

Thank you.. The annual report on the Environmental, Social And Governance Disclosures has been successfully registered and your registration code number is 41541. 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 2024/2025



الهيئة العامة للرقابة المالية
FINANCIAL REGULATORY AUTHORITY



Annual report for FY **2024/2025**
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 2024/2025 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

Select the company's name: Ibnsina Pharma .1

Select the company's sector: Basic Resources .2

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

Name : mohamad mahmoud shawky .1

Job Title: investor relations & corporate communication director .2

Email: mohamed.shawky@ibnsina-pharma.com .3

Fourth: Environmental KPIs

Environmental Operations & Oversight (E1).1

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

Yes

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

Procedures and instructions for the implementation of any works within -1
the branches to preserve the environment before and after the
.implementation of these works (work permits)

Fixed procedures and clauses to be written in contracts concluded with -2
.maintenance / contracting / service companies to preserve the environment

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

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

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

Yes

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

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

Yes

Ibnsina 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 labelled, 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

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

Yes

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 small initiatives. The company does this by performing periodic maintenance, improving the condition of its vehicles, improving 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. we have reduced the amount of paper used to print invoices to 50% by using A5 paper instead of A4 . We are currently shifting from single-use plastic bags to multiple use recyclable plastic boxes

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

Yes

The company is ISO 14001 certified

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

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

No

The company has started calculating the percentage of carbon emissions in
:some cars and solar power plants as follows

Solar Panels

On January 11, 2023, 414 photovoltaic cells and 2 inverters were installed, •
with a total capacity of 226 kW of solar panels and started at the transit
headquarters as a first phase with an expected production capacity of

.391,800 kWh/yr

During 2023 and due to some construction works, and according to the •
readings received from the transformers, the total production of the station
.,reached 272,852 kW

During 2023, the actual avoided carbon dioxide emissions were 131.8
tonnes, and the carbon dioxide that can be generated year-on-year is
.expected to be 189.2 tonnes

On November 31, 2023, we successfully converted 2 Suzuki trucks from an
internal combustion engine (ICE) to an electric vehicle (EV)

The two cars were operated for 570 days with a range covering 38.939 km •
.until the end of 2024

.Total avoided carbon dioxide emissions 13.740 kg •

Energy sources usage and diversification (E3).3

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

Yes

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

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

Yes

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

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

Yes

The calculation of the percentage of energy saved annually is being
conducted on a monthly basis through reading electrical meter for installed
solar station

Water Usage (E4).4

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

Yes

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

**Does the company calculate the total amount of annual water recycled .2
?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 the company
to treat it before drainage**

Waste Management (E5).5

**Does the company calculate the total amount of waste generated or .1
?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 requirements by approved execution
companies**

**For ordinary waste: it is not classified as (cardboard - paper -), but -
:it is classified as follows**

**Operation waste (normal) and disposed of in kilograms and the branch .1
can calculate it through the amount of daily waste / month**

**Oil waste is known based on disposal reports done by the relevant .2
government authorities**

Does the company disclose the number of male and female employees .1
?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

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

Does the company disclose the percentage of positions held by males .3
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

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

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

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

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

**This is done in the sustainability report that was issued issued by the
company**

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

**The company does not disclose the percentage turnover of temporary
workers because we do not have temporary employees in the company**

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

**The company does not disclose the percentage turnover of contract
workers and/or consultants because we do not have consultant employees
.in the company**

Non-Discrimination (S3).3

**Does the company follow a policy condemning sexual harassment and a .1
?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**

Global Health & Safety Standards (S4).4

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

**The company holds the ISO 45001 certificate for occupational safety and
health**

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

There are no fatal accidents in the past years

Does the company offer trainings related to environmental, social AND .3
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 is
The total training hours related to occupational safety and health issues for
.the years 2022-2023 = 3,913 hours

Children & Forced Labor (S5).5

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

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

Pharmaceutical companies, foreign suppliers and some local companies
.adhere to these policies

Labor Rights (S6).6

In addition to the requirements of Egyptian Labor Law, does the company .1
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 policy

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

Pharmaceutical companies, foreign suppliers and some local companies
.adhere to these policies

Sixth: Governance KPIs

Board Diversity (G1).1

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

Yes

This is done in the company's annual reports

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

Yes

This was done in the company's annual reports

Bribery / Anti-corruption (G2).2

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

Yes

In the event that there are works that require the representation of the
second party of the company before a third party or government agencies,

the forms for combating corruption and bribery are signed by the second .party and included in the contract

Ethics and Code of Conduct (G3).3

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

Yes

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

Data Privacy (G4).4

In addition to the requirements of the Egyptian data protection law, does .1 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

Sustainability Reporting & Disclosure (G5).5

Does the company issue sustainability report according to GRI, CDP, .1 ?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 completed its first
.sustainability report with GRI standards

Is the company striving to achieve specific goals from the United Nations .2
?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 and commitment discussions into a broad understanding of the Sustainable Development Goals and pressing issues globally and locally. We are currently aiming to be EDGE .certified

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

No

The company has set specific targets for sustainable development and
.future progress will be reported

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

Yes

Disclosure is made in the company's annual reports

Does the company follow a clear and explicit policy / principle regarding .5
?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, and the company is committed to all local and international laws.
.In addition, business is conducted with transparency and integrity
The company is keen to cooperate with recognized non-profit organizations that operate under the law to achieve sustainable development of society

and meet its needs, as this policy prohibits any religious or political activities or dealing with unlicensed entities

Does the company participate in public or private sector initiatives .6
?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 because of its experience in this field and the ability to reach the areas eligible for support, and that was by launching a number of medical convoys for areas that are not sufficiently reached by care, and then governorates were selected based on several criteria, including analysis of societal needs, geographical distribution, selection of the most vulnerable and needy governorates

External Assurance (G6).6

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

No

This will be studied

[Print this page](#)

Print