raised in the May 2023 evaluation. In May 2023, the Board and its committees conducted an evaluation exercise facilitated by an independent service provider, which was designed to identify areas of governance requiring improvement. The evaluation involved a qualitative assessment of structures of leadership, including the effect of recent changes to the Board, dynamics in the boardroom, as well as the culture, governance, nature of the relationship with stakeholders and efficacy of reporting. Overall, the performance of the Board, Board Chairperson and committees received excellent ratings. Matters requiring attention related to monitoring natural tension between the Company and the controlling shareholder representatives on the Board and enhancing reporting to the Board in relation to succession planning for the Board and executive directors. Both matters have been adequately addressed.

KING IV™ REPORT BY PRINCIPLE CONTINUED

PRINCIPLE 10

THE GOVERNING BODY SHOULD ENSURE THAT THE APPOINTMENT OF, AND DELEGATION TO, MANAGEMENT CONTRIBUTE TO ROLE CLARITY AND THE EFFECTIVE EXERCISE OF AUTHORITY AND RESPONSIBILITIES.

IAR PAGE NO

The Board is not involved in the day-to-day running of the Company as that is the responsibility of management. The Company has a delegation of authority framework which clearly defines the authority levels of the Board and management and is reviewed annually to ensure that it remains relevant.

Page 24 to 26

The Board is satisfied that the delegation of authority framework of the Company contributes to role clarity and effective exercise of authority and responsibilities.

PRINCIPLE 11

THE GOVERNING BODY SHOULD GOVERN RISK IN A WAY THAT SUPPORTS THE ORGANISATION IN SETTING AND ACHIEVING STRATEGIC OBJECTIVES.

Refer to pages 25 and 26 in respect of how the Board ensures that risk management is embedded in key decision-making processes and that such processes incorporate and consider strategy, governance, compliance, and performance.

Pages 24, 25, 26, and 42 to 51

PRINCIPLE 12

THE GOVERNING BODY SHOULD GOVERN TECHNOLOGY AND INFORMATION IN A WAY THAT SUPPORTS THE ORGANISATION IN SETTING AND ACHIEVING ITS STRATEGIC OBJECTIVES.

IT governance focuses on the performance, resource and risk management processes regarding information and technology. It includes the process used to monitor and control key decisions around IT for alignment with the overall business strategy and to ensure the delivery of value to key stakeholders.

Page 26

The Board, assisted by both the Risk and Sustainability Committee and Audit Committee, promotes awareness of ethical IT governance, management culture and transparency, with Internal Audit providing independent assurance on the implemented frameworks, strategy, policy, procedures and standards.

The Risk and Sustainability Committee considers the technology and information risk register, including cyber security risks, on a regular basis.

PRINCIPLE 13**THE GOVERNING BODY SHOULD GOVERN COMPLIANCE WITH APPLICABLE LAWS AND ADOPTED, NON-BINDING RULES, CODES AND STANDARDS IN A WAY THAT SUPPORTS THE ORGANISATION BEING AN ETHICAL AND GOOD CORPORATE CITIZEN.****IAR PAGE NO**

The Board subscribes to compliance with applicable laws and regulations in all jurisdictions in which the Group operates. The Board monitors the implementation of approved strategies and oversees corporate performance, approves major capital expenditure, acquisitions, and divestitures, and ensures compliance with applicable laws.

Pages 1, 3, 14, 16, 17, 23, 25, 35, 38, 39, 41, 44, 46, 48, 49, 53, 55, 75, 76 and 97

The Board is regularly kept informed of any material changes to the relevant existing legislation and regulations by the Company Secretary and where a need arises, responsible executives, external counsel or relevant service providers are also invited to provide in-depth advice related to the relevant subject matter. Compliance issues are tabled and discussed in the respective committees and later presented to the Board.

Adcock Ingram remains committed to conducting business ethically, responsibly, and in compliance with all applicable legislation, regulation, adopted industry codes and standards, and in adherence to all internal policies and sound corporate governance principles. The Board has put measures in place to mitigate against potential violations and/or non-compliance with applicable legislative or regulatory requirements, adopted industry codes and standards, internal policies, or governance principles. We continuously seek to conduct our business with due skill, care, and diligence with a view to minimise violations arising from non-compliance with applicable legislative or regulatory requirements. This is also entrenched in our corporate culture, business objectives and strategies for achieving those objectives, including its compliance strategy and risk appetite in alignment with the Company's long-term interests and viability.

PRINCIPLE 14**THE GOVERNING BODY SHOULD ENSURE THAT THE ORGANISATION REMUNERATES FAIRLY, RESPONSIBLY, AND TRANSPARENTLY SO AS TO PROMOTE THE ACHIEVEMENT OF STRATEGIC OBJECTIVES AND POSITIVE OUTCOMES IN THE SHORT-, MEDIUM-, AND LONG-TERM.**

As the custodian of governance, the Board ensures that performance evaluations are executed for improved performance and effectiveness, the remuneration philosophy is fair and transparent and the necessary internal and external assurances are obtained.

Pages 31 and 82 to 122

The Human Resources and Remuneration Committee has been delegated the responsibility for overseeing the Group's approach to remuneration, including policy, to ensure fair, transparent, equitable and responsible remuneration in support of the Group's strategy. Adcock Ingram remains focused on developing and implementing robust remuneration strategies and plans that best serve shareholder interests through sustainable growth.

The Company continually monitors developments and trends in the healthcare and fast-moving consumer goods sectors, best practice and related changes in the market that may have an impact on our approach to remuneration, and regularly canvasses input from stakeholders for consideration. The Group regularly engages an independent external remuneration consultant to ensure that our remuneration practices remain relevant and fit for purpose in a dynamic and changing environment and aligned to the achievement of our strategies. Our remuneration policy is key to our ability to attract, motivate, develop, and retain talent in a market where the war for talent, particularly industry specialists and pharmacist is fierce.

Adcock Ingram's remuneration philosophy is aligned to the relevant policy and to business strategy and priorities, as well as aimed at driving a high-performance culture by ensuring that our employees are motivated and committed to the success of our business. It is designed to attract, develop, motivate, deploy, and retain talented employees who enable the business to pursue and achieve its strategic objectives and enhance shareholder value. The remuneration philosophy is transparent and based on the principles of market competitiveness, internal equity, transformation imperatives and includes pay for performance.

PRINCIPLE 15

THE GOVERNING BODY SHOULD ENSURE THAT ASSURANCE SERVICES AND FUNCTIONS ENABLE AN EFFECTIVE CONTROL ENVIRONMENT, AND THAT THESE SUPPORT THE INTEGRITY OF INFORMATION FOR INTERNAL DECISION-MAKING AND OF THE ORGANISATION'S EXTERNAL REPORTS.

IAR PAGE NO

The Board is responsible for the Group's risk governance, which is achieved through its oversight committee, being the Risk and Sustainability Committee. The Board ensures that an adequate level of assurance is provided on control processes related to significant risks. The chairperson of the Audit Committee is also a member of the Risk and Sustainability Committee. The Board is updated on key risks and considers their residual level when formulating strategy, approving budgets and operational plans and monitoring progress against business plan implementation. The Board also ensures that an adequate level of assurance is provided regarding control processes related to significant risks. The Board has approved a policy that articulates and gives effect to its approach to risk governance.

Page 43 to 45

The combined assurance model and process aims to optimise the assurance coverage obtained regarding key risk categories as well as key risks affecting the Company. Issues related to combined assurance are tabled and discussed during Audit Committee meetings. Assurance is obtained from:

- management as first line of defence;
- management appointed assurance providers as second line of defence; and
- independent internal or external assurance providers mandated at Board level as third line of defence.

IN THE EXECUTION OF ITS GOVERNANCE ROLE AND RESPONSIBILITIES, THE GOVERNING BODY SHOULD ADOPT A STAKEHOLDER-INCLUSIVE APPROACH THAT BALANCES THE NEEDS, INTERESTS, AND EXPECTATIONS OF MATERIAL STAKEHOLDERS IN THE BEST INTERESTS OF THE ORGANISATION OVER TIME.

PRINCIPLE 16

The Board has adopted a stakeholder-inclusive approach in the execution of its governance role and responsibilities and is guided continuously by its commitment to the principles of King IV. Adcock Ingram continuously examines its stakeholders' needs and expectations concomitant with its aspirations and formulates mutually satisfying responses. Hence, the Company developed a comprehensive stakeholder management relations policy, as a framework for upholding its commitment to social and relationship capital.

Pages 26 and 35 to 37

Adcock Ingram continuously seeks to understand its stakeholders' needs and expectations to identify the degree of alignment with its aspirations. There is a comprehensive stakeholder management relations policy, which is used as a framework for upholding the Company's commitment to social and relationship capital. Key internal and external stakeholders have been identified and mapped according to either their level of influence on the Group (influencing the Group's ability to create value), or the Company's influence on them via its business activities or products.

Its valuable partnerships with employees, customers, and consumers, healthcare professionals, industry associations, licence and technology partners, and suppliers, are built to last. Healthy, trusting relationships with government, regulatory authorities, fence-line communities, NGOs and trade unions are well established. This instils confidence for investors, shareholders, and the media in the Adcock Ingram value proposition. Key stakeholder groupings are identified and mapped according to either their level of influence on the Company, or vice versa.



[ADCOCK.COM](https://adcock.com)