

Ascendis Health Limited (“Ascendis” or “Group”)

Application of King III Principles

In terms of the JSE Listings Requirements, companies are required to disclose how each of the 75 principles of the King Code have been applied or explain why or to what extent they were not applied.

This register is reviewed on an annual basis to ensure that the disclosures are current and remain relevant.

This updated register is made available on the Ascendis website.

Key

1 – Not applied/will not be applied

2 – In process/partially applied

3 – Full application

Principle per King III	Level of application	Comments
1. Ethical leadership and corporate citizenship		
1.1 The board should provide effective leadership based on an ethical foundation	3	The board embraces sound ethics. Each year the board reviews its charter as well as the Group’s Code of Ethics which sets out the basis for the Group’s ethics framework.
1.2 The board should ensure that the company is, and is seen to be, a responsible corporate citizen	3	The board ensures that Ascendis considers all stakeholders’ aspirations. Non-financial performance, risks and the impact of operations are considered by the board at its meetings. The Transformation, Social and Ethics and Sustainability committee (“SEC”) are mandated to consider CSI, sustainability and environmental matters at its meetings.
1.3 The board should ensure that the company’s ethics are managed effectively	3	The ethical standards that guide the Group’s relationships with stakeholders are governed by the Code of Ethics. A Code of Ethics has been adopted by the Group and compliance with the code forms part of the management’s mandate and the group’s HR policies. To ensure that the board has full oversight of ethics related matters, regular reports on the Group’s ethical performance are provided to the audit, risk as well as transformation, social and ethics and sustainability committees. The Group provides an ethics hotline facility which is maintained by an independent service provider.
2. Board and directors		
2.1 The board should act as the focal point for and custodian of corporate governance	3	The board charter specifically emphasizes this responsibility. This charter is reviewed on an annual basis. Through its meetings and interaction with management the board ensures that applicable principles are implemented and a high level of compliance maintained.
2.2 The board should appreciate that strategy, risk, performance and sustainability are inseparable	3	In assessing performance and strategy, the board takes cognisance of sustainable development and risk management. This performance is regularly assessed by the board committees and reported on at board meetings.
2.3 The board should provide effective leadership based on an ethical foundation	3	The board is responsible to determine the Group’s strategic direction and to provide oversight of corporate governance.
2.4 The board should ensure that the company is and is seen to be a responsible corporate citizen	3	The board is responsible for ensuring that the Group protects, enhances and invests in the well-being of the economy, society and natural environment.

2.5 The board should ensure that the company's ethics are managed effectively	3	The management of ethics forms an important aspect of the board's responsibility and focus. Regular reports on ethical matters are received from Audit Committee and SEC, and Ascendis has established a Fraud register.
2.6 The board should ensure that the company has an effective and independent Audit Committee	3	The Group's Audit Committee consists entirely of independent non-executive directors, and each with significant, relevant experience. Its effectiveness is assessed by the board on an annual basis. The Audit Committee is appointed by the board on an annual basis and approved by shareholders at the annual general meeting.
2.7 The board should be responsible for the governance of risk	3	The Risk Committee assists the board to execute its responsibility in this regard and oversees and monitors risks within the Group. The board has delegated responsibility to the Risk Committee.
2.8 The board should be responsible for information technology (IT) governance	3	An IT steering committee which includes the MD, CFO and head of IT has been established. This committee reports to the Audit Committee. An IT governance charter which defines the structures, processes and responsibilities for IT governance has been developed. An IT department has been established at head office and a head of IT has been appointed.
2.9 The board should ensure that the company complies with applicable laws and considers adherence to non-binding rules, codes and standards	2	The board is responsible for ensuring that the Group complies with applicable laws, non-binding rules, codes and standards. The Risk Committee is responsible for the establishment and the administration of the Group's regulatory universe which is done by the internal legal department at Group head office, and assists the board to monitor such compliance.
2.10 The board should ensure that there is an effective risk-based internal audit	3	The board through the Audit and Risk Committees has established a Group-wide risk-based internal audit function whose purpose, authority and responsibilities are defined in a board-approved charter that is consistent with the principles of King III.
2.11 The board should appreciate that stakeholders' perceptions affect the company's reputation	3	The board reviews all significant stakeholder matters and perceptions and guides management in dealing with these in order to manage such perceptions and reputational risk. In this regard, the board ensures that the Group operates on the basis of transparency and that consistent and timeous information communication is disseminated to all stakeholders.
2.12 The board should ensure the integrity of the company's integrated report	3	On the recommendation of the Audit Committee, the board approves the Group's annual integrated report. Ascendis also works with a professional service provider to compile the report.
2.13 The board should report on the effectiveness of the company's system of internal controls	3	The board is informed by the Audit Committee on a quarterly basis, on the development and implementation of internal controls and policies that are applied throughout the Group.
2.14 The board and its directors	3	The board has implemented policies and procedures to ensure that the directors act within the best interests of

should act in the best interests of the company		<p>the Group at all times. This includes:</p> <ul style="list-style-type: none"> • The declaration of all relevant interests at board meetings; • Disclosure of any potential or perceived conflict of interest by individuals; • A policy dealing in the Group's securities; • The taking of legal advice by the board when deemed necessary to ensure compliance with relevant legislation and the JSE Listings Requirements.
2.15 The board should consider business rescue proceedings or other turnaround mechanisms as soon as the company is financially distressed as defined in the Companies Act	3	Agreed. The Audit Committee reviews financial information in detail and recommends any special action to the board if required. In this regard the Group's cash position and going concern status are reviewed on a regular basis. Appropriate measures will be taken if the Group suffers financial distress at any stage.
2.16 The board should elect a chairman of the board who is an independent non-executive director. The CEO of the company should not also fulfil the role of chairman of the board	3	<p>John Bester is the chairman of the board and Dr Karsten Wellner the CEO. The roles of the chairman and CEO are separate and clearly defined.</p> <p>John Bester is an independent non- executive director as defined by King III.</p>
2.17 The board should appoint the chief executive officer and establish a framework for the delegation of authority	3	Dr K Wellner is the Group's CEO. The board has delegated to the CEO and other executive directors the authority to run the day-to-day business of the Group subject to an approval framework established by the board, being the Levels of Authority policy which is reviewed by the board annually.
2.18 The board should comprise a balance of power, with a majority of non-executive directors. The majority of non-executive directors should be independent	3	The board consists predominantly of non-executive directors, of which the majority are independent. In assessing the status of directors, the principles of King III and the JSE Listings Requirements are applied.
2.19 Directors should be appointed through a formal process	3	New appointments to the board are considered collectively as and when the need arises on the recommendation of the Group's Nominations Committee. The selection process considers the existing balance of skills and experience required as well as a continual process of assessing the needs of the Group. New appointments to the board are approved at the shareholders' meetings.
2.20 The induction of and on-going training and development of directors should be conducted through formal processes	3	Both formal and informal induction are conducted. Updates are provided on governance and regulations by the company secretary and external advisors. All directors have access to key management members for information on the Group's operations.
2.21 The board should be assisted by a competent, suitably qualified and experienced company secretary	3	The board selects and appoints the company secretary and recognises the important role to be played by this person in entrenching good corporate governance. In compliance with the JSE Listings Requirements, a detailed assessment is conducted by the board every year to satisfy itself of the competence, qualifications and experience of the company secretary.

		The company secretary attends regular training and update sessions provided by the JSE every year.
2.22 The evaluation of the board, its committees and the individual directors should be performed every year	3	A self-evaluation of the performance of the board and its sub-committees as a whole is performed annually. The results of such evaluations are considered and action plans implemented where required. Evaluations are not necessarily performed solely on an annual basis. The chairman is responsible to assess each director and sub-committee member on an on-going basis. These evaluations are reviewed by the Nominations Committee and are then recommended to the board for approval.
2.23 The board should delegate certain functions to well-structured sub-committees without abdicating its own responsibilities	3	<p>The board's sub-committees assist the board in executing its duties, powers and authorities. The required authority is delegated by the board to each committee to enable it to fulfill its respective functions through formally approved terms of reference.</p> <p>Delegating authority to the sub-committees or management, other than the specific matters for which the Audit Committee carries ultimate accountability in terms of the Companies Act, does not mitigate or discharge the board and its directors of their duties and responsibilities and the board fully acknowledges this fact.</p> <p>Formal terms of reference have been adopted by each committee and are reviewed on an annual basis. Committee chairpersons report back to the board at each board meeting and the minutes of all committee meetings are included in board meeting documentation.</p> <p>The established sub-committees are:</p> <ul style="list-style-type: none"> • Audit Committee • Risk Committee • Social and Ethics Committee • Remuneration Committee • Nominations Committee
2.24 A governance framework should be agreed between the group and its subsidiary boards	2	Each subsidiary operates with a separate board of directors. All subsidiaries apply the policies and procedures as determined by the holding company and its sub-committees. These governance measures are now being expanded to the international subsidiaries.
2.25 Companies should remunerate directors and executives fairly and responsibly	3	<p>The Remuneration Committee considers the remuneration of executive and non-executive directors on an annual basis which is benchmarked against peer groups to ensure fair remuneration. Non-executive directors' fees are approved by shareholders with executive directors' remuneration being reported to shareholders annually in the integrated report, as well as the audited financial statements.</p> <p>The Remuneration Committee currently consists of non-executive directors, Ascendis feels the composition of this sub-committee is appropriate due to the fact that this committee reports directly to a fully King III compliant board.</p>

2.26 Companies should disclose the remuneration of each individual director and certain senior executives	3	The remuneration of each director is disclosed, as well as the remuneration of the prescribed officers of the Group. This disclosure meets the requirements of the Companies Act and King III.
2.27 Shareholders should approve the company's remuneration policy	2	The Group includes a remuneration policy in the integrated annual report. This policy is proposed to shareholders for a non-binding advisory vote at the annual general meetings. This policy is being expanded to position the Group more competitively in the market place.
3. Audit Committees		
3.1 The board should ensure that the company has an effective and independent Audit Committee	3	All the members of the Audit Committee are independent non-executive directors and are re-appointed by the shareholders at the annual general meetings. The Audit Committee meets four times a year, and is governed by the Group's Audit and Risk Committee Charter.
3.2 Audit Committee members should be suitably skilled and experienced independent, non-executive directors (subsidiary exemption)	3	The Audit Committee is represented by independent non-executive directors with the necessary skills and expertise.
3.3 The Audit Committee should be chaired by an independent non-executive director	3	The chairman is an independent non-executive director and the chairman's independence is reviewed annually as part of the evaluation process.
3.4 The Audit Committee should oversee the integrated reporting (integrated reporting, financial, sustainability and summarised information)	3	<p>The board has specifically assigned this responsibility to the Audit Committee which considers the disclosures in the integrated annual report, including sustainability information, the annual financial statements and recommends the approval thereof to the board.</p> <p>The Audit Committee reviews the integrated report prepared by management and is responsible for evaluating the significant judgements and reporting decisions affecting the integrated report.</p> <p>All significant judgements and reporting decisions are reported to the Audit Committee. The Audit Committee's review of the financial reports encompasses the annual financial statements, integrated annual reports, interim reports, preliminary or provisional result announcements, summarised integrated information, any other intended release of price-sensitive financial information, trading statements, circulars and similar documents.</p>
3.5 The Audit Committee should ensure that a combined assurance model is applied to provide a coordinated approach to all assurance activities	3	An assurance framework has been adopted as part of the enterprise risk management framework, which incorporates a combined assurance plan. This has been approved by the Audit Committee and will be reviewed and updated on a regular basis.
3.6 The Audit Committee should satisfy itself of the expertise, resources and experience of the company's finance function	3	The expertise and experience of the Group's CFO is evaluated on an annual basis, and assessing the level of financial experience and qualifications of the Group financial department is reviewed by the Audit Committee.

3.7 The Audit Committee should be responsible for overseeing of internal audits	3	The expertise, resources and experience of the Group's internal audit function and the internal audit plan is assessed on a regular basis. The Audit Committee approves the annual internal audit plan and monitors performance against the plan. Reports are submitted by the internal audit manager at every Audit Committee meeting. The Group's internal audits have been outsourced to KPMG.
3.8 The Audit Committee should be an integral component of the risk management process	3	The Audit Committee oversees the enterprise risk management process and is therefore an integral part of the strategy and framework developments in relation to risk management.
3.9 The Audit Committee is responsible for recommending the appointment of the external auditor and overseeing the external audit process	3	The Audit Committee reviews the independence of the external auditors annually, including the professional suitability of the lead auditor, and recommends the appointment to the board for the forthcoming financial year, and is reviewed and approved by the shareholders at the annual general meetings.
3.10 The Audit Committee should report to the board and shareholders on how it has discharged its duties	3	The chairman of the Audit Committee reports to the board subsequent to each meeting. A report to shareholders is prepared by the chairman and presented in the Integrated Annual Report. The Audit Committee chairman is present at the annual general meetings to respond to questions.
4. The governance of risk		
4.1 The board should be responsible for the governance of risk	3	The governance of risk within the Group is the board's responsibility. The board has specifically assigned this responsibility to the Risk Committee. The Risk Committee reviews the Group's risk assessment and satisfies itself of the adequacy of responses and mitigations.
4.2 The board should determine the levels of risk tolerance	3	The risk tolerance of the Group is reviewed bi-annually by management and approved by the board. Significant risks are identified and mitigation actions taken.
4.3 The Risk Committee or Audit Committee should assist the board in carrying out its risk responsibilities	3	The Risk Committee reviews all aspects of the risk function for which the board is responsible. A risk forum consisting of key management is established to assist in this regard. The forum meets regularly as prescribed by King III, and the chairperson of the forum reports to the Risk Committee subsequent to each meeting.
4.4 The board should delegate to management the responsibility to design, implement and monitor the risk management plan	3	Management is accountable to the board through the Risk Committee for embedding the risk management process in the Group. The Group's risks are reviewed and assessed annually by management. Risks are updated and progress on mitigation plans are regularly reported to the Risk Committee. The Group has appointed a Chief Risk Officer (CRO) to regularly assess the Group's risk.
4.5 The board should ensure that risk assessments are performed on a continual basis	3	The risk assessment process identifies risks and the process is formalized and regular.

4.6 The board should ensure that frameworks and methodologies are implemented to increase the probability of anticipating unpredictable risks	3	An enterprise risk management framework which establishes formal governance, procedures and processes for all risks has been developed and implemented. Workshop methodology and risk registers are also used as a basis upon which risk assessments are conducted and ensures that unpredictable risks are identified.
4.7 The board should ensure that management considers and implements appropriate risk responses	3	Risks are monitored by management and the Group risk forum on a continuous basis. Progress of the Group in managing its risks is reported to the Risk Committee.
4.8 The board should ensure continual risk monitoring by management	3	Risks are monitored by management and the Group risk forum on a continuous basis. Progress of the Group in managing its risks is reported to the Risk Committee.
4.9 The board should receive assurance regarding the effectiveness of the risk management process	3	The Risk Committee is provided with the assurance of the effectiveness of the Group's risk management process through the Group risk forum, both internal and external auditors as well as the Group's in-house compliance function that resorts under the CRO.
4.10 The board should ensure that there are processes in place enabling complete, timely, relevant, accurate and accessible risk disclosure to stakeholders	3	The Group's integrated annual report provides a comprehensive outline to stakeholders of the risk management process.
5. The governance of information technology		
5.1 The board should be responsible for information technology (IT) governance	3	The board accepts the responsibility for IT governance and has delegated the establishment of an appropriate IT policy, framework and strategy to management.
5.2 IT should be aligned with the performance and sustainability objectives of the company	3	The IT infrastructure, policies and governance are developed and implemented.
5.3 The board should delegate to management the responsibility for the implementation of an IT governance framework	3	A group IT head has been established, who reports to the group MD and to regular management meetings.
5.4 The board should monitor and evaluate significant IT investments and expenditure	3	The IT proposals for development are included in the annual budgets which are reviewed and approved by the board.
5.5 IT should form an integral part of the company's risk management	3	The IT infrastructure and governance are reported to the Audit and Risk Committees on a regular basis.
5.6 The board should ensure that information assets are managed effectively	3	An IT audit has been performed by KPMG on an annual basis to assess IT controls.
5.7 A Risk Committee and Audit Committee should assist the board in carrying out its IT responsibilities	2	The IT infrastructure and governance matters are reported regularly to the board.
6. Compliance with laws, codes, rules and standards		

6.1 The board should ensure that the company complies with applicable laws and considers adherence to nonbinding rules, codes and standards	2	The Group's regulatory universe program has been developed and is being processed further into the South African subsidiaries. The potential effect of pending legislation on the Group's business activities are also assessed prior to promulgation. Regulatory measures are to be reviewed for the international subsidiaries as well.
6.2 The board and each individual director should have a working understanding of the effect of the applicable laws, rules, codes and standards on the company and its business	3	The board and management are continually informed of material legislation, rules, codes, standards and changes thereto. Information on laws, rules and codes are shared with directors regularly through documentation and briefing sessions.
6.3 Compliance risk should form an integral part of the company's risk management process	3	The risk management process continually evaluates the Group's legal exposure and gives feedback to the Risk Committee, the group CRO, the group CEO, and the board.
6.4 The board should delegate to management the implementation of an effective compliance framework and processes	2	The Group's compliance function falls under the group CRO and the group's internal legal counsel. The management of the group's business divisions are being advised on key regulatory requirements pertaining to their nature of business.
7. Internal audit		
7.1 The board should ensure that there is an effective risk-based internal audit	3	An effective risk-based internal audit function exists, as this has been outsourced to KPMG Incorporated. The purpose, authority and responsibilities of the internal audit function are defined in the board-approved internal audit charter.
7.2 Internal audit should follow a risk-based approach to its plan	3	A risk-based approach to internal audit planning is adopted in assessing the Group's control environment and is aligned to the risk assessment process.
7.3 Internal audit should provide a written assessment of the effectiveness of the company's system of internal control and risk management	3	A written assessment regarding the effectiveness of the Group's internal controls and risk management is tabled at each meeting of the Audit Committee.
7.4 The Audit Committee should be responsible for overseeing internal audit	3	Internal auditor reports functionally to the Audit Committee, administratively to the CFO and is present at all meetings of the Audit Committee. The Audit Committee approves the annual internal audit work plan and monitors the performance of internal audit.
7.5 Internal audit should be strategically positioned to achieve its objectives	3	Internal audit has unrestricted access to members of the Audit Committee and executives of the Group. This function is adequately skilled and resourced to discharge its responsibilities.
8. Governing stakeholder relationships		
8.1 The board should appreciate that stakeholders' perceptions	3	Engagement with stakeholders is aimed at establishing

affect a company's reputation		open, interactive relationships.
8.2 The board should delegate to management to proactively deal with stakeholder relationships	3	The board has delegated the management of the Group's various stakeholders to management. Stakeholder engagement is managed at various levels within the Group by utilising different platforms.
8.3 The board should strive to achieve the appropriate balance between its various stakeholder groupings, in the best interests of the company	3	The Group has identified its stakeholder groups, and management from various functions is assigned to manage relationships with stakeholders. The board realizes that there is a broad range of stakeholders who have a genuine stake in or are affected by the Group and its various activities.
8.4 Companies should ensure the equitable treatment of shareholders	3	Consistent and timely information is disseminated to all shareholders at the same time. The legitimate interests of minority shareholders are protected by the Companies Act and the JSE Listings Requirements.
8.5 Transparent and effective communication with stakeholders is essential for building and maintaining their trust and confidence	3	The Group maintains a dialogue with all stakeholders. Regular market notifications of key financial information and material changes in the Group's operations are published.
8.6 The board should ensure that disputes are resolved as effectively, efficiently and expeditiously as possible	3	Alternative dispute resolution provisions are incorporated in most of the Group's commercial agreements. Each dispute is handled in accordance with the provisions of the governing agreement, the primary objective being to ensure that disputes are resolved as effectively, efficiently and expeditiously as possible.
9. Integrated annual reporting and disclosure		
9.1 The board should ensure the integrity of the company's integrated annual report	3	Ascendis issues its integrated annual report within four months of its financial year end.
9.2 Sustainability reporting and disclosure should be integrated with the company's financial reporting	3	Ascendis' integrated annual report includes sustainability reporting.
9.3 Sustainability reporting and disclosure should be independently assured	3	Ascendis has appointed KPMG to independently assure sustainability reporting.