

# IDH Results Presentation

November 2021

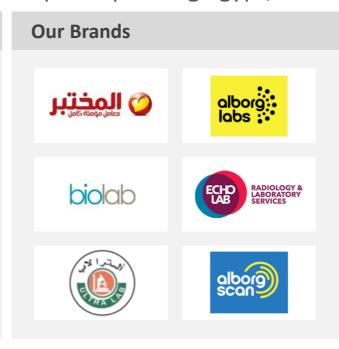


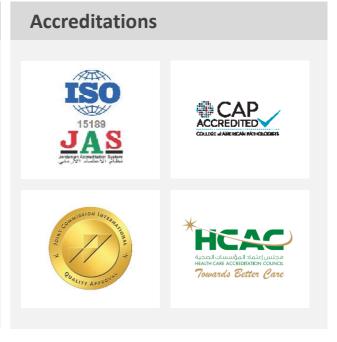


### Who We Are

Integrated Diagnostics Holding is a leading, fully-integrated provider of high-quality medical diagnostic services with a footprint spanning Egypt, Jordan, Sudan and Nigeria

# Our Services Immunology Radiology Hematology Endocrinology Clinical Chemistry Molecular Biology Cytogenetics Histopathology Microbiology





+40 years
Track record

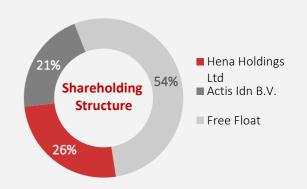
**+2,000**Diagnostic tests offered

7 key brandsWith strong awareness4Country footprint (Egypt, Jordan, Sudan & Nigeria)

507
Branch labs as at 30 Sept. 2021
7.1 MN
EY20 Patients

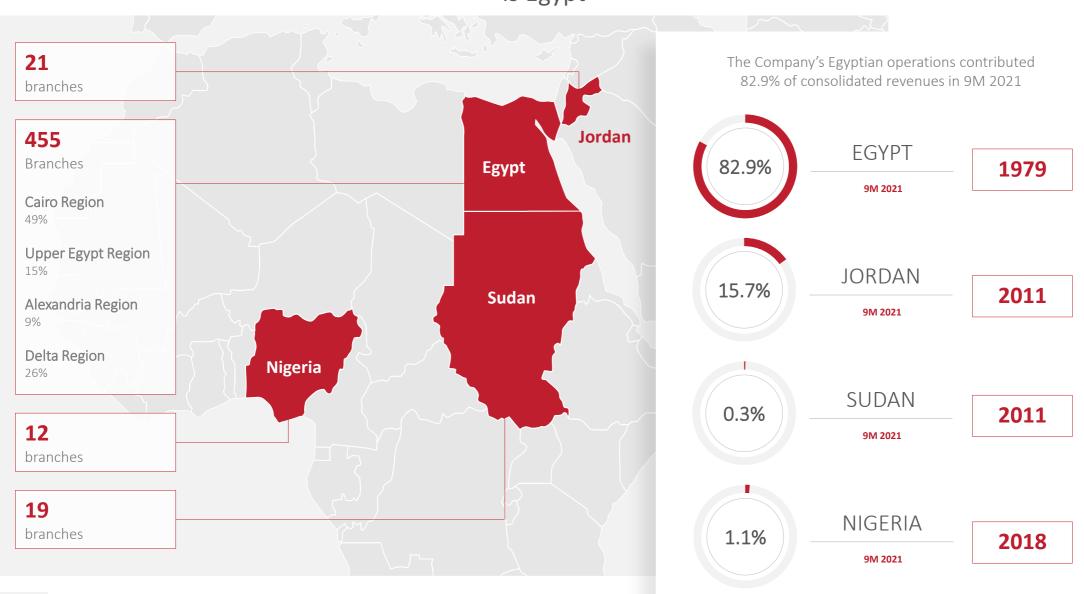
27.1 MN
FY20 Tests

EGP 2.7 BN
FY20 Revenues



# **Our Geography**

IDH's branch network of 507 labs as at 30 September 2021 spans 4 countries, the largest of which is Egypt



### **Our Patients**

### IDH serves two principal types of patients: contract and walk-in

Around 70% of total revenue generated across the two segments is paid in cash

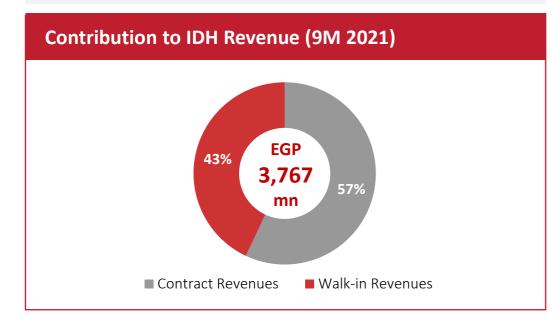
### **Contract Patients**

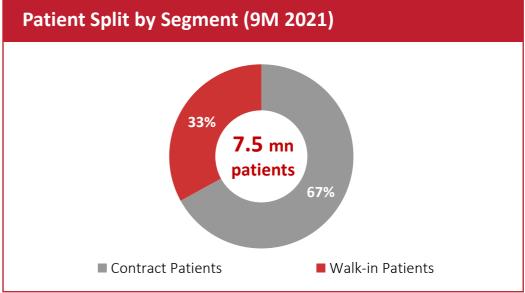
IDH's contract clients include institutions who enter into one-year renewable contracts at agreed rates per-test and on a per-client basis. Around 40% of the revenue generated by the segment is paid in cash. IDH's corporate clients roster currently features institutions such as:

- Unions
- Syndicates
- Private and public insurance companies
- Banks and corporations
- Public institutions

### **Walk-In Patients**

IDH's walk-in clients, also referred to as "self-payers", **pay out of pocket** for diagnostic tests and other services.







# **Results Snapshot**

IDH reported another set of record-breaking results in 9M 2021 on the back of strong demand across its entire portfolio

**EGP 3,767** mn

Revenue in 9M 2021

126% y-o-y

EGP **2,167** mn

Gross Profit in 9M 2021

▲ 161% y-o-y / 58% margin

EGP **1,992** mn

Norm. EBITDA<sup>1</sup> in 9M 2021 ▲ 180% y-o-y / 53% margin EGP **1,148** mn

Net Profit in 9M 2021

▲ 206% y-o-y / 30% margin

25.0 mn

Tests completed in 9M 2021

▲ 33% y-o-y

7.5 mn

Patients served in 9M 2021

• 56% y-o-y

**EGP 151** 

Average revenue per test in 9M 2021

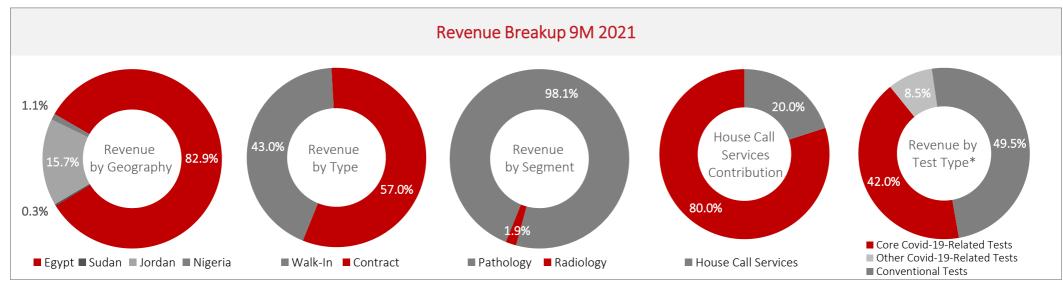
▲ 70% y-o-y

( ▲ 8% y-o-y ex-Covid-19-related testing)

**507** 

Operational branch labs as at 30 Sept. 2021

▲ 26 branches vs. 31 Dec. 2020

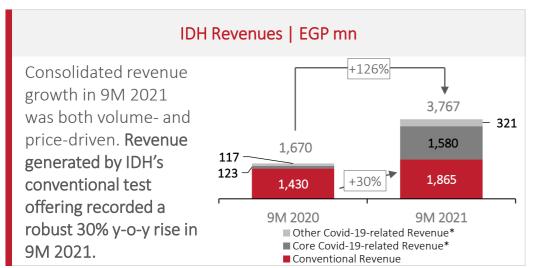


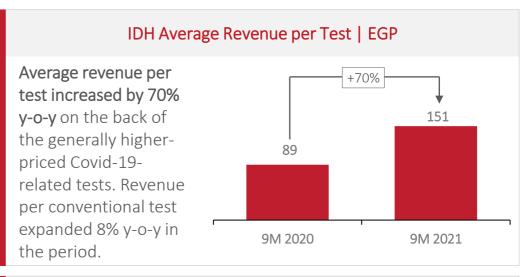
<sup>&</sup>lt;sup>1</sup> Normalised EBITDA is calculated as operating profit plus depreciation and amortization and excluding one-off fees incurred in 9M 2021 (EGP 29.0 million) related to the Company's dual listing on the EGX completed in May 2021.

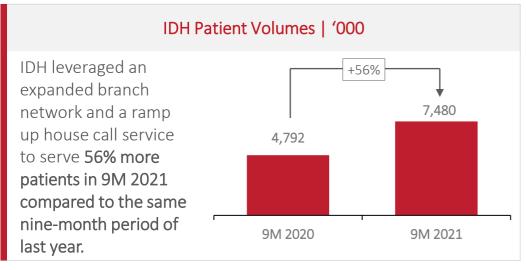
<sup>\*</sup> Covid-19-related tests include both core Covid-19 tests (Polymerase Chain Reaction (PCR), Antigen, and Antibody) as well as other routine inflammatory and clotting markers including, but not limited to, Complete Blood Picture, Erythrocyte Sedimentation Rate (ESR), D-Dimer, Ferritin and C-reactive Protein (CRP), which the Company opted to include in the classification as "other Covid-19-related tests" due to the strong rise in demand for these tests witnessed following the outbreak of Covid-19.

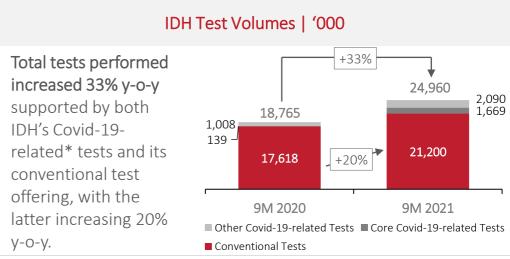
# Record-breaking Top-line Growth in 9M 2021

IDH continued to build on a strong first half of the year recording record-breaking top-line growth in 9M 2021 on the back of strong performance from both its Covid-19-related\* and conventional portfolios





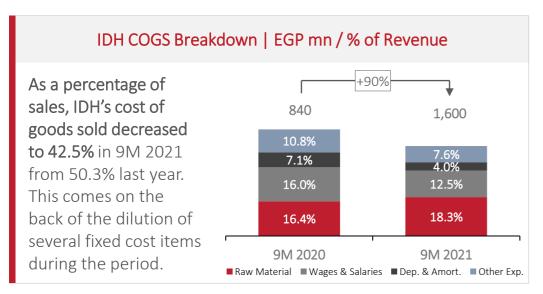


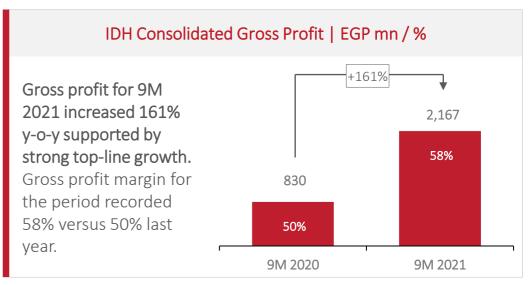


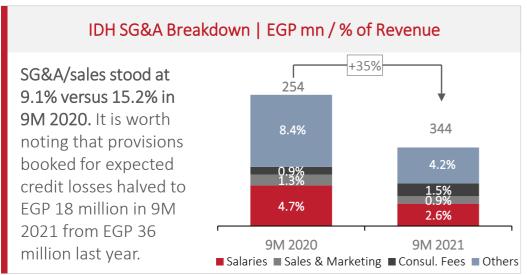
<sup>\*</sup>Covid-19-related tests include both core Covid-19 tests (Polymerase Chain Reaction (PCR), Antigen, and Antibody) as well as other routine inflammatory and clotting markers including, but not limited to, Complete Blood Picture, Erythrocyte Sedimentation Rate (ESR), D-Dimer, Ferritin and C-reactive Protein (CRP), which the Company opted to include in the classification as "other Covid-19-related tests" due to the strong rise in demand for these tests witnessed following the outbreak of Covid-19.

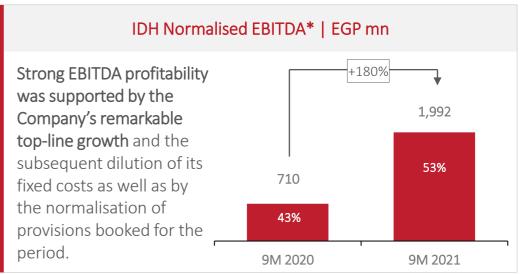
# **Strong Group Profitability in 9M 2021**

Profitability remained at an all-time high in 9M 2021 supported by strong revenue growth and the subsequent dilution of fixed costs for the period







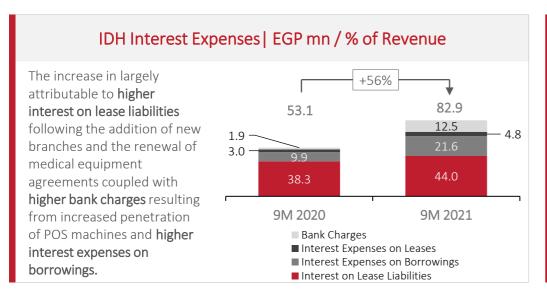


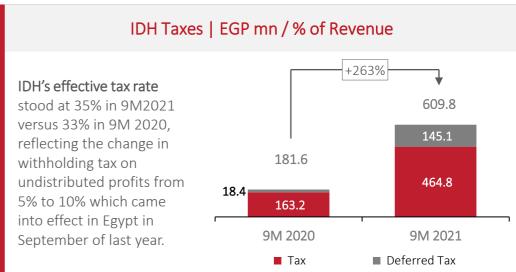
\*Normalised EBITDA is calculated as operating profit plus depreciation and amortization and minus one-off fees incurred in 9M 2021 (EGP 29 million) related to the Company's EGX listing completed in May 2021.

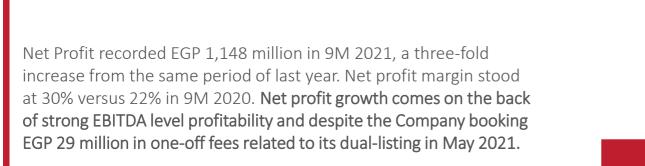
### Remarkable Bottom-line Growth in 9M 2021

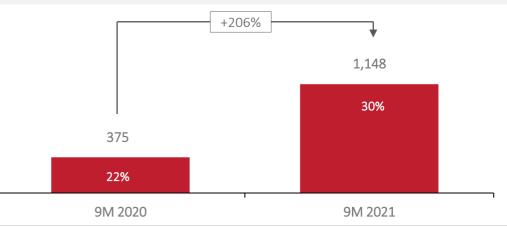
Improving net profitability was supported by strong revenue growth coupled with the dilution of fixed costs, higher interest income and normalising provisions for the nine-month period.

IDH Consolidated Net Profit | EGP mn / %



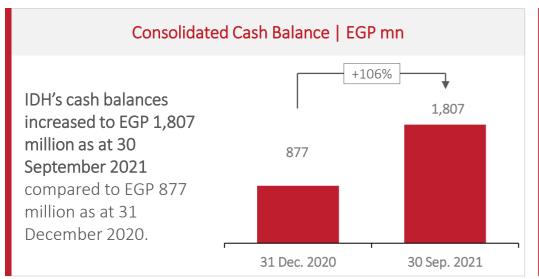


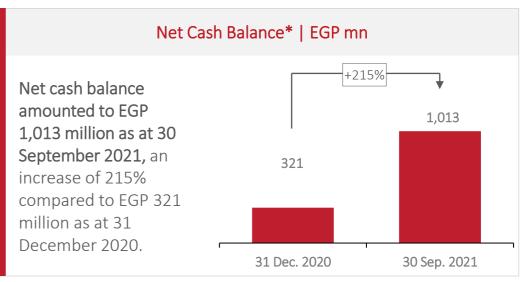


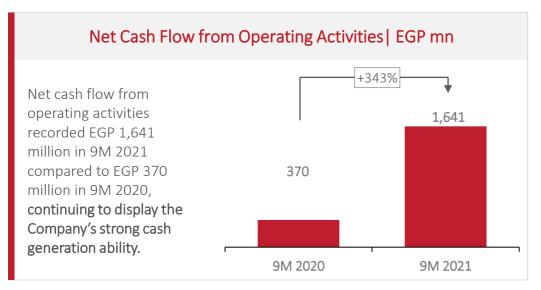


### **Solid Financial Position**

The Group maintains a robust financial position, with a liquid balance sheet thanks to a strong cash generation profile allowing for consistent dividend payouts







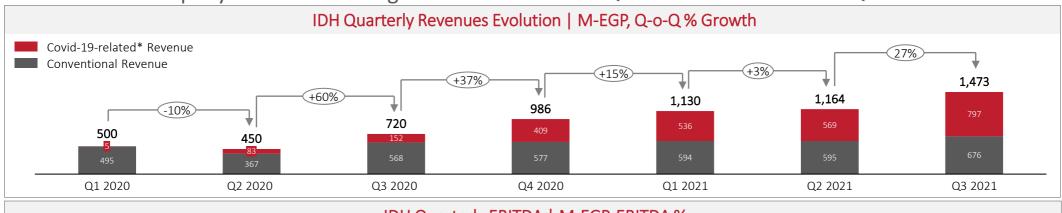


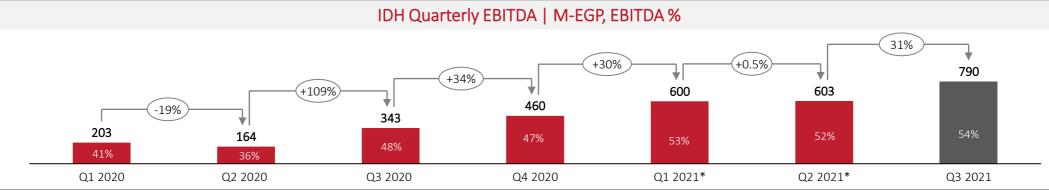
<sup>\*</sup>The net cash balance is calculated as cash and cash equivalent balances less interest-bearing debt (medium term loans), finance lease and right-of-use liabilities.

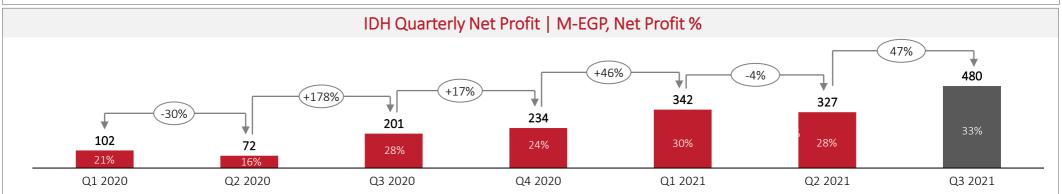
^Based on 600 million shares.

### **Sustained Quarter-on-Quarter Growth**

The Group's 9M 2021 performance was supported by a record-breaking third quarter, which saw the Company record revenue growth of 27% versus Q2 2021 and 30% versus Q1 2021







<sup>\*</sup> Covid-19-related tests include both core Covid-19 tests (Polymerase Chain Reaction (PCR), Antigen, and Antibody) as well as other routine inflammatory and clotting markers including, but not limited to, Complete Blood Picture, Erythrocyte Sedimentation Rate (ESR), D-Dimer, Ferritin and C-reactive Protein (CRP), which the Company opted to include in the classification as "other Covid-19-related tests" due to the strong rise in demand for these tests witnessed following the outbreak of Covid-19. \*\* Q1 2021 and Q2 2021 figure reflects IDH's normalized EBITDA which factors out one-off fees totaling EGP 29 million related to IDH's dual listing on the EGX.

# **Segment Performance**

Both IDH's contract and walk-in segments recorded strong volume and revenue growth in 9M 2021 supported by conventional and Covid-19-related\* tests

		-							
	Walk-In Segment			Contract Segment			Total		
	9M 2020	9M 2021	Change	9M 2020	9M 2021	Change	9M 2020	9M 2021	Change
Revenue^ (EGP mn)	749	1,619	116%	921	2,148	133%	1,670	3,767	126%
Core Covid-19 revenue (EGP mn)	54	679	1,167%	69	901	1,203%	123	1,580	1,187%
Other Covid-19-related revenue (EGP mn)	47	105	125%	71	216	207%	117	321	174%
Patients ('000)	1,531	2,488	62%	3,261	4,992	53%	4,792	7,480	56%
% of Patients	32%	33%		68%	67%				
Revenue per Patient (EGP)	489	651	33%	282	430	52%	348	503	44%
Tests ('000)	4,984	6,491	30%	13,780	18,469	34%	18,765	24,960	33%
% of Tests	27%	26%		73%	74%				
Core Covid-19 tests ('000)	56	815	1,358%	83	854	933%	139	1,669	1,105%
Other Covid-19-related tests ('000)	266	387	46%	742	1,704	130%	1,008	2,090	107%
Revenue per Test (EGP)	150	249	66%	67	116	74%	89	151	70%
Test per Patient	3.3	2.6	-20%	4.2	3.7	-12%	3.9	3.3	-15%
					-				

### 18.5 mn

Contract tests in 9M 2021

▲ 34% y-o-y

▲ 23% y-o-y excluding Covid-19-related\* tests

### **EGP 116**

Avg. rev / contract test in 9M 2021

▲ 74% y-o-y

▲ 7% y-o-y excluding Covid-19-related\* tests

### EGP **2,148** mn

Contract revenue in 9M 2021

▲ 133% y-o-y

▲ 32% y-o-y excluding Covid-19-related\* tests

### 6.5 mn

Walk-in tests in 9M 2021

▲ 30% y-o-y

▲ 13% y-o-y excluding Covid-19-related\* tests

### **EGP 249**

Avg. rev / walk-in test in 9M 2021

▲ 66% y-o-y

▲ 13% y-o-y excluding Covid-19-related\* tests

### EGP **1,619** mn

Walk-in revenue in 9M 2021

▲ 116% y-o-y

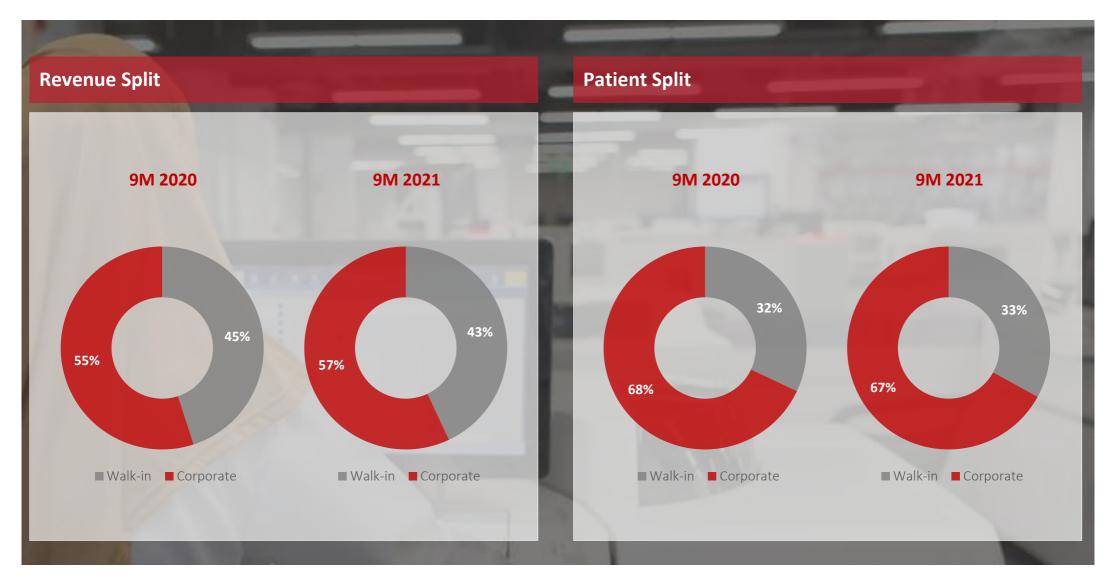
▲ 29% y-o-y excluding Covid-19-related\* tests

<sup>\*</sup>Covid-19-related tests include both core Covid-19 tests (Polymerase Chain Reaction (PCR), Antigen, and Antibody) as well as other routine inflammatory and clotting markers including, but not limited to, Complete Blood Picture, Erythrocyte Sedimentation Rate (ESR), D-Dimer, Ferritin and C-reactive Protein (CRP), which the Company opted to include in the classification as "other Covid-19-related tests" due to the strong rise in demand for these tests witnessed following the outbreak of Covid-19.

^2020 and 2021 figures include Wayak's results.

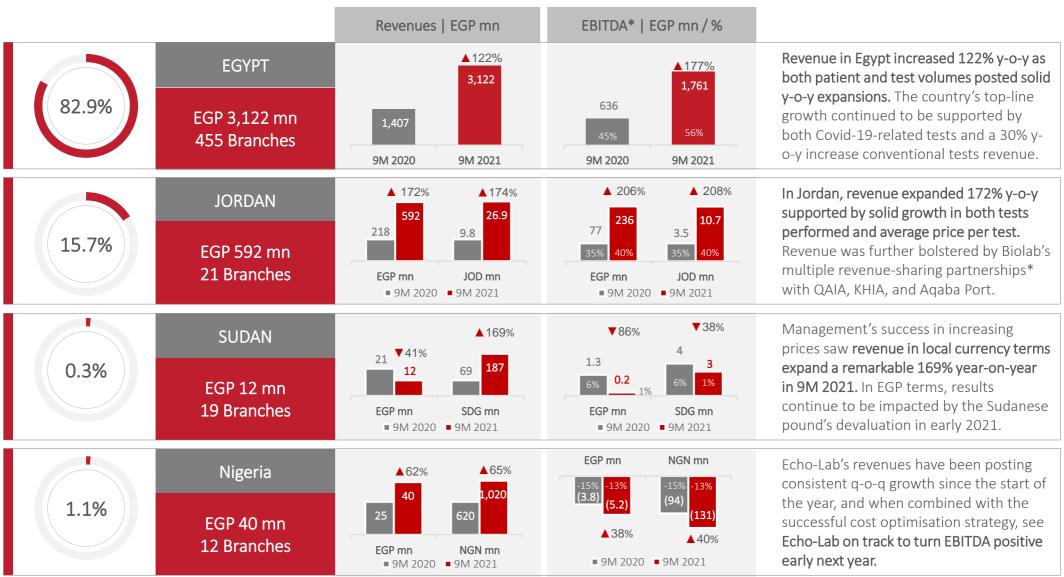
# **Segment Performance**

The contract segment continued to contribute the lion share of both patient volumes and consolidated revenues in 9M 2021



# **Regional Performance**

IDH witnessed strong results from its operations in Egypt, Jordan and Nigeria, with its Sudanese operations impacted from the sharp devaluation of the Sudanese pound in February

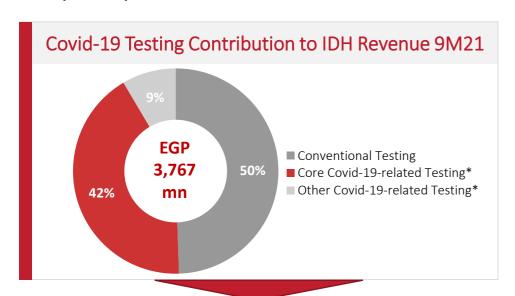


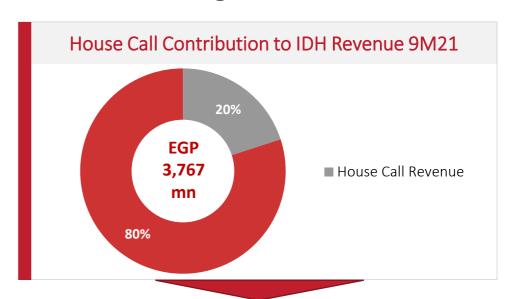
SDG = 0.0651 EGP, JOD = 22.0242 EGP, and NGN = 0.0395 EGP

<sup>\*</sup> During 9M 2021, Biolab's revenue-sharing partnerships with Amman's Queen Alia International Airport (QAIA), Aqaba's King Hussein International Airport (KHIA) and Aqaba Port, generated a total of EGP 141 million.

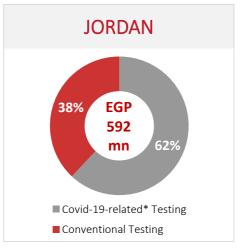
# **COVID-19-adapted Service Offering**

Top-line growth in Egypt and Jordan was supported by IDH's Covid-19-related\* test offering and its ramped-up house call service, both of which continue to witness strong demand in both countries

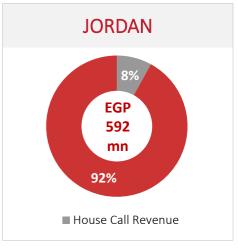












<sup>\*</sup> Covid-19-related tests include both core Covid-19 tests (Polymerase Chain Reaction (PCR), Antigen, and Antibody) as well as other routine inflammatory and clotting markers including, but not limited to, Complete Blood Picture, Erythrocyte Sedimentation Rate (ESR), D-Dimer, Ferritin and C-reactive Protein (CRP), which the Company opted to include in the classification as "other Covid-19-related tests" due to the strong rise in demand for these tests witnessed following the outbreak of Covid-19. \*\* PCR conducted as part of an agreement with international healthcare providers and airlines: Pure Health - EGP 81 million, NAS - EGP 79 million, QAIA - EGP 84 million, and KHIA and Agaba Port - EGP 57 million.

# **Continued Ramp up at Al Borg Scan**

Al Borg Scan offers a full range of radiology services, including but not limited to Magnetic Resonance Imaging (MRI), Computed Tomography (CT), Ultrasound, X-ray and

Mammograms.

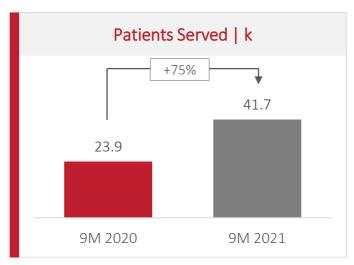
EGP **31** MN 9M 2021 Revenue +92% vs 9M20

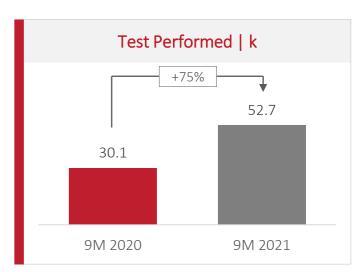
EGP **584** 

9M 2021 9M 2021 Revenue/Test Revenue/Patient

EGP **739** 







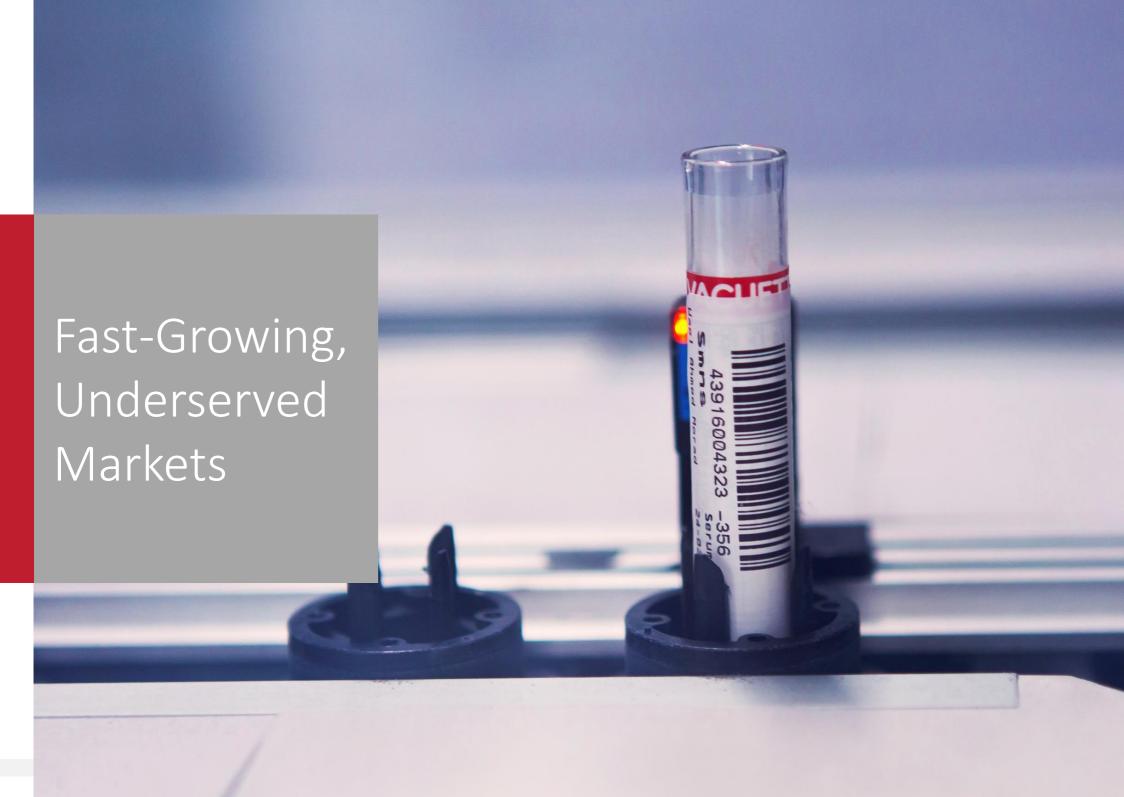
Al-Borg Scan reported revenue of EGP 31 million, up 92% increase compared to 9M 2020. Top-line growth at the venture was supported by a 75% year-on-year rise in tests performed. To capitalise on the rising patient demand for IDH's radiology service, the Group inaugurated a third Al-Borg Scan branch in of the end of September 2021, with an additional two branches set to come online over the coming six months.



# **Investment Highlights**

IDH is an attractive investment opportunity with compelling fundamentals, present in fast-growing, under-served markets

	1	Operating in highly fragmented markets characterised by strong structural growth drivers and high barriers to entry	
	2	Deploys an asset-light business model that allows for quick, capital-efficient growth helping to strengthen IDH's brand equity and market leading position	
INTEGRATED DIAGNOSTICS HOLDINGS	3	Strong historical growth with attractive margins, an unlevered balance sheet, and strong cash generation ability allowing for consistently high dividend distribution	
	4	Allowing for capitalization on multiple future growth avenues	
	5	Supported by a world-class management and board of directors with robust governance frameworks	

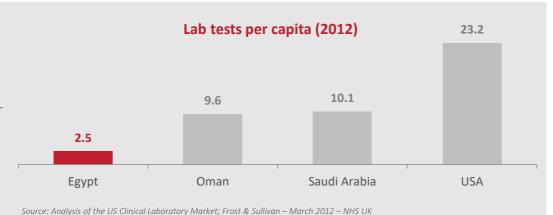


# **Favorable Industry Dynamics**

IDH's home market of Egypt is underpinned by robust structural growth drivers

# Operating in a still under-penetrated market

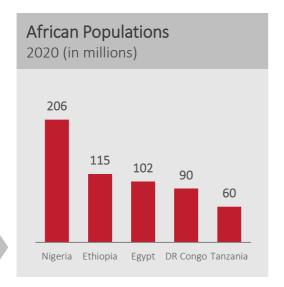
Healthcare expendituresper-capita and lab testsper-capita demonstrate the underpenetrated nature of the IDH's markets.

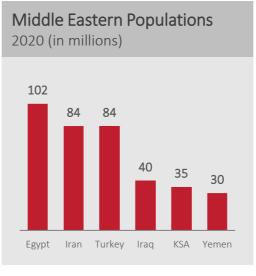


### Large Populations

At just over 100 million, Egypt is the third most populous country in Africa and by far the most populous country in the Middle East.

Top 5 African and Middle Eastern Country Populations





### Source: World Bank

### High Disease Burden

The Egyptian population is marked by a high incidence of lifestyle-related medical conditions, with obesity being a notable example given its high correlation with many lifethreatening illnesses including cardiovascular disease, diabetes and cancer.

Adult Egyptian population that is obese

Egyptian children who are considerably overweight

Heart disease, the leading cause of death, highly correlated with obesity

### **Heightened Health Consciousness**

A growing consumer class is, however, becoming more health and wellness conscious.



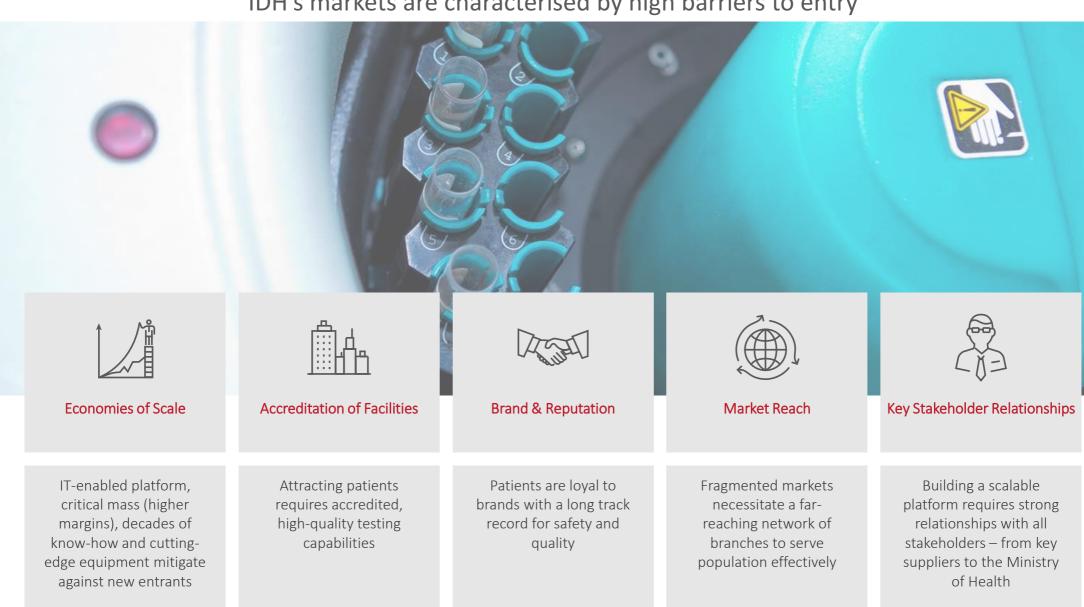




<sup>\*</sup>CAPMAS (Central Agency for Public Mobilization and Statistics) announced that Egypt's population had surpassed the 100 million in February 2020.

# **Favorable Industry Dynamics**

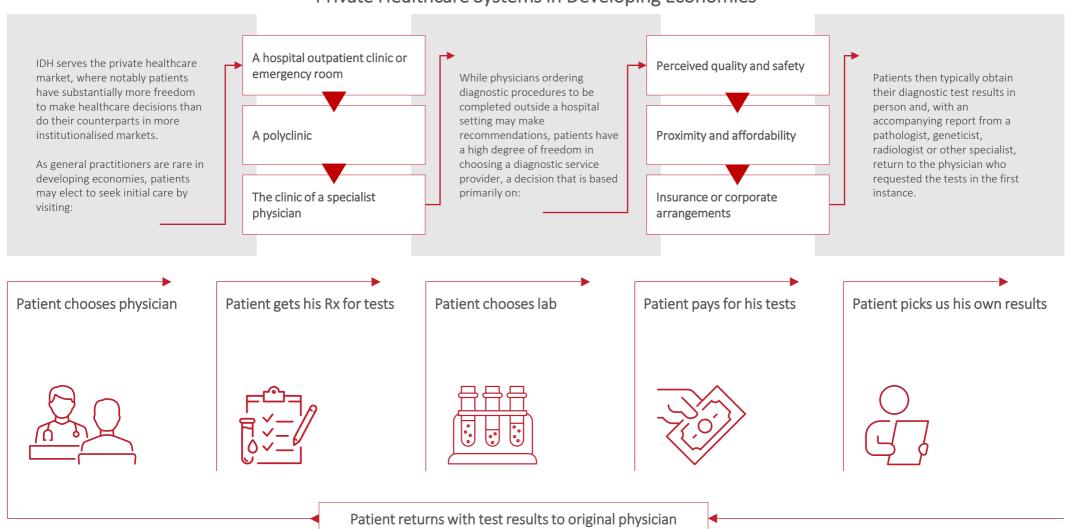
IDH's markets are characterised by high barriers to entry

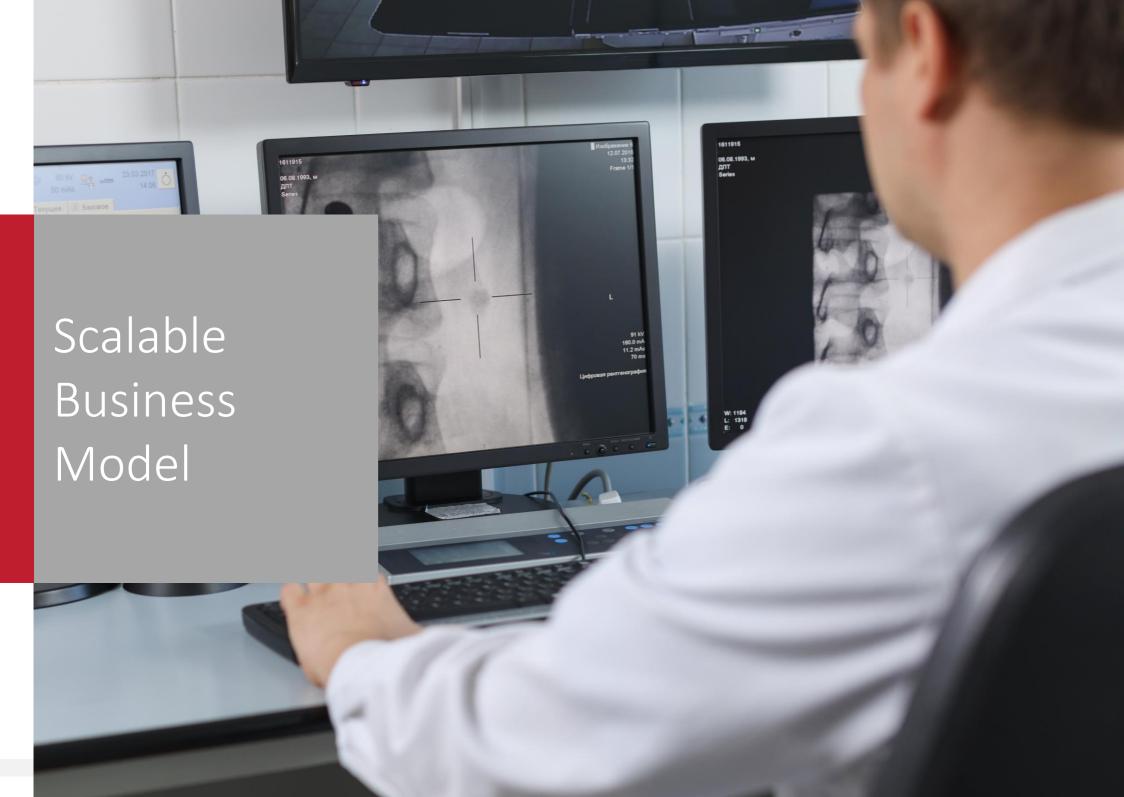


# **IDH** is a Consumer-Facing Service Provider

The mechanics of healthcare markets in developing economies are markedly different from those in many Western healthcare industries

Private Healthcare Systems in Developing Economies





# **Asset-light Business Model**

IDH's "Hub, Spoke and Spike" business model enables the Company to organically expand its reach in highly-fragmented markets with underserved diagnostic services demand

### Mega Lab: "Hub"

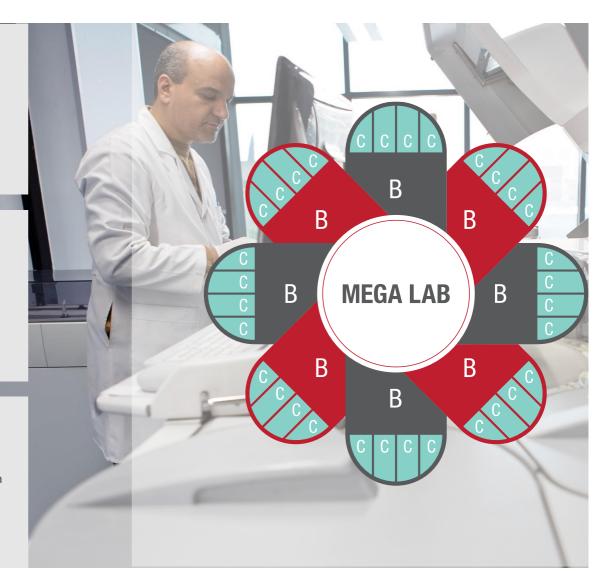
- The Mega Lab, the largest automated lab in Egypt, serves as IDH's diagnostic "Hub," equipped with the latest technology to provide a full suite of diagnostic tests.
- Significant cost synergies are realized on kits, logistics and quality control.

### B Labs: "Spokes"

- The B Labs serve as "Spokes" that reduce traffic to the Mega Lab by processing routine test on site including chemistry, parasitology and hematology.
- B Labs are both large in size and higher in capacity than the C Labs.
- At 30 September 2021, there were seven B Labs in Egypt and 21 in Jordan.

### C Labs: "Spikes"

- The C Labs are collection centers, conducting the most basic of tests.
- Because they require low capital to open, they enable IDH to expand its reach in highly-fragmented markets.
- Typical C Labs take an average of three months to set up.



# **Our Mega Lab**

IDH's Mega Lab provides a robust platform to support rapid, cost-effective growth

### **Capabilities**

- Mega Lab machines are **capable of conducting a wide range of tests** including basic blood grouping to advanced gene sequencing.
- New and esoteric test facilities at the Mega Lab allow IDH to offer over 2,000 diagnostic tests, in turn helping to drive IDH's key test-per-patient metric.

### **Capacity**

- Inauguration of IDH's Mega Lab in 2015 doubled testing capacity to 20,000 tests per hour.
- High capacity and capability for a broad range of tests provides IDH the ability to plug and play for further expansion.
- IDH's Mega Lab typically operates at just 55% of its maximum capacity leaving ample room for further growth.

### **Procurement**

- Central procurement system ensures coordinated purchasing across the Group.
- IDH is in a good position to negotiate **favourable kit prices** and procure additional equipment to enhance capacity if required.
- IDH's centralised procurement model enables the company to **expand its operations in an efficient and cost-effective manner**.

### **Quality Control**

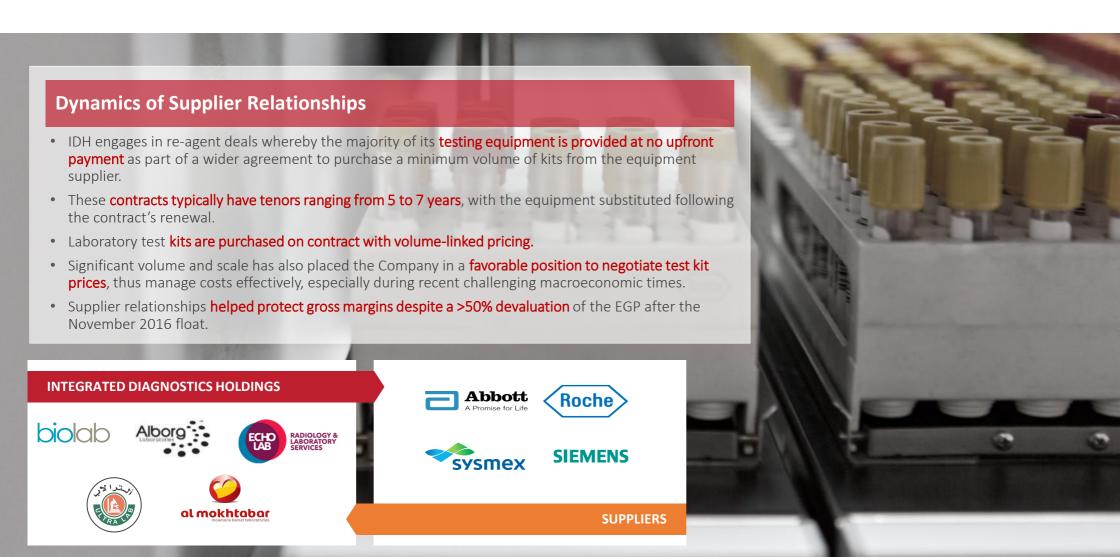
- IDH adheres to the highest quality standards, with safety and testing procedures continuously enhanced.
- The centralisation resulting from Mega Lab allows IDH to maintain a tight oversight on the quality of its testing operations.
- IDH's Mega Lab is the only CAP-accredited facility in Egypt, demonstrating the excellence of IDH's patient care and confidence in the laboratory's practices.



Only CAP accredited laboratory in Egypt

# **Key Supplier Relationships**

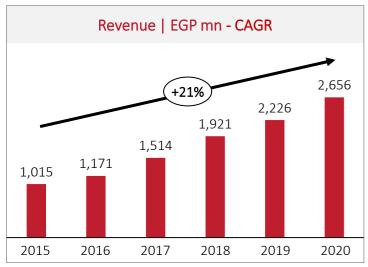
IDH leverages its bargaining power with suppliers to maximize value in a business that is fundamentally about economies of scale

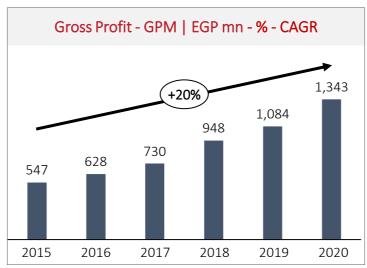


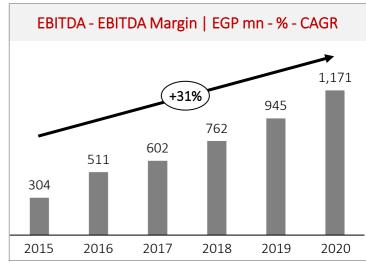


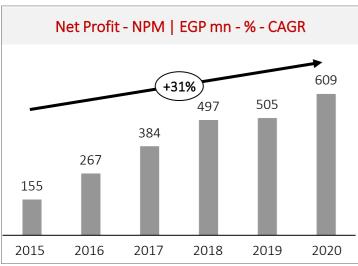
# **Key Financial Performance Indicators**

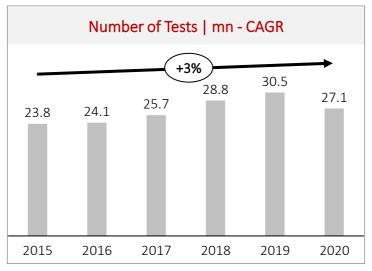
Since the Company's IPO on the LSE in 2015, IDH has delivered consistent top- and bottom-line growth supported by a steady increase in volumes and increasingly favourable pricing across the Group's service offering

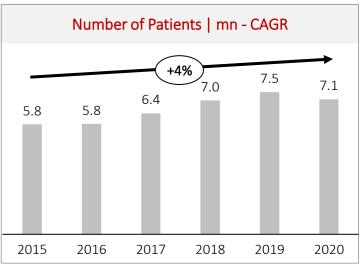








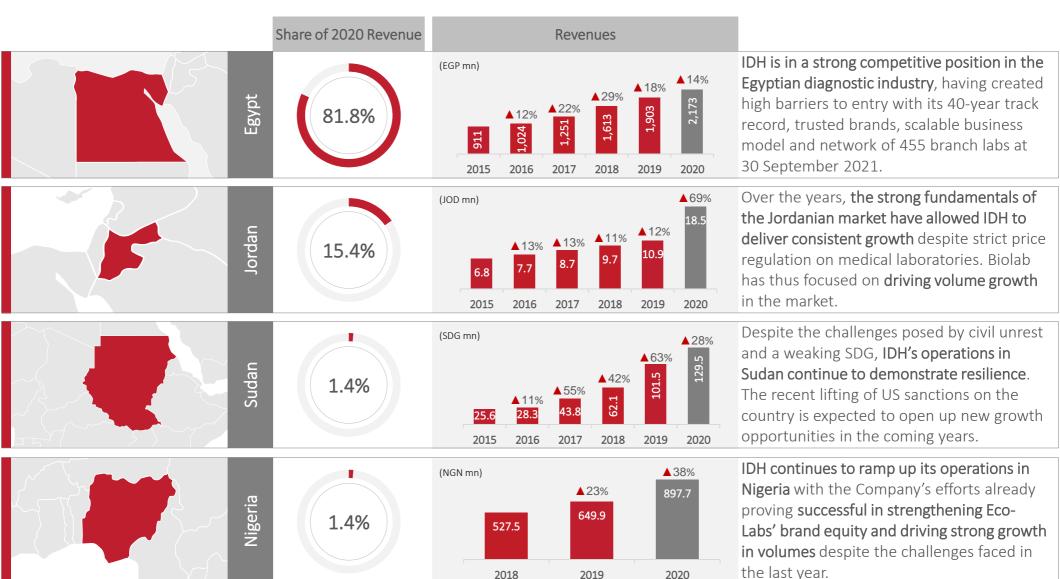




Note: FY19 figures include Wayak & IFRS 16

# **Regional Performance**

Across its footprint, the Company deploys tailored expansion strategies which enable it to continue driving growth irrespective of the prevailing macroeconomic environment





### **Future Growth Strategies**

IDH's growth strategies rely on leveraging its competitive advantages to achieve four strategic goals

# **Expand Customer** Reach

Beyond opening laboratories in new geographies, IDH is reaching out to new customers with focused tactical marketing activities as well as new customer services.

# Increase Tests per Patient

While opening more branches will add both patients and tests, further diversifying the test portfolio in combination with compelling offerings of promotionally-priced test packages will drive the key financial metric of number of tests per patient.

# **Expand Geographically**

In addition to organic expansion, the Company continues to seek value-accretive acquisitions in African and Middle Eastern markets where its business model is well-suited to capitalise on similar healthcare and consumer trends and capture significant share of fragmented markets.

# Diversify into New Medical Services

The Group also looks to add diagnostic and medical services not currently provided on a large scale, believing its scale and experience position it well to take advantage of developing services opportunities that would raise the IDH profile to that of a "one-stop-shop" provider.

# **Expanding Customer Reach – IDH Awareness Campaigns**

Parallel to state-sponsored initiatives, IDH also runs its own awareness campaigns focusing on specific diseases on a monthly basis and offering discounts on related testing

IDH's PCR Offers and Campaigns





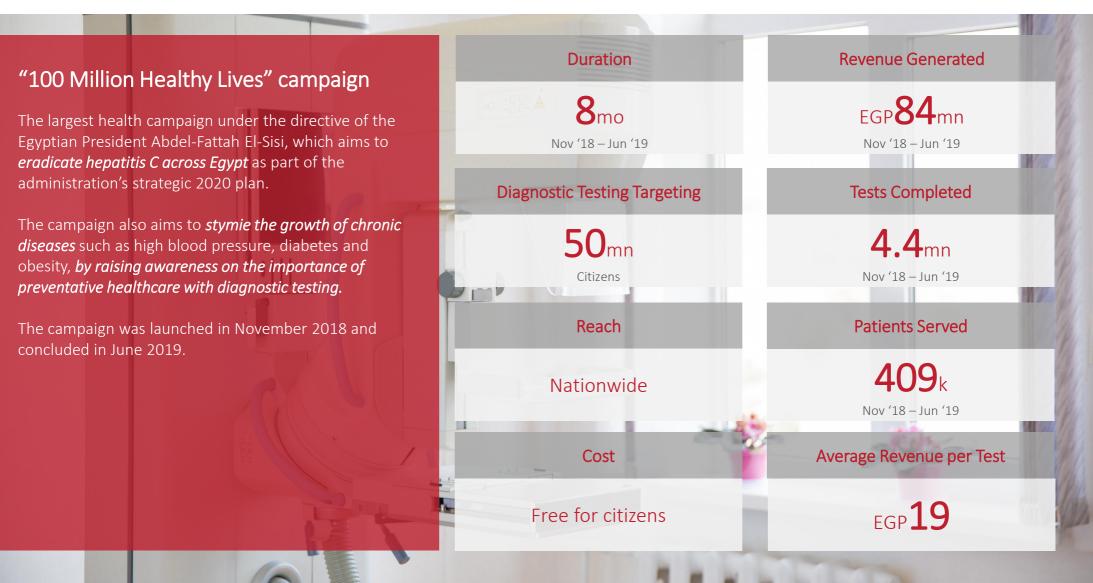
IDH Disease Awareness and Discount Campaigns





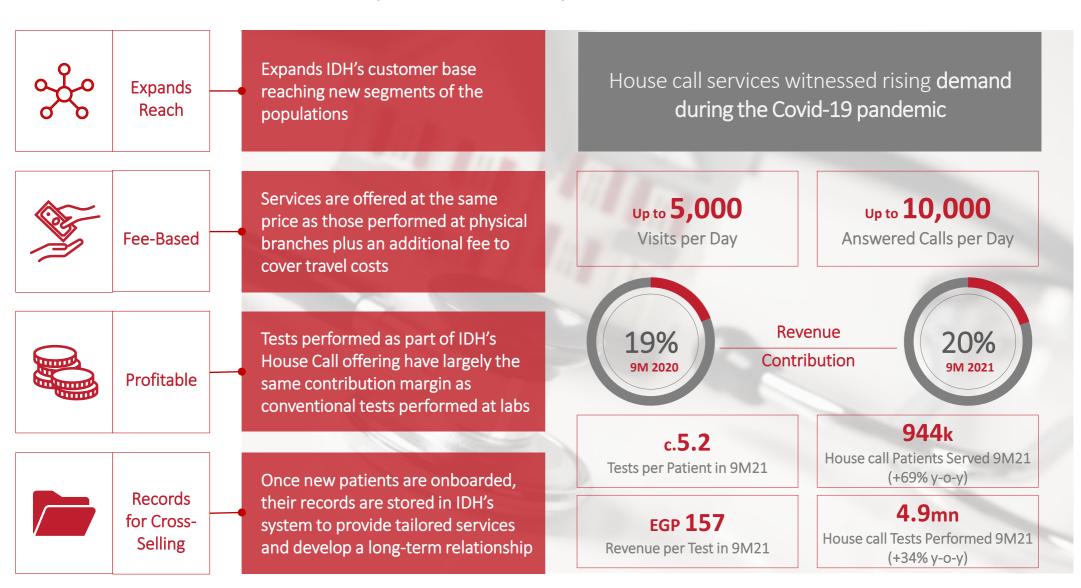
# **Expanding Customer Reach – State-sponsored Initiatives**

IDH's nationwide presence and strong brand equity position it well to benefit from statesponsored campaigns to increase awareness of preventative healthcare with diagnostic testing



# **Expand Customer Reach – House Call Services**

IDH's house call services, offered in both Egypt and Jordan, enable the Company to provide its services to patients' doorstep at the touch of a screen



# **Diversifying Service Offering – Al Borg Scan Expansion Updates**

In February 2020, operations commenced at Al Borg Scan's second branch in Cairo. The Group is actively working towards obtaining ACR (American College of Radiology) accreditation for Al Borg Scan's branches, a process it expects to conclude by next year. In parallel, Al Borg Scan's third branch launched at the end of September 2021.



Al Borg Scan draws on Al Borg's brand equity to position itself as a premium service provider offering the full range of imaging services using the latest technology and highly trained staff.

EGP 30.8 mn

9M 2021 Revenue (+92% y-o-y)

### Rationale

Leverage the strong relationship between the Al Borg brand and its millions of customers while capitalizing on favorable key market dynamics.

### Leadership

The business is led by a group of the nation's most prominent radiologists with a track record at Egypt's leading hospitals and radiology centres.

### Near-Term Goals

Inaugurate a two more branches in the coming six months to take total Al-Borg Scan network to five branches by early 2022.

### Alborg Scan Overview

Al Borg Scan offers a full range of radiology services, including magnetic resonance imaging (MRI), computed tomography (CT), ultrasound, x-ray and mammograms.

Technology Providers







FUJ¦FILM

Key Services











52.7 thousand

Tests performed in 9M21 (+75% y-o-y)

**EGP 584** 

9M21 Revenue per test (+10% y-o-y)

41.7 thousand

Patients served in 9M21 (+75% y-o-y)

**EGP 739** 

9M21 Revenue per patient (+10% y-o-y)

# **Diversifying Service Offering – New Investment in Wayak**

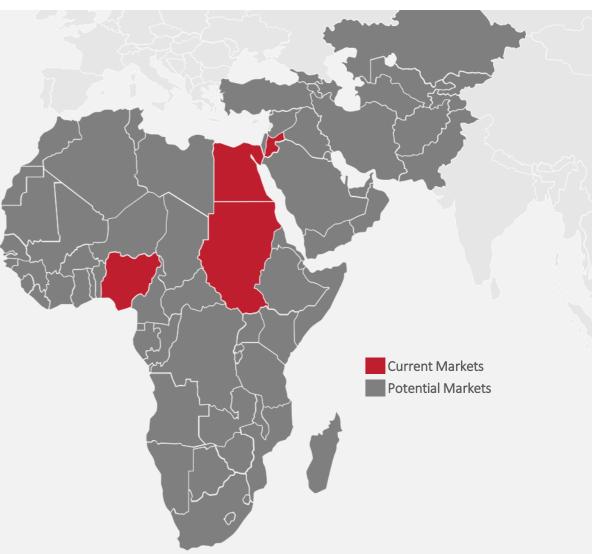
IDH launches new subsidiary "Wayak" to offer data-driven healthcare services, utilising data analytics and artificial intelligence to capitalise on IDH's database of over c.13 million patients



# **Growing Geographic Footprint-Investment Rationale**

IDH's regional expansion strategy targets acquisitions in African, Middle Eastern and Asian markets where it can deploy its proven business model and generate accretive value





# **Growing Geographic Footprint – Nigeria Expansion**

In December 2017, IDH further expanded its geographical footprint with an investment in Nigeria, a value-accretive acquisition in a large, fragmented and underpenetrated diagnostic services market where our business model is well-suited to capitalise on similar healthcare and consumer trends. The Group's Nigerian operations saw EBITDA losses narrowed significantly to EGP 7 million in FY 2020 on the back of strong revenue growth for the year.

IDH entered into a strategic alliance with Man Capital LLP to form Dynasty Holding Group ("Dynasty"), which in turn partnered with the International Finance Corporation to acquire a majority stake in Eagle Eye Echo-Scan Limited ("Echo-Scan"), a medical diagnostics business based in Nigeria. The acquisition was financed through a capital increase.





Key player in Nigeria, providing quality medical diagnostic services across 12 state-of-the-art diagnostic centres in country's underserved private healthcare sector

#### Locations

**USD 25 million will be collectively invested** into Echo-Lab to expand its service offering, nationwide footprint, and improve its quality standards

USD 9.2 mn
Invested by Dynasty in
FY2018 + FY2019

USD 1.1 mn
Invested by IFC in FY2018

USD 2.2 mn
Invested by Dynasty in
9M2020

USD 1.0 mn
Invested by IFC in FY2019

USD 11.4 mn
Invested by Dynasty to Date

USD 2.1 mn
Invested by IFC to Date

# **Nigeria Expansion Updates**

Operational progress in Nigeria expansion with existing branches being refurbished and renovated and with loss-making branches being relocated or closed. In parallel, the Group is actively seeking to optimise its offering, pushing its radiology and pathology services.

### Branch Renovations & Rebranding

Rebranded the company to Echo-Lab (from Echo-Scan), which launched in November 2018 with the opening of a revamped branch reflecting its new brand and image







Headquarters moved from Abuja to Lagos

Continued roll-out of renovations / revamping plan to Echo-Lab's 12 branch locations

Closed two non-performing locations in 2018 and opened two new branches as of 30 June 2019

New C branch launched in Lagos in October 2019

### Operational Milestones

Hiring new management staff (CFO, COO, S&M Director)

Training of operational staff to improve service quality

Established new accretive deals with suppliers

Expanded test menu by sending samples to Mega Lab in Egypt

LMS & SAP implementation

Installation of two CT and two MRI machines with commissioning started in Lagos and Abuja

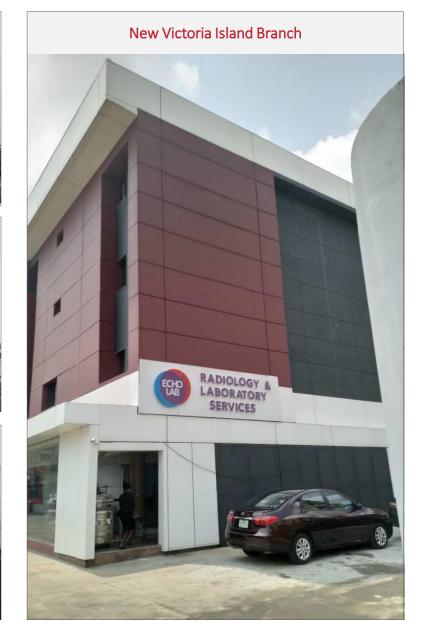
Expansion with three new Echo-Lab branches established during 2019, bringing the total number of branches in the country to 12

# **Nigeria Branch Roll-Out and Renovations**











## **Governance**

### A World-Class Board of Directors

The majority of members of IDH's Board of Directors are independent and offer significant experience in the healthcare market, MENA region and investment activities



Lord St John of Bletso <sup>1</sup>
Independent Non-Executive

Lord St John has been a crossbencher in the House of Lords, UK Parliament, since 1978 and is an Extra Lord-in-Waiting to HM Queen Elizabeth II. He is currently non-executive chairman of Strand Hanson Ltd and Global Resources Investment Trust (GRIT) and serves as a director of Falcon Group and Albion Enterprise VCT. He is also a member of the advisory boards of 10Sat, Betway Group, ECO Capacity Exchange and Impala Energy. Lord St John received a BA (Law) and BSocSc (Psychology) from Cape Town University, BProc (Law) from the University of South Africa and an LLM from the LSE. London.



**Prof. Dr. Hend El Sherbini**Group Chief Executive Officer

Dr. Hend has been IDH Group's Chief Executive Officer since 2012 and prior to that served as the CEO of Al Mokhtabar between 2004 and 2012. She received her MBBCh and her Master's degree in Clinical & Chemical Pathology from Cairo University in the early 1990s, and also holds a Master's degree in Public Health from Emory University in Atlanta. Dr. Hend completed her PhD in Immunology from Cairo University in 2000, where she is also a professor of clinical pathology at the university's Faculty of Medicine. She sits on the Board of American Society of Clinical Pathology (Egypt) and consults on the international certification process. Dr. Hend completed an Executive MBA from the London Business School in 2015 and was featured as Forbes most powerful women between 2016 and 2021.



Hussein Choucri 1,2,3,4 Independent Non-Executive Director and Chairman of the Remuneration Committee

Mr. Choucri is Chairman and Managing Director of HC Securities & Investment, which he established in May 1996, and he currently sits on the boards of Edita Food Industries, Six of October Development and Investment Co. (SODIC), the Holding Company for Tourism, Hotels & Cinema and the Egyptian British Business Council. Mr. Choucri served as a Managing Director of Morgan Stanley from 1987 to 1993 and served as Advisory Director at Morgan Stanley from 1993-2007. He received his Management Diploma from the American University in Cairo in 1978.



Dan Olsson 1,2,3 Independent Non-Executive Director

Mr. Olsson is CEO of the Team Olivia Group, a Swedish healthcare group. He has long and extensive international experience in the diagnostic sector, where he has served in a range of executive positions, among others as CEO of Unilabs Group in Geneva, Switzerland from 2007 to 2009 and has worked in the healthcare sector since 1999. Mr. Olsson studied economics at the University of Lund in Sweden.



Richard Henry Phillips Non-Executive Director

Mr. Phillips is a founding partner of Actis LLP, the emerging markets private equity group. As Actis LLP is one of the Company's major shareholders, Mr. Phillips is not considered by the Board as being independent. He established the Actis Global Consumer Sector team and served as Head of Consumer for four years until becoming a member of the Actis Investment Committee. During the year he was responsible for the investment activity of Actis in North Africa and, latterly, Asia. Mr. Phillips is a director on the board of a number of companies including Edita Food Industries SAE, Emerging Markets Knowledge Holdings Ltd. and others. Mr. Phillips holds a degree in Economics from the University of Exeter.

<sup>&</sup>lt;sup>1</sup> Nomination Committee, <sup>2</sup> Remuneration Committee, <sup>3</sup> Audit Committee, <sup>4</sup> M&A Committee

## Governance

IDH is committed to implementing best practices in corporate governance through the expertise of both the individual Directors and outside parties

### **Anti-Bribery and Anti Corruption Policy (ABAC)**

The IDH Anti-Bribery and Corruption Policy requires compliance with the highest ethical standards and all anti-corruption laws applicable in the countries in which IDH conducts business (whether through a third party or otherwise).

### **No Referral Fee Policy**

The practice of paying kickbacks is incompatible with the laws of most established international jurisdictions. IDH maintains a strict policy on referral fees and prohibits the payment of "commissions and financial incentives or making illegal profits" when referring patients for medical tests.

### **Gift Policy**

IDH is committed to serving our customers and working with our partners with the highest standards of integrity. In line with this commitment, we adopt a "No Gift Policy" whereby our employees are not allowed to exchange gifts with current or potential customers, suppliers or business partners. This is to prevent any conflicts of interest, or appearance of such in our business dealings.

#### **Internal Audit Procedures**

- The Board has delegated oversight of the Group's system of internal controls to the Audit Committee to safeguard the assets of the Group and the interests of shareholders.
- The Audit Committee reviews the effectiveness of the Group's internal controls on an ongoing basis and reports back to the Board with their findings and recommendations.
- ► The Board has accordingly established that the Group has in place internal controls to manage risk including:
- the outsourcing of the internal audit function to professionals from Ernst & Young (EY) until an Internal Auditor was appointed for the Group on 16 May 2016;
- the identification and management of risk at the level of operating departments by the heads of those departments; and
- regular Board level discussion of the major business risks of the Group, together with measures being taken to contain and mitigate those risks.

While not required to comply with UK Corporate Governance Code, IDH aims to voluntarily comply with aspects of the Code while continually working toward closing the gap with premium listed entities on the London Stock Exchange. To date, the Company has established four Board committees (members on overleaf):

- 1 Nominations Committee
- 2 Remuneration Committee
- 3 Audit Committee
- M&A Committee

# **Sustainability**

Founded on the principle of providing quality medical assistance and services to better the lives of individuals and the community at large, IDH views corporate responsibility initiatives as an extension of its core purpose with the aim of improving communities in which it does business

The Moamena Kamel Foundation for Training and Skill Development

### **Primary Services**

- 1 Free healthcare clinics
- 2 Loans for entrepreneurial women
- 3 Educational services for the children of Al Duweiqa community
- 4 Providing food for families in need of such assistance
- Coverage of running costs for the ICU at Cairo's public-sector Kasr El Aini Hospital

IDH commits up to 1% of the net after-tax profit of its subsidiaries, Al Borg and Al Mokhtabar, to the Moamena Kamel Foundation for Training and Skill Development.

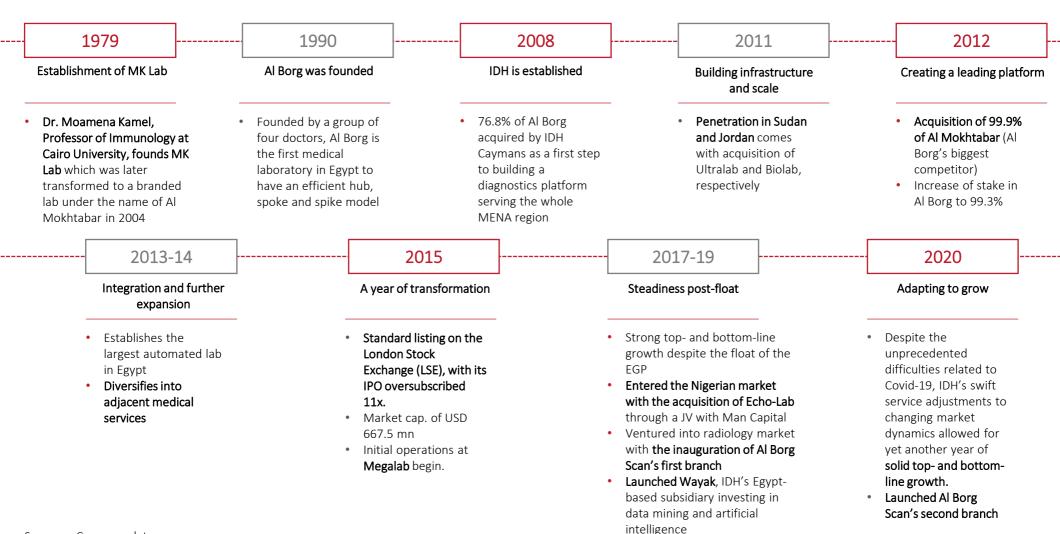
#### Other Corporate Responsibility Initiatives

- Services to Kasr El Aini Hospital
  - Providing medical supplies to ICU and other units
  - Providing monthly incentives for nurses at the ICU
  - Provided 12-20 beds
- Providing finance and in-kind support to El Manial Hospital
- Financial and in-kind support to Egyptians during natural disasters
- Providing Ramadan iftar (feast) meals to the underprivileged during Ramadan
- Providing free medical tests to underprivileged Egyptian children
- Sponsoring medical convoys in Fayoum



# **IDH Development Story**

Over 40 years of industry experience, complemented by strategic expansion to develop a strong market position across products and geographies. Today IDH has built a scalable platform that is positioned for further strong growth



Source: Company data

## **Covid-19 Internal Protocols and Preventative Measures**

In light of the recent covid-19 global outbreak, IDH, in line with World Health Organization (WHO) guidelines, has implemented detailed internal protocols to guarantee the safety of its staff and patients and safeguard its operations. IDH's response to the spread of covid-19 is focused on two fronts: Staff and patient safety and business continuity.

## **Staff and patient safety**

# **Appropriate Protective Equipment**

All of our staff use appropriate protective equipment when interacting with patients, including those suspected of having covid-19 or any other infectious disease. We maintain a robust stock of protective equipment to ward against supply-chain risk.

#### **Procedures for Interacting with Patients**

All of our frontline staff are trained on procedures for interacting with patients suspected of carrying covid-19 or any other communicable disease. Managers regularly review these procedures with their teams and a refresher has been disseminated to all employees. These procedures include steps that are taken to (a) protect our staff and (b) protect other patients presenting at our clinics for testing.

### **Referring Patients Suspected of Carrying covid-19**

Our team have a protocol for referring patients they suspect may carry covid-19 to the nearest state lab for testing.

#### **Regular Communication**

All members of our team are subject to regular messages reminding them that they may not report to work if they have symptoms of a covid-19 infection.

#### **Cleaning and Disinfection**

We have increased frequency of cleaning and disinfection and all facilities have been decontaminated.

## **Business continuity**

#### **Equipment Stock**

As of date our average testing kit stock covers three months of operation (with the exception of short shelf life kits which constitute c.10% of total number of kits).

#### **Covid-19 Testing**

We are prepared with standard operating procedures for SARS CoV-2 testing in the event that we are asked by a competent health authority to participate in testing efforts.

#### **Review of Internal Processes**

We have identified head-office functions that can be performed from home and are reviewing our disaster recovery and business continuity policies to ensure that we are prepared for any eventuality.

