



rameda

Quality For All

ESG Report

FY 2020



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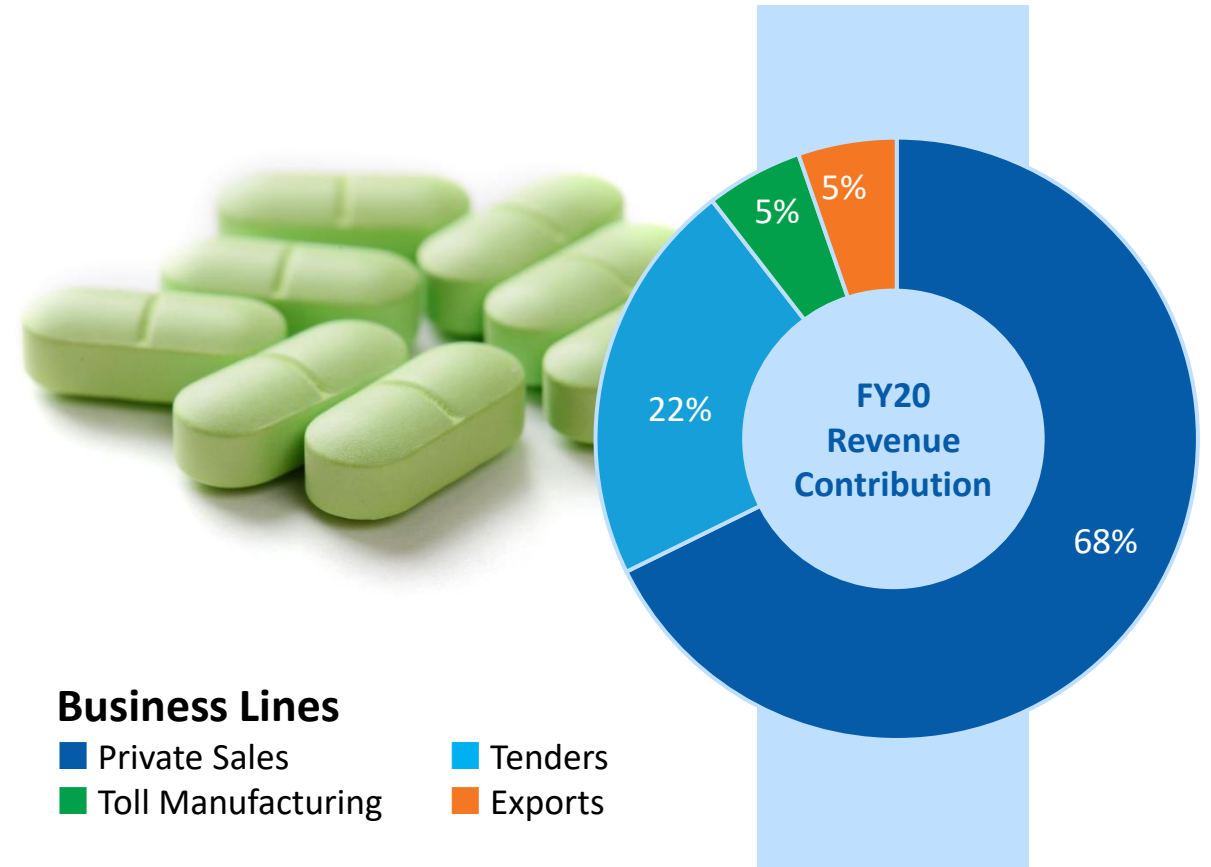
Overview of Rameda

Tenth of Ramadan for Pharmaceutical Industries and Diagnostic Reagents S.A.E. (“Rameda”) specializes in the manufacture and sale of a wide range of branded **generic pharmaceuticals, nutraceuticals, cosmeceuticals, food supplements, medical devices & veterinary products**

Through a **careful selection, acquisition and registration process**, Rameda’s growing portfolio of products is focused on Egypt’s **high growth therapeutic areas** associated with strong margins

The Group’s headquarters and state-of-the-art production facility, **consisting of 3 factories**, is located in 6th of October City in the Giza Governorate west of Cairo.

Rameda has surpassed its peers to become one of the fastest **Egyptian pharmaceutical company today**, with an overall market evolution index of 120 recorded in 2020, according to IQVIA.



ESG Snapshot

In order to keep serving our patients in the best way possible, we have to grow in a manner that respects the environment, encourages social progress and contributes to long-term economic sustainability.


We believe our business is strengthened by systematically engaging and fostering relationships with our key internal and external stakeholders in social, environmental and governance matters through a wide range of communication tools.

This ongoing dialog provides the underpinning for our responsible business practices and efforts to develop these practices in ways that advance the cause of sustainability.


Key Stakeholders



Our Patients



Our Environment



Our People



Our Shareholders

Sustainability Objectives

Provide patients access to affordable quality medication




Minimize our impact on the environment

Attract and retain the best talent while promoting a safe and healthy work environment

Deliver superior returns to shareholders while ensuring the best in corporate governance practices and accountability

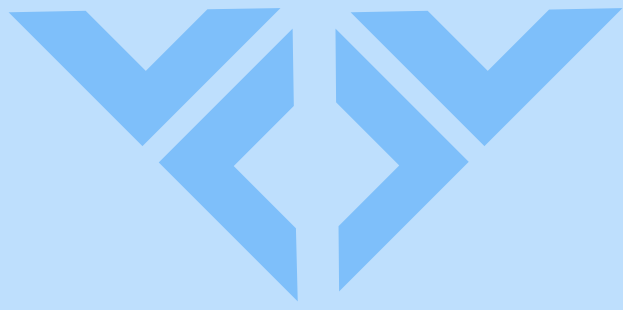
Alignment with UN's Sustainable Development Goals







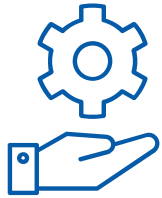


Our Patients



Our Patients | The Cornerstone of Everything We Do

Patients are at the centre of Rameda's operations, and so our business model continues to showcase adaptability as we examine needs and accordingly broaden our services and accessibility, ensure local and international compliance and invest in quality management.



Improving Access to Services

Our mission to broaden the region's access to high-quality, affordable medicines and pharmaceutical products is regularly improved on, to benefit the patients we serve today and those we envision helping in the future.



ISO Accreditation

Rameda is currently ISO 9001:2015 certified by the International Organization for Standardization, in recognition of its efforts to enhance product quality and preserve facility hygiene.



Quality Management

Our proactive quality assurance system meets the highest standards in product safety, and outlines clear requirements for policies, specifications, and programs that guide our operations. We also conduct regular self-inspections and audits, in line with the UN's Sustainable Development Goal (SDG) 12 for responsible consumption and production



Alignment with SDGs

As we regularly improve on our operations to better serve our patients, we ensure alignment with the UN's Sustainable Development Goals (SDG) 3 and 10 for good health and well-being and reduced inequalities by providing quality generics for Egyptians from all classes

Our Patients | Ensuring Quality Management

Our quality assurance team follows strict guidelines throughout our products' lifecycles to ensure the delivery of safe quality pharmaceuticals to our patients, from inspection and quarantine of raw materials to quarantine, warehousing and distribution of products.

Compliance with Global Guidelines and Best Practices



Next to complying with local laws and regulations within its markets, Rameda's standards comply with the guidelines of the World Health Organization (WHO), with all pharma products produced at our GMP-compliant facility. Integrity and security are protected by compliance with Good Distributing Practices (GDP).

Risk Assessment and Audits



Risk assessment and audits are central to quality assurance at our facility. We drive quality management action by conducting regular self-inspections and internal audits, tracking issues, analysing metrics to identify trends and risks, and examining KPIs to receive accurate analyses.

Compliance with Global Guidelines and Best Practices



Regulators

Our production cycle is regulated by the MoH in Egypt and is subject to periodical audits, inspections, and approval of raw materials and finished products.



Export Markets

We are subject to audits from foreign ministries of health within our export markets. We passed audits in Iraq, Yemen, Libya, Jordan, Palestine, Niger, Uganda and South Sudan.



Third-Party Multinationals

We passed a number of key production audits conducted by multinational third-party clients, such as Sanofi, seeking to purchase toll manufacturing services from Rameda.



Our Environment



Our Environment | Complying with Local & International Policies

Rameda is committed to building a sustainable organization. As such, we have put corporate policies in place with the objective to minimize the environmental impact of our operations



Environmental Controls in Egypt

The Egyptian Environment Affairs Agency (EEAA) sets general policy and guidelines for environmental protection and reviews the implementation by public and private sector entities



Rameda's Corporate Environmental Policies

Rameda's policies ensure its full compliance with guidelines set by its industrial zone of operation, Egypt's governing environmental laws, and international standards for environmental protection



ISO Accreditation

Rameda has attained the ISO 14001:2015 Environment Management Systems certification across all its factories, which are located adjacently within the industrial zone in 6th of October city, far from residential areas.



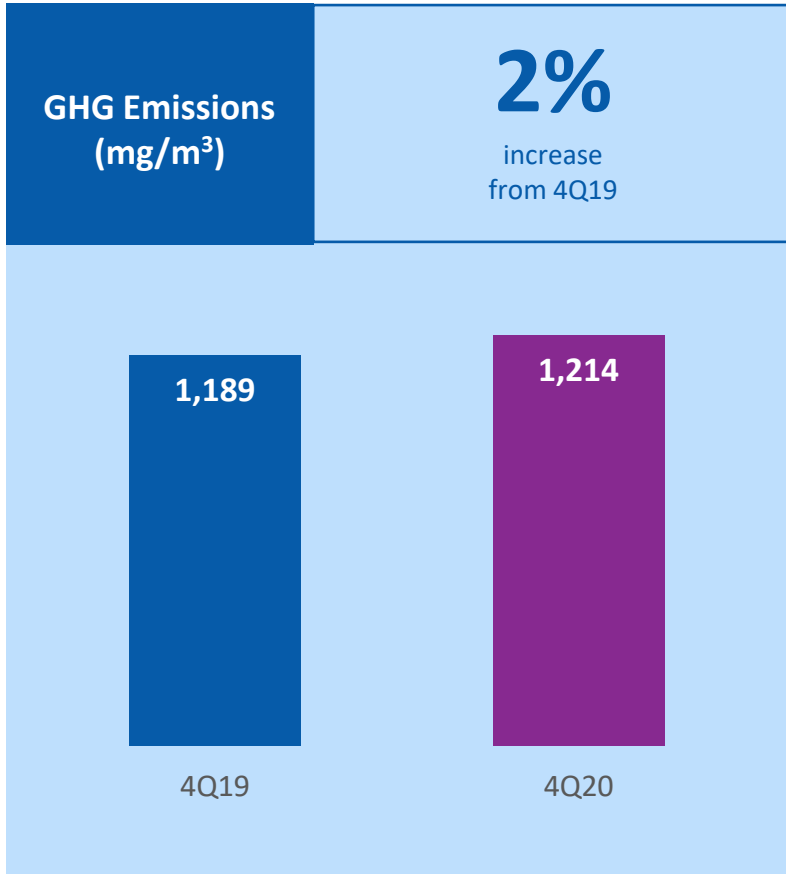
Alignment with SDGs

We ensure alignment with the UN's Sustainable Development Goals (SDG) 6,7 and 13 for clean water and sanitization, affordable and clean energy and climate action.

Egypt is a member of various multilateral conventions which cover multiple aspects of environmental protection including worker protection, climate change, conservation of nature and natural resources, marine life, oceanic and coastal conservation, oil pollution damage, and nuclear weapons testing

Our Environment | Recent Initiatives

Rameda's efforts to curb its environmental impact includes responsibly processing its waste materials, monitoring its greenhouse gas (GHG) emissions and reducing its consumption of diesel in favor of natural gas



Waste Disposal

Solid Waste: A portion of our solid waste is processed, while the untreatable portion is sold to third-party cement producers.

Liquid Waste: Management is conducting a feasibility studies to begin recycling our wastewater through third party recyclers.

Negotiations are currently underway with Egypt's Ministry of Environment (EEAA) to establish a waste treatment station, expected to be completed by 3Q21

Natural Gas Project

Finalized an agreement with Egypt's national oil company (EGPC), the Industrial Development Authority (IDA) & the country's largest privately owned gas distribution company (NATGAS) to begin substituting its use of diesel for natural gas

The project will see Rameda reduce its consumption of diesel by approximately **2 million liters per year**



Our People




Our People | Fostering a Culture of Diversity, Equality & Growth

We embrace a diverse workforce and inclusive culture, with the health, safety, professional development, work-life balance and equitable, respectful treatment of our employees among our highest priorities.



291
Aggregate Training Hours 2020

Investment In Growth




32%
Female Workforce 4Q20

Workplace Diversity



0
Lost-time Injury Frequency Rate 4Q20

Putting Safety First



Alignment with SDGs

In 2018, we launched the Rameda Learning and Development Academy (RLDA), an in-house teaching institution licensed by the Canadian Corporate Training Organization. Through the RLDA, we provide comprehensive professional learning and development programs in both classroom and lab settings

Flexible work schedules and part-time opportunities based on family needs


Rameda's proactive Health and Safety Management system meets the highest standards in occupational safety and health by outlining clear requirements for the policies, specifications and programs to guide its operations,

We ensure alignment with the UN's Sustainable Development Goals (SDG) 5,8 and 9 for gender equality, decent work and economic activity and industry, innovation and industry.

Introductory Programs	Sales Management
Business & Marketing	Medical Management
Plant Management	Regulatory Affairs
Medical Sales Rep	Executive Programs

On-site nursery (daycare) to support return to work from maternity leave

New procedures and sanitization practices have been implemented in light of COVID-19 to ensure the safety of our employees






Maternal leave policy as per the Egyptian law

Effective career mapping for women to management and executive positions

Our People | Embracing Diversity & Empowering Women

We will strive to further close the gap between the number of men and women in our workforce, while encouraging our existing female employees to pursue growth within the Group to leadership positions

Women made up 32% of our workforce in Q4 2020...

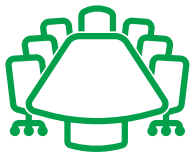


...35% of new hires

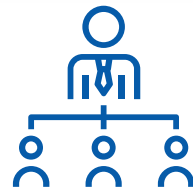


1,891

employees across all divisions⁽¹⁾ by end of Q4 2020



7% of our executive management....



...And 11% of our Board of Directors

Key principles and approaches include:

Flexible work schedules and part-time opportunities based on family needs

Equal wages for equal work and experience irrespective of gender

Maternal leave policy as per the Egyptian law

On-site nursery (daycare) to support return to work from maternity leave

Effective career mapping for women to management and executive positions

(1) Includes full-time and part-time employees and those on contract

Our People | Investing in Growth

As a responsible manufacturer of pharmaceutical products, we believe in the consistent enrichment of our employees across all levels in matters related to the Group's operations.

20
Training programs
were offered in 2020

with

1,876
attendees
Up 122% YoY

291
Aggregate training hours
provided in 2020
Up 2% YoY

Despite the significant increase in attendees between 2019 and 2020, Aggregate in-class training grew by just 2% due to social distancing restrictions which were applied on both the state and company-level to control the spread of COVID-1. With the loosening of these restrictions since June 2020, we expect to see a significant rise in aggregate in-class training hours in 2021

RLDA | Rameda Learning Development Academy

In 2018, we launched the Rameda Learning and Development Academy (RLDA), an in-house teaching institution licensed by the Canadian Corporate Training Organization, a division of Global Courseware Inc. of New Glasgow.

Through the RLDA, we provide comprehensive professional learning and development programs in both classroom and lab settings to our employees.

We will continue to monitor and improve these educational resources with an ear to both scientific and technical developments and the demand dynamics across our markets.

Other Resources

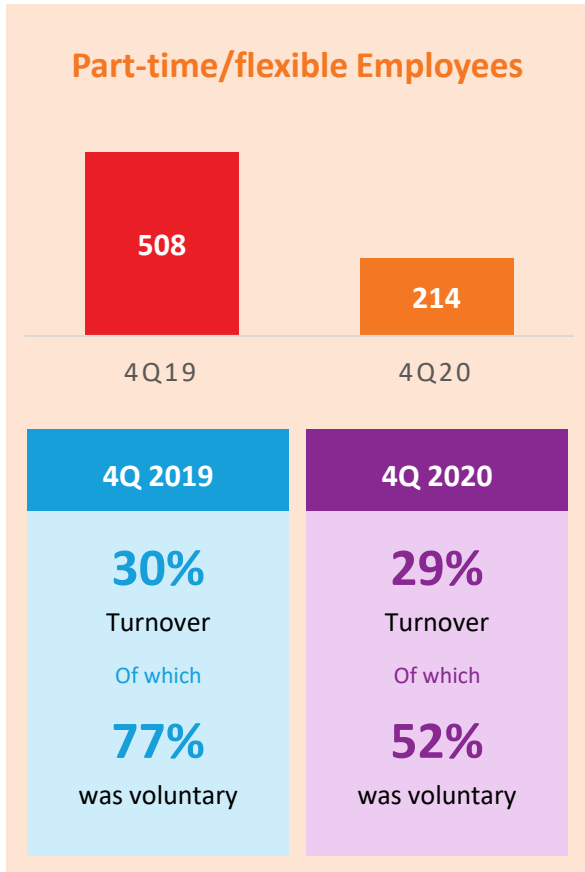
Rameda also offers training courses through third-parties for employees requiring more tailored solutions to their learning and development.

These courses are provided primarily through LEADS Group, the Middle Eastern partner for the Centre for Management and Organization Effectiveness (CMOE), one of the most reputable management and leadership development institutions globally.



Our People | Promoting Wellness and Togetherness

Rameda is dedicated to helping its employees to successfully integrate their careers and private lives, with a growing collaboration between our executive management team and employees to identify the ways in which we can help our people balance life priorities and improve workplace flexibility.

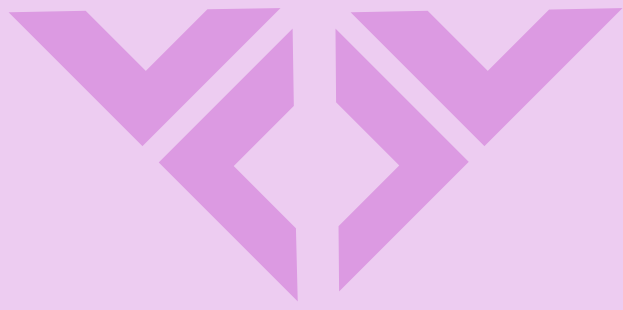


Promoting Work/Life Balance

As a healthcare company, we believe that a balanced lifestyle can significantly impact the well-being of our people and have begun taking the necessary steps to ensure that this is promoted throughout all levels of the organization via compulsory training programs for management to help address the diverse needs of team members, through a number of measures, including creating part-time positions and increasing support for remote-work, where possible.

Sports, Wellness and Other Activities

At Rameda, we hold multiple events designed to promote a culture of wellness among our employees and their families, such as recreational trips to coastal cities, team building exercises, annual sporting tournaments, marathons and galas. However, the onset of the pandemic in March 2020 hindered the Group’s ability to hold such events throughout the year. With the easing of restrictions and the eventual rollout of the vaccine, we look forward to resuming these activities once it is safe to do so, and adding new mega events, such as concerts and galas, that can strengthen bonds on a corporate, family and personal level. Meanwhile, we provided our employees with subsidized gym memberships in 2020 with the priority to further empower them to take charge of their personal well-being and health, particularly during these trying times .



Governance



Governance | Overview

Rameda's board of directors enforces a strong corporate governance framework, benchmarked against global standards, to protect the interests of shareholders. This framework is continually reviewed to ensure the Group's alignment with the latest global standards.

Board and Board Committees



Name	Position	Initial Year of Appointment
Ayman Abbas	Chairman, Non-executive Director	2011
Dr. Amr Morsy	CEO, Executive Director	2011
Mahmoud Fayek	CFO, Executive Director	2019
Shamel Aboul Fadl	Non-executive Director	2011
Dr. Mohamed Farouk	Non-executive Director	2016
Karim Zahran	Non-executive Director	2016
Tarek Abdelrahman	Non-executive Director	2018
Hatem Soliman	Independent Director	2019
Farida Khamis	Independent Director	2020

Committee	Chairman	Members
Audit Committee	Hatem Soliman	Shamel Aboul Fadl – Farida Khamis
Strategy Committee	Dr. Amr Morsy	Shamel Abou Fadl – Ayman Abbas
Governance & Compensation Committee	Shamel Abou Fadl	Dr. Mohamed Farouk – Ayman Abbas

Governance – Board Members



Ayman Abbas
Non-Executive Chairman

Highlights:

- Chairman of ADES
- Co-founder of ECDC
- Serves on multiple boards including:
 - Advansys Systems
 - Advansys Engineering



Dr. Amr Morsi
Executive Director and Group CEO

Highlights:

- Served as:
- Country Manager of Pfizer Egypt
 - Director of Schering-Plough, Saudi Arabia



Mahmoud Fayek
Executive Director and Group CFO

Highlights:

- Worked with Compass Capital since inception
- Served as CFO and Business Development Director in the manufacturing sector



Shamel Aboul Fadl
Non-Executive Director

Highlights:

- Founder and Chairman of Compass Capital
- Served as Managing Partner of Pharos Holding
- Founded and served as Managing Partner of Paragon Asset Management



Dr. Mohamed Farouk
Non-Executive Director

Highlights:

- Chief Executive Officer of ADES
- Served as:
 - VP of Invensys Operations Management
 - Director of Invensys Global Engineering Excellence Centers in 4 countries

Governance – Board Members



Karim Zahran
Non-Executive Director

Highlights:

- Chief Executive Officer Zahran Group
- Held roles with HSBC securities in New York, USA



Tarek Abdelrahman
Non-Executive Director

Highlights:

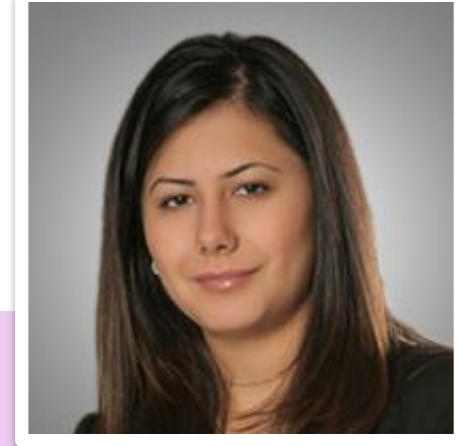
- Managing Partner at Compass Capital
- Founding partner of Akanar Partners
- Served as
- CEO of Palm Hills Development
- Director and Co-Head of Beltone Investment Banking.



Hatem Soliman
Independent Non-Executive Director

Highlights:

- Sits on the boards of Ocyan-SA in Brazil, ADES Group, Exterran, USA and Energy and Mining Investments (EMI) based in Dubai.
- 37 years of experience in engineering and management with Schlumberger
- One of the Middle East's Top 100 Executives by Forbes Middle East.



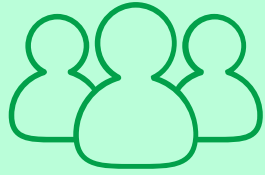
Farida Khamis
Independent Non-Executive Director

Highlights:

- Vice President of Corporate Financing at Oriental Weavers
- Serves on the board of various Oriental Weavers subsidiaries
- Member of numerous business associations

Governance – Committees

Audit Committee



- Oversees Rameda’s financial reporting, internal control system, risk management system and internal and external audit functions
- Advises and assists the Board in fulfilling its oversight responsibilities regarding Rameda’s compliance with latest reporting standards.
- Inspects methods used in preparation of the periodic and annual financial statements
- Oversees the appointment and removal of the auditor
- Reviews auditor’s report and ensures that results are reviewed and acted on by Rameda’s management
- Submits a report by non-conflicted, competent experts to the Board concerning all transactions for related parties
- Required to meet at least four times per year

Strategy Committee



- Assists the Board in fulfilling its oversight responsibilities regarding the Group’s long-term strategy, potential risks and related opportunities
- Assists the Board in assessing strategic decisions regarding potential investments, acquisitions and divestures.
- Works with the CEO to oversee the development of the Group’s strategy and to provide guidance for the strategic planning process
- Ensures that the strategic implementation plan is developed, adhered to, and imbedded in the organization
- Monitors the Group’s progress against its strategic goals and, when necessary, provides feedback

Governance and Compensation Committee



- Oversees the process of determining the size, composition and structure of the board and its committees.
- Leads the director nomination process
- Oversees the orientation and continual training of directors.
- Assesses matters involving conflicts of interest and transactions from related parties.
- Decides compensation packages for the Group’s senior management, up to managing director level, and the total compensation for officers and employees
- Oversees the Group’s human resources policies and procedures.
- Meets on an as-needed basis, with no annual minimum meeting requirement.