

Thank you.. The annual report on the Environmental, Social And Governance Disclosures has been successfully registered and your registration code number is 35004. You are kindly requested to print the report and attach it to the annual report of the Board of Directors attached to the annual financial statements for the year 2023/2024.



الهيئة العامة للرقابة المالية
FINANCIAL REGULATORY AUTHORITY



Annual report for FY 2023/2024

on Environmental, Social and Governance Disclosures Related to Sustainability (ESG)

In implementation of the authority's Decrees no. (107) and (108) for the year 2021

First: Introduction

This report on the disclosure of Environmental, Social and Governance (ESG) reflects the strength of the company's management to implement the principles of sustainable development and integrate sustainability practices into the company's activities and operations, which generates confidence among investors that enables them to make informed investment decision, By identifying risks and opportunities that may not be monitored by traditional financial reports, especially in light of the increasing demand by investors for **ESG** Data and how companies integrate sustainability practices into the daily operations and activates in order manage the risks and opportunities associated with the various dimensions of sustainability, and thus enhance its financial position. Based on the **FRA** responsibility towards **NBFI** including listed Companies on the Egyptian Stock Exchange, and within the framework of assisting these companies to submit annual reports to disclose ESG sustainability standards in accordance with the **FRA** decisions No. **107** and **108** of **2021**, and to facilitate them, the **FRA** has prepared this electronic form to companies to fulfill the **KPIs** for the disclosure of sustainability standards **ESG**.

Therefore, please be careful, accurate and transparent when filling out this form, and please attach the report form within the annual report prepared by

the Board of Directors attached to the annual financial statements for the year 2023/2024 In case of any inquiries related to this matter, you can contact sustainable development department via email

sustainable.development@fra.gov.eg

Secand: Basic Data on The Status of Company

1. Select the company's name:lbnsina Pharma
 2. Select the company's sector:Health Care & Pharmaceuticals
-

Third: Basic Data of The Person Responsible for Completing The Report

1. Name :mohamed mahmoud shawky
 2. Job Title:investor relations director
 3. Email:mohamed.shawky@ibnsina-pharma.com
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Fourth: Environmental KPIs

1.Environmental Operations & Oversight (E1)

1. Has the company developed any official Environmental and Social (E&S) or Sustainability policies?

Yes

There are clear policies that are applied within the company to preserve the environment such as

- 1- Procedures and instructions for the implementation of any works within the branches to preserve the environment before and after the implementation of these works (work permits).
- 2- Fixed procedures and clauses to be written in contracts concluded

with maintenance / contracting / service companies to preserve the environment.

3- Internal procedures and instructions for employees and environmental training related to sustainability.

2. Is this policy originating from within the company or derived from global or national policies?

Yes

Instructions and procedures are taken from national and international laws and policies such as (environmental law - labor law - Egyptian code - ISO specifications - GRI.)

3. Does the company identify and assess the environmental and social risks arising from its economic activity?

Yes

Yes, environmental risks are identified and assessed on an annual basis at least. Procedures and ways to control the resulting risks are discussed.

4. Does the company follow specific policies concerned with waste recycling, water consumption, or energy consumption?

Yes

Yes, Ibsina Pharma is contracted with a company that has EEAA approvals to recycle and dispose of waste. The company also follows policies to reduce water and energy use by using solar power plants and saving faucets. Non-medical hazardous waste is labeled, collected and stored in a designated area and disposed of by a company approved by regulatory bodies. As for non-hazardous waste disposal: Certified recycling companies operating under national laws and regulations collect and dispose of non-hazardous waste in accordance with the law.

5. Does the company set any goals related to reducing greenhouse gas (GHG) emissions?

No

The company cannot avoid greenhouse gas emissions with the company's large fleet of transporting medical products and making them affordable especially in remote areas, but the company is working to reduce its carbon footprint through several initiatives. The company does this by performing periodic maintenance, improving the condition

of its vehicles, optimizing their routes, and constantly measuring emissions from its generators if the recorded measurements exceed acceptable limits, Immediate action is taken to determine the cause, fix the problem and re-measure to ensure the efficiency of the vehicle or generator. In addition, the company is exploring the transition to cleaner energy options by studying the conversion of its cars from diesel to natural gas or electricity. The nature of the company's work makes it consume paper with large values annually, so the company has taken active steps towards applying online ordering, signatures and electronic receipts to reduce paper consumption.

6. Does the management have any system/certification regarding the company's environmental practices (ISO 14001 certification)?

Yes

The company is ISO 14001 certified..

2. Carbon Emissions / Greenhouse gases (GHG) (E2)

1. Does the company calculate the total amount of carbon emissions (Carbon Footprint) in metric tons?

No

- Solar Panel

o On January 11, 2023, a total of 414 photovoltaic cells and 2 inverters with total power of 226 kW solar panels were installed and commenced in Obour Head Office as phase I with expected production capacity of 391,800 kWh/year.

o Following 2023 and due to some construction works, the total production of the station has reached 272,852 kWh, as per the readings received from the inverters.

o The actual CO2 emissions avoided during the year 2023 is 131.8 Ton of CO2 avoided during 2023. With full production the expected Ton of CO2 to be avoided on an annual basis will reach 189.2

- EV Vehicles

o On November 25, 2023, a total of 2 Suzuki Vans have successfully transformed from internal combustion engine (ICE) to an electric vehicle (EV).

o Up-to the end of 2023, the two vehicles have been operating a total of 69 days with a range covering 3,779 Km.

- o In 2023, the total CO2 emissions avoided was 1,318 Kg of CO2.
- o full production the expected Ton of CO2 to be avoided on an annual basis will reach 189.2

3. Energy sources usage and diversification (E3)

1. Does the company calculate the total amount of energy directly consumed?

Yes

The company measures and monitors the quantities of consumption of each branch of electricity, water, diesel and gasoline.

2. Does the company calculate the percentage of energy consumption according to the type of generation source?

Yes

Yes, this is done within the requirements of annual reporting and consumption control.

3. Does the company calculate the percentage of annual saved energy?

No

The possibility of calculating the percentage of energy saved annually is currently under study.

4. Water Usage (E4)

1. Does the company calculate the total amount of water annual consumed?

Yes

The company measures and monitors the quantities of water consumption of each branch

2. Does the company calculate the total amount of annual water recycled and treated?

No

There is no treatment of waste water, as the warehouses do not have any industrial works in which water is used in a way that obliges us to treat it before drainage.

5.Waste Management (E5)

1. Does the company calculate the total amount of waste generated or recycled and that, which has been treated according to type and weight?

Yes

For pharmaceutical waste: the total waste is calculated and destroyed in accordance with environmental conditions by approved execution companies.

- For ordinary waste: it is not classified in the ideal way (cardboard - paper -), but it is classified as follows:

- 1. Human waste (normal) and disposed of in kilograms and the branch can calculate it through the amount of daily waste / month**
 - 2. Oil waste is known based on the minutes of proof and disposal by the competent government authorities**
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Fifth: Social KPIs

1.Gender Diversity & Pay Ratio (S1)

1. Does the company disclose the number of male and female employees according to the type of employment (temporary or permanent)?

Yes

The company discloses the number of male and female employees as all the company's employment is permanent employment

2. Does the company disclose the percentage of total employees who are male and female?

We believe in equality and fair opportunities as women's basic salary and remuneration in all positions are equal to men. The company's code of ethics provides for equal opportunities for all employees including benefits and bonuses regardless of age, religion and gender.

3. Does the company disclose the percentage of positions held by males and females (specifically for entry-level and mid-level jobs)

Yes, the percentage of positions occupied by males and females is disclosed according to each job and its nature

4. Does the company disclose the percentage of positions held by males and females (specifically for senior-level and executive positions)?

Yes, this is done in the sustainability report that was issued.

5. Does the company disclose the average pay ratio for females compared to the males?

We believe in equality and fair opportunities as women's basic salary and remuneration in all jobs are equal to men. The company's code of ethics provides for equal opportunities for all employees including benefits and bonuses regardless of age, religion and gender.

2.Employee Turnover rate (S2)

1. Does the company disclose the annual percentage rate of turnover for full-time employees?

Yes, this is done in the sustainability report that was issued

2. Does the company disclose the annual percentage rate of turnover for part-time employees?

The company does not disclose the percentage turnover of temporary workers as we don't have temporary employees in the company

3. Does the company disclose the annual percentage rate of turnover for contract employees and consultants?

The company doesn't disclose the percentage turnover of contract workers and/or consultants because we don't have consultant employees in the company.

3.Non-Discrimination (S3)

1. Does the company follow a policy condemning sexual harassment and a non-discrimination policy based on any racial, religious, or gender basis?

The company adopts a policy criminalizing sexual harassment and/or a policy of non-discrimination on any ethnic, religious or gender basis.

4.Global Health & Safety Standards (S4)

1. Does the company follow an occupational health and safety (OHS) policy and/or a policy related to global health and safety standards (for example ILO's International Labor Standards on Occupational Safety and Health)?

Yes, and the company holds the ISO 45001 certificate for occupational safety and health

2. What is the number of occupational accidents if any?

There are no fatal accidents in the past years

3. Does the company offer trainings related to environmental, social AND Occupational Health and safety (OHS) issues for employees. If the answer is yes, please disclose the number of trainings hours?

The number of training hours related to environmental, social and occupational health and safety issues for employees for the last 2 years recorded 3913 hours.

5.Children & Forced Labor (S5)

1. Does the company follow a policy prohibiting child labor and forced labor?

Human rights are a key pillar of our commitment to social responsibility. We ask our employees to refrain from actions that violate the company's code of ethics and our human rights policy which prohibits discrimination, child labor, nepotism, forced labor, and infringement of the rights of others. The company applies a zero-tolerance approach to abuse of power. The company is committed to protecting the rights of its employees and ensuring a safe environment free from violence, abuse and harassment with a focus on whistleblowing. We did not have any incidents of discrimination and there are zero incidents of child labor

2. Does that policy apply to the suppliers and vendors dealing with the company?

Multinational pharmaceutical suppliers and some local companies adhere to these policies

6.Labor Rights (S6)

1. In addition to the requirements of Egyptian Labor Law, does the company follow the laws and standards of the International Labor Organization or any other international framework, standards, or laws related to labor's rights?

The company follows the Egyptian labor law in addition to the company's internal policies

2. Does that policy include the suppliers and vendors dealing with the company?

Multinational pharmaceutical suppliers and some local companies adhere to these policies.

Sixth: Governance KPIs

1.Board Diversity (G1)

1. Does the company disclose the number and percentage of the board of directors occupied by males and females?

Yes

This information is disclosed in the company's annual reports

2. Does the company disclose the number and percentage of committee chairs occupied by males and females?

Yes

This information is disclosed in the company's annual reports

2.Bribery / Anti-corruption (G2)

1. Does the company issue any decisions related to combating bribery / corruption and follow them?

Yes

In the event that there are works that require a party to represent the company before a third party or government agencies, the forms for combating corruption and bribery are signed by the representative party and included in the contract.

3.Ethics and Code of Conduct (G3)

1. Does the company issue code of conduct / Ethic and follow them?

Yes

All employees receive the company's code of ethics that includes human rights issues

4.Data Privacy (G4)

1. In addition to the requirements of the Egyptian data protection law, does the company follow any other international frameworks, rules, or recommendations regarding data privacy?

Yes

The company follows the requirements of the Personal Data Protection Law and the Egyptian Consumer Protection Law in addition to the

company's policies for the protection of customer data.

5.Sustainability Reporting & Disclosure (G5)

1. Does the company issue sustainability report according to GRI, CDP, SASB, IIRC, UNGC, or any other type of sustainability reports frameworks?

Yes

The company is keen to disclose its environmental, social and governance performance using a globally standardized language created by the Global Reporting Initiative (GRI), so the company has issued its first sustainability report with GRI standards.

2. Is the company striving to achieve specific goals from the United Nations Sustainable Development Goals?

Yes

The company's focus is on achieving a number of sustainable development goals including poverty reduction, health and well-being, clean energy, responsible consumption, economic growth, and industrial innovation. The company strives to transform sustainability efforts and discussions into commitments with specific targets for sustainable development goals.

3. Does the company identify these goals and report on the progress made within the framework of the United Nations Sustainable Development Goals (SDGs)?

No

This subject will be studied in the future

4. Has the company clearly declared its commitment towards corporate social responsibility standards?

Yes

Disclosure is made in the company's annual reports

5. Does the company follow a clear and explicit policy / principle regarding community investments?

Yes

Ibnsina Pharma pursues a clear policy of social responsibility through which it is committed to working on the development of the community in which it operates and preserving the environment in all the activities of the company. Ibnsina Pharma is committed to all regulations whether local or international in addition to conducting business with transparency and integrity.

The company is keen to cooperate with authorized non-profit organizations to achieve sustainable development and meets society's needs. This policy prohibits any religious, political activities or dealing with unlicensed entities. The company's social activities may change from year to year. However, it is limited to the areas of health, education, equality and access to clean water.

6. Does the company participate in public or private sector initiatives concerned with community development?

Yes

Ibnsina Pharma sponsors a number of development initiatives related to social responsibility in cooperation with one of the largest institutions with an effective role in this field, Misr El-Kheir Foundation due to its experience and its ability to reach areas eligible for support We cooperated in launching a number of medical convoys in areas that are not sufficiently served , governorates were selected based on several criteria, including analysis of societal needs, geographical distribution, selection of the most vulnerable and underdeveloped governorates.

6.External Assurance (G6)

1. Are the company's ESG disclosures assured by an independent third party?

No

This subject will be studied in the future

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