

2017 ANNUAL REPORT



FITKOM

Pilihan Seru dari Ibu



SOHO
Global Health

SGH Content + Innovation

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Purpose, Vision, and, Core Values (PVCV)

OUR PURPOSE

We have a simple but clear purpose TO HOLD THE CARE OF HUMAN LIFE AS OUR HIGHEST PRIORITY.

OUR VISION

Our distinct Purpose and our operational expertise across our business processes will help realize our vision - TO BE A HEALTHCARE LEADER AND THE PREEMINENT PROVIDER OF INNOVATIVE NATURAL PHARMACEUTICAL PRODUCTS. WE ARE A COMPANY THAT VALUES THE WELL-BEING OF THE COMMUNITY AND PROMOTES A HEALTHY LIFESTYLE IN A SOCIALLY RESPONSIBLE WAY.

OUR CORE VALUES

Our Purpose and Vision are ambitious. They are supported by our Core Values that are consistent with the expectation of our stakeholders and community.



ABSOLUTE INTEGRITY

We adhere to the highest standards of ethical behavior within the internal and external business environment. We are committed to be transparent and compliant in all of our processes.



MUTUAL RESPECT

We value diversity in team collaboration and nurture sustainable trusting relationships in everything we do.



PASSION FOR INNOVATION

We enable the innovative spirit and mindset in everything we do to continuously improve. We will embrace creative thinking in developing new products and services, and find better ways to solve problems and to face challenges.



CULTURE OF DISCIPLINE

We will embed the culture that requires disciplined people who engage in disciplined thought and then take disciplined action towards achieving company objectives, and strive for self-discipline to follow its policies and procedures.



IM BOOST®



IM BOOST®

Reaksi cepat untuk
imunitas kuat.

2017 Highlights

2017 Highlights

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Peristiwa Penting di Tahun 2017

The crown is ours!

Imboost is the #1 selling pharmaceutical product in Indonesia and the most valuable brand in the Indonesia healthcare market.

There's a lot to be proud of!

Message from President Commissioner

Pesan dari Presiden Komisaris

For SOHO Global Health, 2017 ended much better than it started. We have been focusing on rebuilding confidence with our external stakeholders as well as with our employees.

SOHO Global Health menutup tahun 2017 dengan jauh lebih baik dibanding saat memulainya. Kita terus berfokus untuk membangun kepercayaan dengan para pemangku kepentingan serta para karyawan.



Tan Eng Liang

President Commissioner
SOHO Global Health

I believe that we are on the right track. Two factors in particular have been important for our shareholders: quarter by quarter, we delivered on our promises in terms of financial performance, and we also entered into several research collaborations and business relationships to advance access to new product developments.

During this period of intensifying competition from foreign and domestic pharmaceutical companies and healthcare providers, SOHO Global Health has started a change process that will make the company more competitive in the new business reality. Resources have been directed towards the key growth drivers, and costs have been managed tightly, all while maintaining a high level of employee engagement.

Delivering on the promise to improve the quality of life of people, we pursue an open-innovation R&D strategy, focused on delivering breakthrough products from both in-house labs and external partners. Our close collaboration with research institutions both domestically and abroad, as well as with SFI Research, our sister company headquartered in Sydney, Australia, has allowed us to develop indigenous herbs that can be marketed globally. We are also ideally poised to collaborate with SOHO Flordis International (SFI) to leverage their global sales and marketing network to export Indonesian indigenous herbs to foreign countries.

For every company, there is a fine line between just staying the course and listening to new voices; between balancing short term and long term goals. In the short term, we set priorities and work on what is essential. But let's face it, every CEO and Company should be most proud of investing to achieve a long-term vision and to build a lasting legacy. All our efforts are deemed to prepare SOHO Global Health to become a financially healthy, cash generative and sustainable company, but I want to build an organization that will last.

EMPOWERING OUR PURPOSE

The starting point is having a clear purpose. Ours is to hold the care of human life as our highest priority. This is what makes us relevant to patients, healthcare professionals, customers, business partners, and society at large. There are huge unmet medical needs in all disease areas in which SOHO Global Health is active.

At SOHO Global Health, we have a big responsibility for millions of people in Indonesia and in the world. They are our reason for being.

My vision is for SOHO Global Health to solidify its position as the healthcare leader and the preeminent provider of innovative natural pharmaceutical products. We are a company that values the well-being of the community and promotes a healthy lifestyle in a socially responsible way, paying attention to both what we do and how we do it.

On behalf of the Board, I would like to express my appreciation for the leadership shown by SOHO Global Health's management, the hard work and dedication of the entire SGH organization and the support of our shareholders.

Saya yakin kita telah berada di jalur yang benar. Ada dua hal yang menjadi fokus dari para pemegang saham kita: kinerja keuangan yang kita laporan setiap kuartal, dan upaya yang telah kita lakukan untuk pengembangan produk baru baik dalam bentuk kerjasama penelitian maupun penjajakan bisnis baru.

Dengan intensitas persaingan yang meningkat antar perusahaan farmasi asing, domestik maupun penyedia layanan kesehatan lainnya, SGH telah berhasil membuat perubahan yang menjadikan kita lebih kompetitif dalam industri ini. Sumber daya difokuskan untuk terus menggerakkan pertumbuhan bisnis, pengelolaan biaya yang efektif, serta keterlibatan karyawan yang tinggi.

Sebagai wujud dari visi perusahaan untuk meningkatkan kualitas hidup orang banyak, kita mengupayakan strategi *open innovation* R&D, berfokus untuk menciptakan terobosan-terobosan yang inovatif yang berasal dari penelitian internal maupun kolaborasi dengan pihak eksternal. Kita menjalin kolaborasi dengan berbagai institusi riset baik dalam maupun luar negeri, salah satunya dengan SFI *Research*, yang berlokasi di Sydney, Australia, untuk dapat mengembangkan tanaman obat asli Indonesia yang siap dipasarkan secara global. Kita juga menjalin kerjasama dengan SOHO Flordis International (SFI) untuk memanfaatkan jaringan bisnis tim penjualan dan pemasaran global yang dimiliki SFI untuk melakukna eksport ke negara tujuan.

Bagi setiap perusahaan, ada garis batas antara mengerjakan hal yang biasa dilakukan dan mengupayakan hal baru; antara menyeimbangkan tujuan jangka pendek dan jangka panjang. Dalam jangka pendek, kita menetapkan prioritas dan mengerjakan apa yang penting. Tapi tidak bisa dipungkiri, setiap CEO dan perusahaan pasti sangat bangga berinvestasi untuk mencapai visi jangka panjang dan membangun warisan abadi. Semua upaya yang kita lakukan dimaksudkan untuk mempersiapkan SGH menjadi perusahaan yang sehat, dan menghasilkan kinerja finansial yang kuat, namun lebih dari itu saya ingin kita membangun sebuah organisasi yang bertahan kokoh dan berkesinambungan.

MEMBERDAYAKAN TUJUAN KITA

Hal pertama yang perlu dilakukan adalah memiliki tujuan yang jelas. Tujuan kita adalah menjunjung kepedulian terhadap kehidupan manusia sebagai prioritas yang tertinggi. Hal ini yang membuat segala upaya kita menjadi relevan bagi pasien, profesional kesehatan, pelanggan, mitra bisnis, dan masyarakat luas. Terdapat *gap* yang besar atas akses kebutuhan medis di berbagai area penyakit di mana SGH aktif membangun kompetensi.

Di SGH, kita memiliki tanggung jawab besar bagi jutaan orang di Indonesia dan dunia. Mereka adalah alasan kita berkarya.

Visi saya adalah bahwa, SGH akan menjadi pemimpin di bidang layanan kesehatan dan penyedia terkemuka untuk produk-produk farmasi berbahan alami yang inovatif. Kita adalah perusahaan yang menghargai kesejahteraan masyarakat dan memperkenalkan gaya hidup yang sehat dengan cara yang bertanggung jawab secara sosial.

Mewakili Dewan Komisaris, saya ingin menyampaikan apresiasi saya atas kepemimpinan yang ditunjukkan oleh manajemen SGH, kerja keras dan dedikasi dari seluruh karyawan organisasi SGH serta dukungan dari para pemegang saham.

Message from President Director

Pesan dari Presiden Direktur

2017 marked a year of solid financial performance, improving execution and substantial progress across every part of the organization.

2017 menandai tahun yang solid atas pencapaian finansial, perbaikan eksekusi dan perbaikan substansial di setiap bagian organisasi.



Rogelio C. La O' Jr (Cooey)

President Director

SOHO Global Health

We ended 2017 by achieving our second consecutive year of revenue growth in an overall still slow market environment. We made significant progress in terms of new, positive scientific research and successful regulatory milestones for some of our key pipeline products. Each of our commercial businesses grew organically, we advanced several collaboration initiatives that expanded access to innovative medicines & supplements. Moreover we further embedded a strong culture of accountability and collaboration across the organization.

This performance would not have been possible without the exceptional dedication and commitment of SOHO Global Health's approximately 2,500 employees, who understand the essential importance of what the Company does and act with unyielding integrity in their service to patients/customers and all SGH's stakeholders. Our employees inspire confidence through their high competence, deep experience and passion for holding the care of human life as their highest priority and improving the health of the nation.

During 2017 we advanced several initiatives that will bring safe and effective medicines to patients:

Research work of Curcuma. A deeper understanding of the genetic basis of Curcuma and new insights into the benefits of Curcuma have resulted in promising NPD targets. We are committed to discover and develop important natural/herbal based therapies to improve the lives of patients worldwide with lower side effects. Going forward, we will benefit from our unique positioning as the leader of the "natural" wave that is reshaping the healthcare industry.



Natural Business Building Network. As part of our commitment to the highest levels of compliance in conducting business; we continued to invest by professionally engaging HCPs and creating awareness about naturals among both prescribers and consumers. After a series of Natural Wellness symposia during 2014, in 2015 we established the **Indonesia Pediatric Respiratory Advisory Board** and the **Indonesia Antioxidant Advisory Board**, and in 2016-17 we conducted a series of **Cough Immunomodulator Antioxidant ("CIA") Forums**.

Kita mengakhiri tahun 2017 dengan pencapaian dua tahun berturut-turut pertumbuhan pendapatan yang substansial di tengah keseluruhan lingkungan pasar yang masih lambat. Kita membuat kemajuan signifikan dalam hal penelitian ilmiah yang baru dan positif serta memperoleh persetujuan dari regulatory atas beberapa pengajuan sertifikasi produk kita. Setiap bisnis komersial kita tumbuh secara organik, kita mempercepat progres beberapa inisiatif kolaborasi penelitian yang memperluas akses ke obat-obatan dan suplemen kita. Secara berkelanjutan kita menanamkan budaya akuntabilitas dan kolaborasi yang kuat di seluruh organisasi.

Kinerja ini tidak akan mungkin tanpa dedikasi dan komitmen yang luar biasa dari sekitar 2500 karyawan SOHO Global Health. Mereka memahami arti penting dari apa yang dilakukan perusahaan dan bertindak dengan integritas pantang menyerah dalam layanan mereka kepada pasien/pelanggan dan semua pemangku kepentingan. Mereka menginspirasi melalui kompetensi yang tinggi, pengalaman yang luas, dan ketulusan untuk menjunjung kepedulian terhadap kehidupan manusia sebagai prioritas tertinggi dan meningkatkan kesehatan bangsa.

Selama tahun 2017 kita mengembangkan beberapa inisiatif yang memperluas akses untuk membawa obat-obatan yang aman dan efektif kepada pasien:

● **Penelitian Curcuma.** Pemahaman yang mendalam tentang dasar genetik Curcuma dan *insight* baru atas manfaat Curcuma telah menghasilkan target NPD yang menjanjikan. Kita berkomitmen untuk menemukan dan mengembangkan obat-obatan alami/herbal dan suplemen yang memberi dampak efek samping yang lebih ringan bagi pasien. Ke depannya, kita akan mendapatkan keuntungan dari posisi unik kita sebagai pemimpin gelombang "alami" yang menjadi "trendsetter" industri kesehatan.

● **Membangun Jaringan Bisnis Berbasis Natural.** Sebagai bagian dari komitmen untuk menjalankan bisnis dengan tingkat kepatuhan tertinggi; kita terus berinvestasi membangun jaringan bisnis yang melibatkan profesional kesehatan dan membangun kesadaran akan produk alami di kalangan dokter maupun konsumen/pasien. Setelah serangkaian simposium Natural Wellness di tahun 2014, pada tahun 2015 kita membentuk *Indonesia Pediatric Respiratory Advisory Board* dan *Indonesia Antioxidant Advisory Board*, dan sepanjang tahun 2016-17 kita menggelar rangkaian *Cough Immunomodulator Antioxidant ("CIA") Forums*.

Message from President Director

Pesan dari Presiden Direktur

SOLID EXECUTION DRIVING STRONG FINANCIAL PERFORMANCE

Most SOHO Global Health brands continue to dominate their market segments: Imboost is establishing its leadership as the #1 selling pharmaceutical product in Indonesia and the most valuable brand in the Indonesia healthcare market. Imboost franchise grew at a remarkable 30% growth rate and we strengthened our leadership in kid multivitamins with 36% market share after a successful Curcuma Plus relaunch.

Power of ONE initiatives including the “Dedicated Promoter Team” (DPT) and the “One Stop Service” (OSS) program have started to gain traction and we look forward to their continued success in 2018. Our Supply & Operations team has also provided significant manufacturing efficiencies that will help margins this year. Our IT investments - SAP went Live recently for PPG in January 2017 and for SIP since late 2015 – are expected to deliver sustainable benefit to sustain our business.

Our 2017 consolidated financial report posted 10% gross sales growth amidst multiple headwinds and challenges from an overall slow market environment, while we have been doing a solid job in managing costs and working capital. The business posted a positive and sharply increasing EBIT in 2017. It is encouraging to note that two key business units, as Healthcare (HC) and Distribution business - PT Parit Padang Global (“PPG”) were the biggest contributors to the positive bottom line development. Our company was not only profitable but also comfortably free cash flow positive in 2017.

We have turned the corner in 2017, but we still have challenges to address as well as opportunities to seize in 2018. The opportunities for value creation are boundless and justify our 2018 financial targets of 18% net sales growth. We must stay laser focused every month and execute as a team to meet/exceed our goals. My commitment to you and to our shareholders is that SOHO Global Health will be better positioned than any rival to create that value and earn those rewards.

EKSEKUSI YANG SOLID MENDORONG KINERJA KEUANGAN YANG KUAT

Sebagian besar merek SOHO Global Health terus mendominasi segmen pasar: Imboost melanjutkan kepemimpinannya sebagai produk farmasi nomor satu di Indonesia dan merek paling berharga di pasar kesehatan Indonesia. *Franchise Imboost* tumbuh pada tingkat pertumbuhan 30% yang luar biasa dan kami memperkuat kepemimpinan kami di multivitamin anak dengan pangsa pasar 36% setelah kesuksesan peluncuran ulang (*relaunch*) Curcuma Plus.

Inisiatif Power of ONE termasuk “Dedicated Promoter Team” (DPT) dan program “One Stop Service” (OSS) telah mulai menunjukkan hasil yang signifikan dan kita berharap akan mendulang sukses di 2018. Tim *Supply & Operations* juga telah memberikan kontribusi yang signifikan melalui efisiensi manufaktur yang akan membantu *margin* tahun ini. Investasi IT dengan SAP yang mulai diimplementasikan untuk PPG pada bulan Januari 2017 dan untuk SIP sejak akhir 2015 diharapkan dapat memberikan manfaat berkelanjutan untuk memperkuat bisnis kita.

Laporan keuangan konsolidasi 2017 kita mencatat pertumbuhan penjualan 10% di tengah berbagai tantangan dan kondisi keseluruhan lingkungan pasar yang melambat, sementara kita telah melakukan pekerjaan yang solid dalam mengelola biaya dan modal kerja. Bisnis secara keseluruhan membukukan *EBIT* positif dan meningkat signifikan di tahun 2017. Sangat menggembirakan untuk dicatat bahwa dua unit bisnis kita, *Healthcare* (HC) dan *Distribusi* - PT Parit Padang Global (“PPG”) menjadi kontributor terbesar atas perbaikan *EBIT* perusahaan. Bisnis SGH tidak hanya menguntungkan tetapi juga menghasilkan arus kas operasi yang positif pada tahun 2017.

Kita telah mencapai hasil yang membanggakan di tahun 2017 tetapi kita masih memiliki tantangan untuk diatasi serta peluang untuk dimanfaatkan di tahun 2018. Peluang untuk penciptaan nilai tidak terbatas. Ini menggaransi target keuangan 2018 sebesar 18% pertumbuhan penjualan bersih yang ditargetkan bukanlah angan-angan. Kita harus terus fokus pada eksekusi yang solid setiap bulan dan mengeksusi sebagai satu tim untuk memenuhi/melampaui target. Komitmen saya kepada Anda dan para pemegang saham adalah bahwa SOHO Global Health akan berada pada posisi yang lebih unggul daripada pesaing manapun untuk menciptakan nilai tersebut dan meraih peluang yang ada.





SOHO

Global Health



SGH at A Glance

Sekilas Tentang SGH

Founded in 1946 at the establishment of Ethica Industri Farmasi, SOHO Global Health (SGH) has consolidated its reputation as a pioneer in healthcare products. Today we are creating a leading national enterprise built on strong brands and innovative ways of doing business.

SOHO Global Health offers a unique and best-in-class platform in branding, sales & marketing, manufacturing and distribution to support future growth in the Indonesian market. Supported by over 2500 employees, SGH maintains coverage of ~90% of the targeted doctors, while distribution reaches over 41,000 outlets nationwide.

Didirikan sejak tahun 1946 melalui pendirian Ethica Industri Farmasi, SOHO Global Health (SGH) telah mengukuhkan reputasinya sebagai pelopor obat alami di industri kesehatan. Saat ini kita telah menciptakan perusahaan nasional terkemuka yang dibangun di atas merek-merek yang kuat dan proses bisnis yang inovatif.

SOHO Global Health memiliki platform bisnis yang unik dengan standar pelayanan terbaik yang dimulai dari *branding*, penjualan & pemasaran, manufaktur dan distribusi untuk mendukung kesinambungan pertumbuhan bisnis di pasar Indonesia. Didukung oleh lebih dari 2500 karyawan, SGH membangun jaringan bisnis dengan cakupan sekitar ~90% dari dokter yang ditargetkan, sementara Distribusi kita menjangkau lebih dari 41.000 outlet secara nasional.

SGH Footprint

Jangkauan SGH

Branches

Jakarta (2)	Medan
Bogor	Padang
Tangerang	Pekanbaru
Bandung	Palembang
Cirebon	Jambi
Semarang	Bandar Lampung
Solo	Makassar
Yogyakarta	Manado
Surabaya	Banjarmasin
Malang	Samarinda
Jember	Pontianak
Denpasar	Batam



Professional Products

Pioneer and leader in the natural and herbal OTX category, marketed in the medical channel



Consumer Health

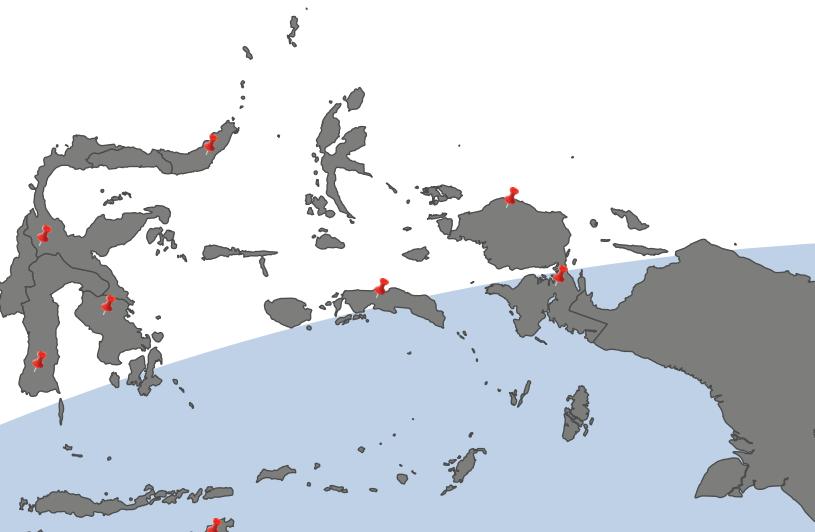
Offers OTC drugs with therapeutic benefits & consumer products with health benefits



Unihealth

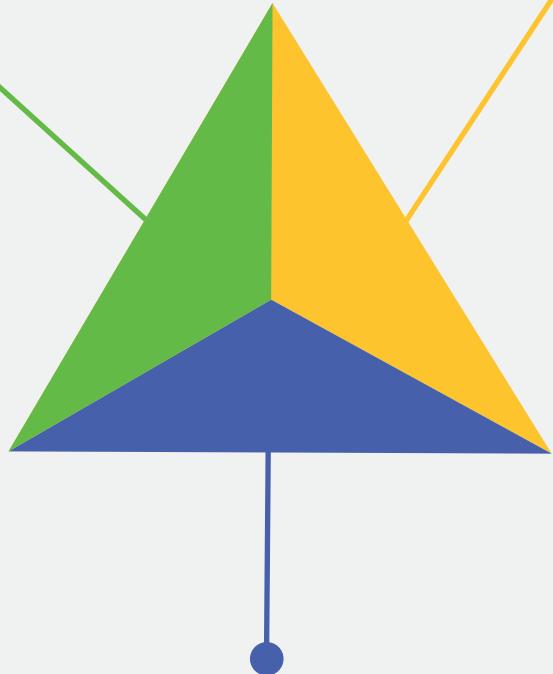
Multi Level Marketing (MLM) business unit focusing on direct selling of beauty products, and health supplements





Parit Padang Global (PPG)

Distributing products for the Group and 40+ other third-party principals throughout Indonesia



Soho Global Medika (SGM)

Marketing/Sales organisation partnering MNC MedTech companies



Alliance

Contract Marketing and Licensing of specialty innovator pharmaceutical products from blue chip MNC partners



International Business

Manage export of SGH's products to selected destinations focusing on ASEAN for future growth



Toll Manufacturing

Toll Manufacturing using SOHO Global Health's existing facility



Sales Offices

Balikpapan
Kediri
Karawang

Sub Distributors' Areas

Ambon	Nabire
Banda Aceh	Pangkalan Bun
Bangka	Pangkal Pinang
Bengkulu	Palangka Raya
Flores	Palu
Gorontalo	Sampit
Jayapura	Serang
Kendari	Sorong
Kupang	Sumbawa
Lombok	Ternate
Manokwari	

2017 Performance and Financial Highlights

Kinerja 2017 dan Ikhtisar Keuangan

The crown is ours! We feel humbled but at the same time proud, for building sustainable shared success and strengthening the future potential of the company.

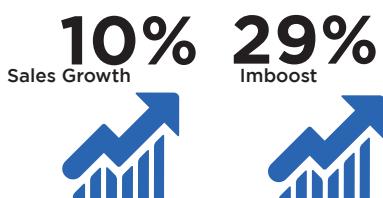
Mahkota ini menjadi milik kita sekarang! Dengan kerendahan hati kita patut berbangga diri, karena kita berhasil membangun kesuksesan yang berkesinambungan dan memperkuat potensi masa depan perusahaan.

We closed the year of 2017 with a much stronger business compared to a year ago. We achieved robust revenue and profit growth in 2017 and have a solid portfolio of market-leading products and a healthy R&D pipeline. Imboost is the #1 selling pharmaceutical product in Indonesia and the most valuable brand in the Indonesia healthcare market; and Curcuma Plus has regained its momentum after a successful relaunch in Q3 2017 and is once again the #1 in Kids Multivitamin since August 2017.

Kita menutup tahun 2017 dengan performa bisnis yang jauh lebih kuat dibanding tahun lalu. Kita mencapai pertumbuhan penjualan dan profit yang tinggi di tahun 2017 dan memiliki portofolio produk yang solid dan berpeluang memimpin pasar dengan *pipeline* R&D produk baru yang kuat. Merek andalan kita: Imboost menduduki peringkat #1 produk farmasi dengan penjualan tertinggi di Indonesia dan sekaligus menjadi ekuitas merek yang termahal nilainya di pasar farmasi nasional; dan Curcuma Plus telah meraih kembali momentumnya setelah sukses melakukan peluncuran kembali di Q3 2017, saat ini CP telah berhasil merebut kembali posisinya sebagai peringkat # 1 di pasar Kids Multivitamin sejak Agustus 2017.

A summary of 2017 highlights includes:

Ringkasan pencapaian kinerja SGH di tahun 2017 meliputi:



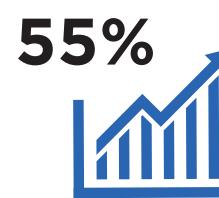
10% group gross sales growth while our most valuable brand, Imboost, grew at 29% growth rate

10% pertumbuhan penjualan bruto SGH grup, 29% pertumbuhan penjualan dari produk andalan kita: Imboost



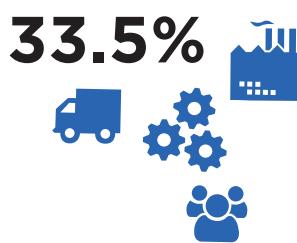
Significant manufacturing efficiencies and operating cost improvements

Efisiensi manufaktur yang signifikan dan efisiensi biaya operasional



Remarkable 55% EBITDA growth

55% pertumbuhan signifikan dari EBITDA



Visible progress on working capital management (decreased by 33.5% from the peak in 2014 despite double digit sales increase)

33.5% penurunan modal kerja dari puncak tertinggi di tahun 2014 sekalipun mencatat pertumbuhan penjualan double digit



Free cash flow positive and no bank debt;

Arus kas yang positif dan tidak memiliki hutang bank



Important new principal additions for PPG, Alliance and SGM

Bergabungnya beberapa prinsipal baru yang penting bagi PPG, Alliance dan SGM



Membantu memelihara daya tahan tubuh

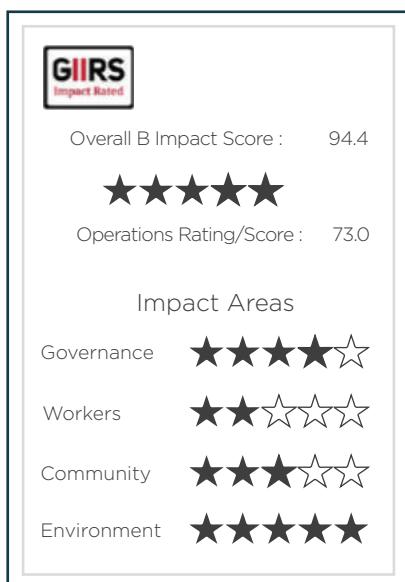
The challenge for any company is to invest in the future while delivering results. We have challenged ourselves to hit aggressive financial goals as we transform SOHO Global Health.

Several major projects were successfully completed in 2017, including the implementation of SAP for PPG, the continued roll out of our “One Stop Service” (OSS) Program and further progress for our herbal research in our newest facility – the SOHO Center of Excellence in Herbal Research (SCEHR). We kept investing in new products and continued to win in the marketplace. We also pursued several significant business development opportunities complementing our organic growth strategy.

Over the next two years, we aim to grow our top line and profits well above our historical performance. Our goal for 2018 is to achieve 18.5% top line growth with significant margin expansion. We will lower our cost base each year and improve operating cash flow. Effective capital allocation will continue to accelerate our growth, including acquisitions and in-licensing deals to add value to the company.

At the same time, the benefits we bring to the communities where we operate are clear, especially to the 260 million Indonesian and roughly 3,000 men and women we employ either directly or indirectly all over Indonesia.

Growth and physical size are of course not an end in themselves, but means to create impact. Demonstrating our commitment to the society, the environment and to best in class governance standards, we take great pride in having received the Bronze Medal for Consumer IBM (Impact Business Model) under GIIRS Ratings, with an overall score improvement from 84.9 in 2016 to 94.4 in 2017. GIIRS Ratings are the gold standard for impact measurement: rigorous, comprehensive and comparable ratings of a company social and environmental impact.



Tantangan bagi perusahaan mana pun adalah memastikan investasi yang dilakukan memberikan hasil di masa depan. Kita telah menantang diri kita sendiri untuk mencapai target keuangan dengan agresif seiring dengan transformasi SOHO Global Health.

Beberapa proyek besar telah berhasil diselesaikan di tahun 2017, termasuk implementasi SAP di PPG, tercapainya hasil yang signifikan dari Program “One Stop Service” (OSS) dan adanya kemajuan lebih lanjut dari penelitian herbal kita di fasilitas terbaru - *SOHO Center of Excellence in Herbal Research* (SCEHR). Kita terus mempertahankan investasi kita melalui produk-produk baru yang diluncurkan dan terus memenangkan pasar. Kita pun terus mengejar beberapa peluang pengembangan bisnis yang mendukung tercapainya implementasi strategi pertumbuhan organik kita.

Selama dua tahun ke depan, tujuan kita adalah meningkatkan pertumbuhan penjualan dan laba perusahaan yang lebih tinggi dari kinerja historis. Target kita di tahun 2018 adalah mencapai pertumbuhan penjualan sebesar 18,5% dengan pertumbuhan laba yang berkelanjutan. Kita akan menurunkan biaya struktural setiap tahunnya dan meningkatkan arus kas operasional. Alokasi modal yang efektif akan membantu mempercepat pertumbuhan kita, melalui akuisisi dan *in-licensing* untuk meningkatkan nilai perusahaan.

Pada saat yang sama, manfaat yang kita berikan kepada masyarakat di tempat kita beroperasi pun berdampak, terutama bagi 260 juta penduduk Indonesia dan sekitar 3.000 orang yang kita pekerjaan baik secara langsung atau tidak langsung di seluruh Indonesia.

Pertumbuhan dan ukuran fisik (skala perusahaan) tentu saja bukan tujuan akhir, melainkan merupakan sarana bagi kita untuk menciptakan dampak. Sebagai perwujudan komitmen kita kepada masyarakat, lingkungan, dan tata kelola perusahaan dengan standar terbaik, kita sangat bangga meraih medali perak untuk Konsumen IBM (*Impact Business Model*) berdasarkan peringkat GIIRS, peningkatan keseluruhan score dari 84.9 di tahun 2016 menjadi 94.4 di tahun 2017. Peringkat GIIRS adalah standar tertinggi untuk pengukuran dampak: pemeringkatan yang ketat, komprehensif dan setara untuk diperbandingkan atas perusahaan manapun dari dampak sosial dan lingkungan.



2017 Awards and Recognitions

Prestasi dan Penghargaan di Tahun 2017

Our achievements will not be possible without the endless support from our customers and all of our people.

Prestasi yang kita peroleh tidak akan mungkin dicapai tanpa adanya dukungan tanpa henti dari pelanggan dan seluruh karyawan.

● **WOW Brand 2017**

Received 4 (four) WOW Brand 2017 from MarkPlus, Inc for:

- Diapet (Gold Champion)
- Fitkom (Gold Champion)
- Laxing (Gold Champion)
- Curcuma Plus (Silver Champion)

Menerima 4 (empat) WOW Brand Award 2017 dari MarkPlus, Inc untuk:

- Diapet (Gold Champion)
- Fitkom (Gold Champion)
- Laxing (Gold Champion)
- Curcuma Plus (Silver Champion)



● **Top Brand for Kids & Teens Award 2017**

Received 2 (two) Top Brand Awards 2017 from Marketing magazine in cooperation with Frontier Consulting Group for:

- Curcuma Plus for category Multivitamin for appetite stimulants
(Top Brand for Kids Award 2017)
- Curcuma Plus for category Food supplement
(Top Brand for Teens Award 2017)

Menerima 2 (dua) Top Brand Awards 2017 dari majalah Marketing bekerja sama dengan Frontier Consulting Group untuk:

- Curcuma Plus untuk kategori Multivitamin Penambah Nafsu Makan
(Top Brand for Kids Award 2017)
- Curcuma Plus untuk kategori Suplemen Makanan
(Top Brand for Teens Award 2017)



● **Winner of “Karya Anak Bangsa” Award in Pharmaceutical Category**

PT Soho Industri Pharmasi received an appreciation of “Karya Anak Bangsa” Award in Pharmacy category from the Ministry of Health of the Republic of Indonesia. The award was directly presented by the Minister of Health (MoH), Prof. Dr. dr. Nila Djuwita F. Moeloek SpM (K), on November 9, 2017.

PT Soho Industri Pharmasi mendapat apresiasi penghargaan “Karya Anak Bangsa” di Bidang Farmasi dari Kementerian Kesehatan Republik Indonesia. Penghargaan ini diserahkan langsung oleh Menteri Kesehatan RI, Prof. Dr. dr. Nila Djuwita F. Moeloek SpM (K), pada tanggal 9 November 2017.



● **Finalist LIPI Science-Based Industrial Innovation Award 2017**

PT Soho Industri Pharmasi recognized as Finalist LIPI Science-Based Industrial Innovation (SBII) Award 2017. There were 7 finalists SBII Awards 2017 who showcased commitment to innovation and to build working environment that supports the process of creating innovation.

PT Soho Industri Pharmasi menjadi finalis peraih penghargaan *LIPI Science-Based Industrial Innovation (SBII) Award 2017*. Terdapat 7 nominator finalis SBII Awards 2017 yang merupakan perusahaan yang berkomitmen terhadap inovasi dan membangun lingkungan kerja yang mendukung proses penciptaan inovasi.



2017 Significant Events

Peristiwa Penting di tahun 2017

For SOHO Global Health 2017 marked another year of realizing Innovation At Work.

SGH menandai 2017 sebagai tahun realisasi Inovasi di Lingkungan Kerja



Scientific Innovation

Innovation Camp

Following the theme “A Journey From Mind to Innovative Product”, SOHO Global Health held the 3rd Innovation Camp in September 2017 at the Highland Park Resort, Bogor.

As part of our commitment to innovation, this annual cross-functional team event had the purpose to accelerate new product development and strengthen cross divisional collaboration among New Product Development teams.

Mengikuti tema “A Journey From Mind to Innovative Product”, SOHO Global Health mengadakan *Innovation Camp* ke-3 pada bulan September 2017 di Highland Park Resort, Bogor.

Sebagai bagian dari komitmen kita untuk terus berinovasi, acara tahunan yang melibatkan antar divisi ini bertujuan untuk mempercepat proses pengembangan produk baru dan sekaligus memperkuat kolaborasi lintas divisi di antara tim Pengembangan Produk Baru.



Process Innovation

Metamorphosis Competition

Metamorphosis Competition 2017 carrying the theme “Level Up” has generated bigger employees’ enthusiasm and improvement ideas.

This annual competition, reaching in 2017 its 6th edition, once again showcased successful continuous improvement projects that, since inception, delivered cost savings in excess of 23 B IDR

Tema Metamorphosis Competition 2017 adalah “Level Up” dengan harapan antusiasme karyawan dalam memberikan kontribusi ide perbaikan/peningkatan semakin meningkat dan berbobot.

Kompetisi tahunan ini, yang di tahun 2017 telah diselenggarakan untuk keenam kalinya, membuktikan keberhasilan projek perbaikan berkelanjutan, yang sejak diinisiasi telah menghasilkan *cost saving* lebih dari Rp 23 miliar.



2017 Significant Events

Peristiwa Penting di tahun 2017

SGH Management Trainee Program

During 2017 we continued our successful **SGH Campus Hiring and Graduate Trainee Program**. This program implemented for the first time by Supply & Operations (S&O) in 2016 as part of the S&O Academy to nurture future leaders, in 2017 was extended to Parit Padang Global ("PPG").

Also in 2017 we changed the name of the program to **Management Trainee (MT) Program** to reflect the combination of our Graduate Trainee Program (for fresh graduates) and new Supervisory Development Program (for developing internal employees).

The MT program offered a comprehensive learning experience combining In Class Learning, On the Job Training (OJT) and project assignments. 17 people joined the 3rd batch of the MT program session 2017/2018 from many reputable universities as well as PPG branches.



Selama tahun 2017 SGH melanjutkan program **SGH Campus Hiring and Graduate Trainee**. Program ini dilaksanakan untuk pertama kalinya oleh *Supply & Operations* (S&O) sejak tahun 2016 sebagai bagian dari *S&O Academy* untuk mencetak pemimpin masa depan, dan pada tahun 2017 implementasi program ini diperluas ke Parit Padang Global ("PPG"). Pergantian nama program juga dilakukan pada tahun 2017 menjadi **Management Trainee (MT) Program** untuk mencerminkan kombinasi dari *Graduate Trainee Program* (untuk *fresh graduate*) dan *Supervisor Development Program* (untuk pengembangan karyawan internal).

MT program ini menawarkan pengalaman belajar yang komprehensif, mengkombinasikan *In Class Learning*, *On The Job Training (OJT)* dan *project assignment*. Sebagai hasilnya, 17 orang telah bergabung dengan angkatan ke-3 dari sesi program MT 2017/2018 yang berasal dari beberapa universitas terkemuka serta karyawan dari cabang PPG.

Marketing Innovation

Selling Day Competition

Curcuma Plus relaunch & selling day competition: The King is Back. One spirit of "Power of ONE" spread all over Indonesia (in the Head Office and in all 25 branches) to regain Curcuma Plus role as The King of kids multivitamin.

The result was FANTASTIC! Over 9.000 product packages successfully sold during the event!



Curcuma Plus Relaunch & Selling Day Competition: The King is Back. Dengan satu semangat "Power of ONE" yang tersebar di seluruh Indonesia (di Kantor Pusat dan di seluruh 25 cabang PPG) acara ini diselenggarakan untuk merebut kembali kejayaan Curcuma Plus sebagai *The King of Kids Multivitamin*.

Hasilnya sangat FANTASTIS! Lebih dari 9.000 paket produk berhasil terjual selama acara berlangsung!



CHD Goes Digital

Consumer Health of SGH joined the digital revolution, embracing multiple touchpoints for consumers via microsite, Instagram, Facebook and Youtube.

We know that each individual's customer journey: that path from awareness to purchase, is unique, and social media can have a major impact on that journey. Understanding the role that different social media channels play is key to us and we believe this understanding will make a difference to our overall consumer insight and marketing strategy.

Consumer Health SGH telah bergabung dengan revolusi *digital*, merangkul *multiple touchpoints* untuk berhubungan dengan konsumen melalui *microsite*, Instagram, Facebook dan Youtube.

Kita tahu bahwa setiap perjalanan pelanggan: jalur dari kesadaran akan suatu kebutuhan (*awareness*) hingga keputusan membeli, adalah unik, dan media sosial dapat berdampak besar pada perjalanan itu. Memahami peran yang dimainkan saluran setiap saluran sosial media sosial adalah kunci bagi kita dan kita yakin pemahaman ini akan membawa dampak bagi perbaikan *consumer insight* dan strategi pemasaran.



www.imboost.co.id

[@imboostid](https://www.instagram.com/@imboostid)

[Imboost Indonesia](https://www.facebook.com/ImboostIndonesia)

[Imboost Indonesia](https://www.youtube.com/ImboostIndonesia)



www.fitkomrangers.co.id

[Fitkom Rangers](https://www.youtube.com/FitkomRangers)



www.curcumaplus.co.id

[Curcuma Plus ID](https://www.facebook.com/CurcumaPlusID)



**Curcuma
Plus**



Our Business

Our Business

- | | |
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We plan. We execute.

The opportunities for value creation are boundless: better products leading to added market share; faster growth and better margins.

Growth is therefore achievable,
but we have to earn it!

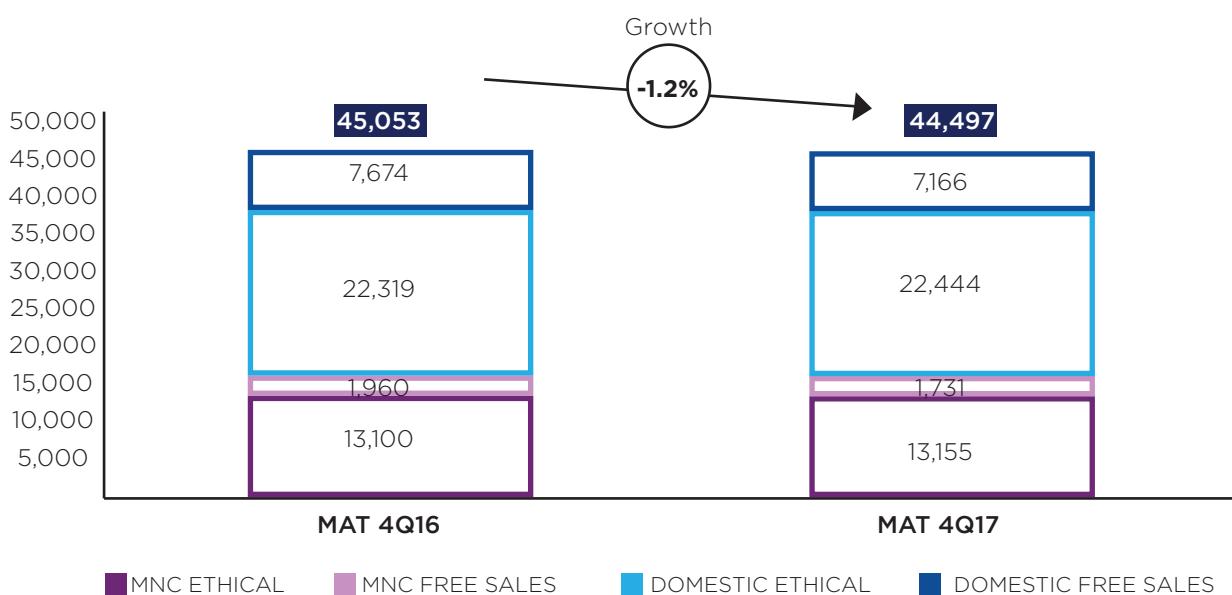
Market Trend & SGH Position

Tren Pasar & Posisi SGH

Indonesian Pharmaceutical market has decreased by -1.2% in MAT Q4 2017

Pasar farmasi Indonesia mengalami penurunan sebesar 1,2% pada MAT Q4 2017

COMBINED AUDIT* (BIO IDR) - MAT HNA PRICE



Growth (in %)	COMBINED AUDIT* MAT 4Q17 vs MAT 4Q16 HNA PRICE		
	TOTAL	MNC	DOMESTIC
TOTAL	-1.2	-1.2	-1.3
ETHICAL	0.5	0.4	0.6
ETHICAL BRANDED	-2.6	0.1	-4.8
UNBRANDED GENERIC	14.1	23.4	13.8
FREE SALES	-7.6	-11.7	-6.6

Source: Combined Audit Q4 2017, IMS Health & Quintiles (IQVIA)

*Combined Audit: Hospital + Pharmacy + Drugstore

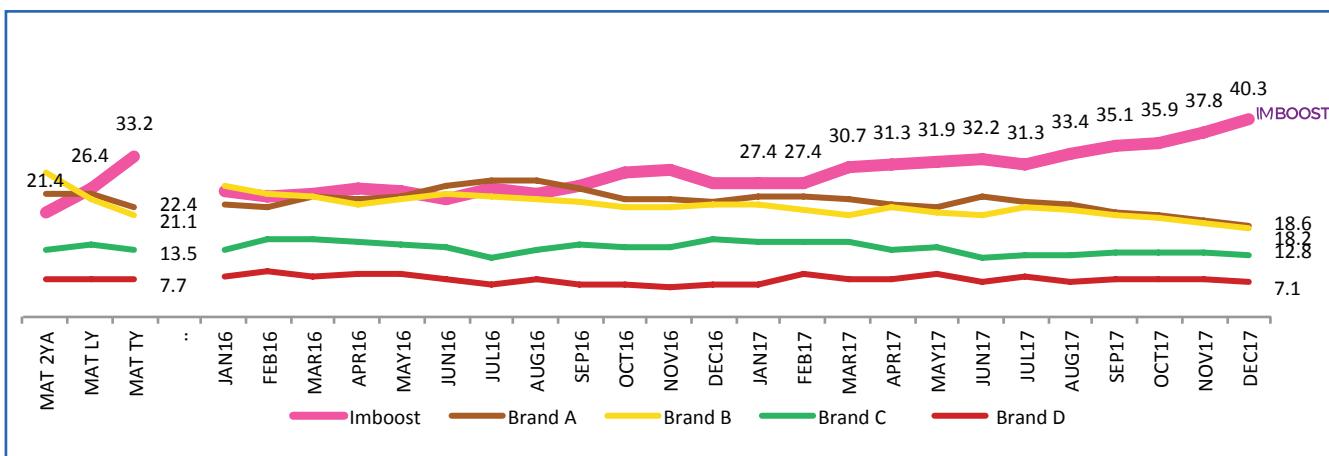
SOHO's proprietary medicine Imboost is the #1 Pharmaceutical product in Indonesia.

Imboost milik SOHO menduduki posisi #1 produk farmasi dengan penjualan tertinggi di Indonesia.

MAT 1Q15			MAT 1Q16			MAT 1Q17		
RANK	PRODUCT	BIO IDR	RANK	PRODUCT	BIO IDR	RANK	PRODUCT	BIO IDR
	SELECTED TOTAL	61,298		SELECTED TOTAL	63,090		SELECTED TOTAL	68,752
1	PROMAG KLB	523	1	PROMAG KLB	578	1	IMBOOST®	636
2	PENTABIO BFR	520	2	IMBOOST®	526	2	PROMAG KLB	603
3	IMBOOST®	509	3	NOURISH SKIN P-I	417	3	MICARDIS BI	451
4	PARAMEX KOX	430	4	BODREX TFC	366	4	NOURISH SKIN P-I	428
5	NOURISH SKIN P-I	403	5	VAKSIN BCG BFR	339	5	VIOSTIN DS P-I	387
6	BODREX TFC	367	6	VIOSTIN DS P-I	337	6	BODREX TFC	355
7	DIOVAN NVR	337	7	PARAMEX KOX	334	7	PARAMEX KOX	350
8	VIOSTIN DS P-I	335	8	MICARDIS BI	298	8	NOVORAPID N-N	347
9	DERMATIX ULTRA TSF	291	9	NEUROBION MCK	284	9	NEUROBION MCK	312
10	OMEPROS P-I	266	10	NOVORAPID N-N	279	10	SANMOL SNS	300

IMS Indonesia Quarterly Pharma Market Update Q1 2017 ITMA.

Value Share Movement Key Brands in Immunodulator Segment - Urban

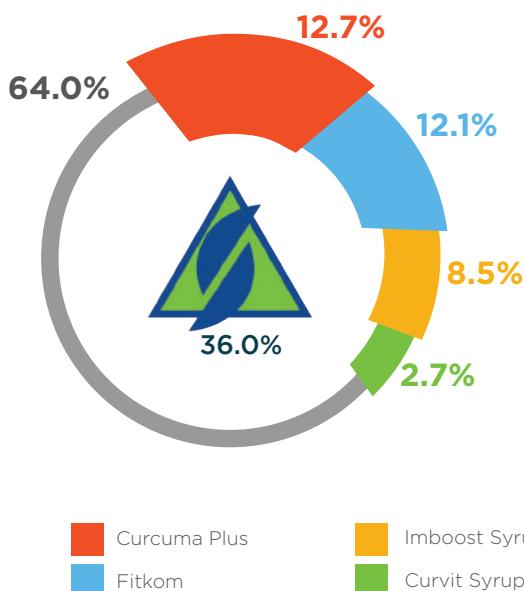


Source: Nielsen, RMS MAT December 2017

SGH Continues to lead in kids multivitamins with a 36.0% value share

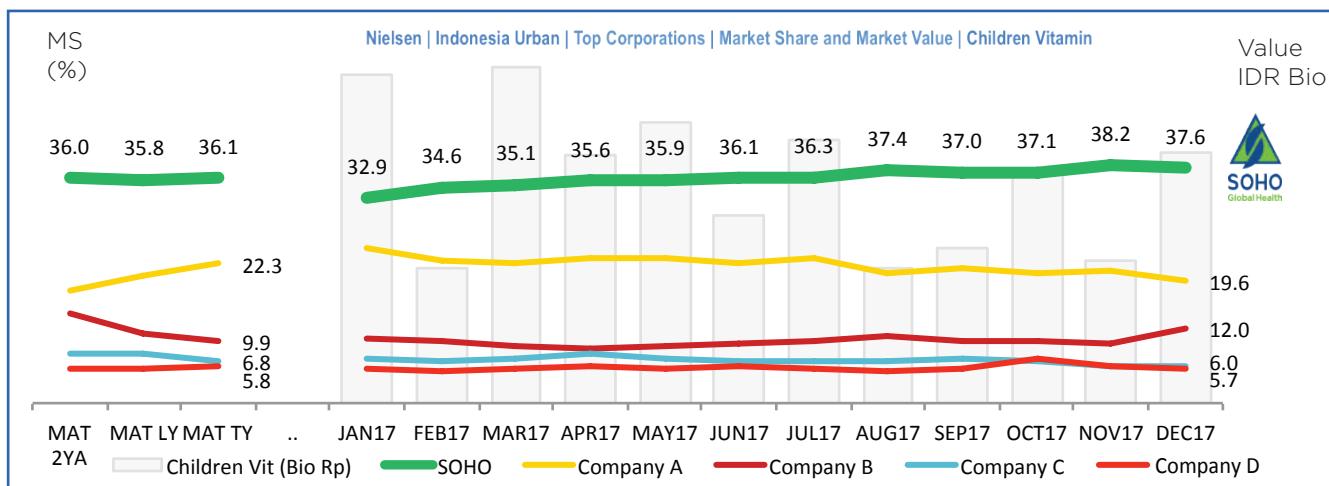
SGH terus memimpin pasar di kategori Multivitamin Anak dengan pangsa pasar sebesar 36.0%.

SGH Market Share in Kids Multivitamin Category



█ Curcuma Plus █ Imboost Syrup █ Others
█ Fitkom █ Curvit Syrup

SGH Market Share and Market Value in Children Multivitamin



Source: Nielsen RMS MAT December 2017

Top Products

Top Produk

Our Healthcare business unit includes a portfolio of brands that aim to deliver consistent, profitable and responsible growth supported by important investments in marketing and innovation.

Unit Bisnis Healthcare memiliki portofolio produk yang terdiversifikasi yang bertujuan untuk menghasilkan pertumbuhan yang konsisten, menguntungkan dan kompetitif yang didukung dengan investasi dalam inovasi dan kegiatan pemasaran

We have built 7 brands with annual sales in excess of IDR 40 billion each and that deliver strong health benefits to the Indonesian community.

Imboost is maintaining its leadership as the #1 selling pharmaceutical product in Indonesia and the most valuable brand in the Indonesian healthcare market. There's a lot to be proud of!

We actively manage our portfolio and we have a deep pipeline of new products to sustain our growth.

SGH memiliki 7 *brands* yang membukukan penjualan sebesar Rp 40 miliar per *brands* dan berkontribusi memberikan manfaat sosial untuk kesehatan dan kesejahteraan masyarakat Indonesia.

Imboost berhasil mempertahankan posisinya sebagai pemimpin pasar nomor #1 produk farmasi dengan penjualan tertinggi di Indonesia dan sekaligus menjadi ekuitas merek yang termahal nilainya di pasar farmasi nasional. Sungguh prestasi yang sangat membanggakan.

SGH secara aktif mengelola portofolio produk dan terus meningkatkan bisnis dengan mempersiapkan produk-produk baru yang akan mendukung keberlangsungan pertumbuhan bisnisnya.

7 @ IDR 40Bn Brands

1. Imboost
2. Curcuma Plus
3. Diapet
4. Fitkom
5. Curcuma Group
6. Curvit
7. Asthin



makan jadi lahap
tumbuh sehat



LAXING is made from natural ingredients to help promote bowel movements and ease the digestive system



CURCUMA FCT is helping to maintain health of liver function increase appetite



Prospan unique actions of secretolytic and bronchospasmolytic in relieving productive cough is well defined in the cellular level. Making PROSPAN as one of the first natural medicine with a clear, pharmaceutical grade mode of action



OSTE FORTE is a supplement to help maintain Joint-Health, made from natural ingredients Glucosamine & Chondroitin, with Vitamin C, Manganese, Magnesium, and Zinc



ASTA-GEN is an anti-aging molecules from the highest source of antioxidants - natural astaxanthin, that protects the whole body organ



AQUA MARIS is a Nasal Spray sourced from the Adriatic Sea Water which has a higher mineral content with APF Pump technology Helps to clean the nose everyday, allergic rhinitis and post operative nasal therapy



MAGOZAI is an antioxidant from 7 natural ingredients with highest ORAC score which are beneficial to help maintain health and reduce the risk of degenerative diseases



HEZZEL FARM MULTIVITAMIN are supplement for maintaining your healthy joint, brain, eye, teeth and bone, meet essential vitamins and minerals requirement, and protect the body from viral and bacterial infection



Our Strategy

Strategi Kita

A Year of Change and Progress

Tahun Perubahan dan Perkembangan

2017 was an important year for SOHO Global Health. In line with our strategy, significant progress was made in positioning the group for accelerated profits in higher margin, growing businesses.

As we begin 2018, we remain firmly focused on improved profitability, return on investment and growth. Our strategy to achieve this encompasses two main strategic themes:

- Sustainable growth
- Professionalism

2017 adalah tahun yang penting bagi SOHO Global Health. Sejalan dengan strategi kita, perkembangan yang signifikan telah dicapai sehingga perusahaan dapat meningkatkan keuntungan dengan berfokus pada bisnis dengan marjin tinggi dan memiliki peluang pertumbuhan yang besar.

Kita memulai tahun 2018 dengan fokus yang sama yaitu peningkatan profitabilitas, pengembalian atas investasi (*return on investment*) serta pertumbuhan perusahaan. Strategi kita untuk mencapai tujuan tersebut diterjemahkan ke dalam dua tema strategis:

- Pertumbuhan yang berkesinambungan
- Profesionalisme



Nyerap Racun



Investing For Growth

Berinvestasi untuk Pertumbuhan

One of our priorities is to accelerate healthcare growth, led by our prominent brands. Our Imboost brand is stronger than ever and growing substantially. In 2016, Imboost grew at 27% and continued to grow at 29% in 2017. And yet there are untold millions of people in Indonesia and around the world who have yet to benefit from the efficacy of Imboost. Moreover, we have more brands than any of our competitors, and we're investing in their growth.

Salah satu prioritas kita adalah mempercepat pertumbuhan unit bisnis *Healthcare*, yang didorong oleh pertumbuhan merek-merek terkemuka kita. Merek Imboost menjadi lebih kuat dari sebelumnya dan bertumbuh secara substansial. Sejak 2016, Imboost bertumbuh sebesar 27% dan terus bertumbuh sebesar 29% pada tahun 2017. Namun ada jutaan orang di Indonesia dan di seluruh dunia yang belum merasakan manfaat Imboost. Selain itu, kita juga memiliki lebih banyak merek dibanding pesaing kita, dan kita terus berinvestasi untuk meningkatkan pertumbuhan merek kita.

Grow Healthcare business organically	Grow PPG and drive efficiency	Explore aggressively inorganic growth opportunities
<p>Memastikan pertumbuhan organik bisnis <i>Healthcare</i></p> <p>Regain momentum and continue to grow our valuable brands:</p> <ul style="list-style-type: none">● Protect the extraordinary growth of Imboost● Continue to grow Curcuma and Diapet● Turn around Curcuma Plus Milk and rejuvenate Fitkom <p>Meraih kembali momentum dan terus meningkatkan pertumbuhan merek-merek unggulan kita melalui:</p> <ul style="list-style-type: none">● Menjaga kestabilan pertumbuhan Imboost yang luar biasa.● Memacu pertumbuhan Curcuma dan Diapet.● Mengembalikan kejayaan CP Milk dan pembaharuan Fitkom.   	<p>Meningkatkan pertumbuhan PPG dan mendorong efisiensi</p> <p>Parit Padang Global ("PPG") given its size is critical to SOHO Global Health. Investing for PPG growth is crucial:</p> <ul style="list-style-type: none">● Grow top line● Manage expenses and drive operational efficiency through automation and process innovation● Manage working capital reduction, focus on collection of AR <p>Kontribusi Parit Padang Global ("PPG") sangat kritikal untuk SGH secara keseluruhan. Oleh karena itu berinvestasi di PPG sangatlah penting, meliputi:</p> <ul style="list-style-type: none">● Meningkatkan pertumbuhan penjualan.● Mengelola biaya dan memacu efisiensi dalam menjalankan proses operasional melalui otomatisasi dan inovasi proses.● Memastikan penurunan modal kerja dengan berfokus pada penagihan piutang. 	<p>Mengeksplorasi peluang pertumbuhan inorganik yang agresif</p> <p>We have an extensive distribution network, HCP coverage and free cash flows that allow us to explore inorganic growth via:</p> <ul style="list-style-type: none">● In-licensing:<ul style="list-style-type: none">● Medical devices● Prescription drugs● Acquisition <p>Kita memiliki jaringan distribusi yang ekstensif dan jangkauan yang luas di kalangan profesional kesehatan, dengan didukung arus kas (<i>free cash flow</i>) yang sehat yang memungkinkan kita menangkap peluang pertumbuhan inorganik melalui:</p> <ul style="list-style-type: none">● In-licensing:<ul style="list-style-type: none">● Medical Devices● Obat resep● Akuisisi 

Melancarkan BAB



Buah Senna



Lidah Buaya



Biji Adas



Our Innovation

Terobosan Kita

We are striving to capitalize on change to build our competitive advantage and deliver meaningful innovation to society at large.

Kita berusaha untuk memanfaatkan perubahan untuk membangun keunggulan yang kompetitif dan menghasilkan inovasi yang berarti bagi masyarakat luas.

SOHO Global Health understands global, regional and national issues of unmet healthcare needs, our impact on them and their impact on us, our suppliers, our business partners, and our customers. We have a responsibility to act on these challenges, but simply maximizing our impact is not enough. We must make a positive contribution across our value chain and to society.

We focus our activity in areas relevant to providing quality healthcare and expanding access. We are on a journey to find solutions and achieve tangible change. As we work to deliver meaningful innovation, three priority areas are:

- Enabling sustainable livelihoods and promoting a healthy lifestyle
- Maximizing innovation and creativity
- Leveraging collaboration and engagement

SGH memfokuskan seluruh kegiatan yang berkaitan dengan peningkatan kualitas pelayanan & perawatan kesehatan serta memperluas jangkauan. Saat ini kita sedang dalam proses menemukan solusi yang tepat dalam menciptakan perubahan yang nyata. Dalam proses menghasilkan inovasi yang bermakna, berikut adalah tiga prioritas SGH:

- Mensukseskan kehidupan berkelanjutan dan mempromosikan gaya hidup sehat
- Memaksimalkan inovasi dan kreativitas
- Memanfaatkan kolaborasi dan keterlibatan

We will follow three priority pathways to deliver on our priorities:

Berikut adalah tiga area inovasi untuk mewujudkan target prioritas SGH:



Scientific Innovation:

Build on our leading innovation and collaborate to reach the next level of scientific excellence

Membangun inovasi dan berkolaborasi untuk meningkatkan keunggulan ilmiah kita



Process Innovation:

Raise the bar to ensure we apply new technologies helping the organization to remain competitive and meet customer demands

Meningkatkan standar untuk memastikan SGH telah menerapkan teknologi yang memacu organisasi tetap kompetitif dan dapat memenuhi permintaan pelanggan



Marketing Innovation:

Understand customers better and deliver what is meaningful to them

Memahami pelanggan dengan lebih baik dan memberikan hal yang berarti bagi mereka



Scientific Innovation

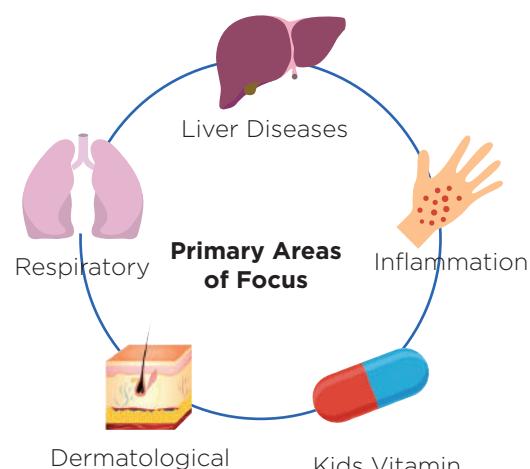
Inovasi Ilmiah

SOHO Global Health's primary areas of focus currently include inflammation and respiratory diseases, liver diseases, dermatological treatment, and kids vitamin.

We seek to add to our existing portfolio of products through our internal discovery. We have several key projects in our internal pipeline coming to the market in the next 5 years.

Area Terapi yang menjadi fokus utama SOHO Global Health saat ini adalah inflamasi dan penyakit pernapasan, penyakit hati, perawatan dermatologis, dan multivitamin anak.

SGH berupaya untuk menambah portofolio produk melalui penemuaninternal. Dari hasil penemuan tersebut saat ini SGH telah memiliki beberapa proyek pengembangan produk baru selama lima tahun kedepan.



SOHO Center of Excellence in Herbal Research (SCEHR)

SGH has established the SOHO Center of Excellence in Herbal Research (SCEHR) which has focus on Temulawak (*Curcuma xanthorrhiza* Roxb.) research and cultivation. The plantation and research facility located on Cihanjawar village, Nagrak, Sukabumi was inaugurated on August 2015. Since then several research projects have made to identify significant progress promising in NPD targets.

While we are encouraged by our internal pipeline programs, our 70-year history has taught us that innovation comes from many sources and we will continue to pursue several significant research collaboration opportunities that complement our science, fit with our culture and have the potential to make a big difference for patients.



SGH telah mendirikan SOHO Centre of Excellence in Herbal Research (SCEHR) yang fokus pada penelitian dan budidaya Temulawak (*Curcuma xanthorrhiza* Roxb.). Fasilitas perkebunan dan penelitian yang berlokasi di desa Cihanjawar, Nagrak, Sukabumi telah diresmikan pada Agustus 2015. Sejak saat itu, berbagai projek penelitian telah dilakukan untuk mengidentifikasi kemajuan signifikan dari target NPD yang menjanjikan.

Meskipun telah didukung dengan portofolio produk baru yang menjanjikan, pengalaman kita selama 70 tahun telah mengajarkan bahwa inovasi dapat berasal dari banyak sumber dan kita akan terus mencari peluang kolaborasi penelitian yang signifikan yang dapat memperluas pengetahuan kita, hal ini sesuai dengan budaya SGH dan meningkatkan potensi kita untuk menciptakan hal yang berdampak bagi pasien.

COLLABORATIONS

Kolaborasi

To remain at the forefront of innovation, SGH collaborates with experts who share the goals of advancing patient care. As part of our business strategy, we establish collaborations with other companies, governments, universities and medical research institutions to assist in the clinical development and/or commercialization of certain products and to provide support for our research programs. SGH also evaluates opportunities for in-licensing of acquisition of products and technologies that are complimentary to the company's portfolio.

Untuk tetap berada kesehatan bagi garis depan inovasi, SGH berkolaborasi dengan para ahli yang memiliki tujuan yang sama dalam meningkatkan kualitas perawatan pasien. Sebagai bagian dari strategi bisnis kita, SGH membangun kolaborasi dengan beberapa perusahaan, pemerintah, universitas dan lembaga penelitian medis untuk membantu dalam pengembangan studi klinis dan/atau komersialisasi produk tertentu serta memberikan dukungan untuk program penelitian kita. SGH juga mengevaluasi peluang untuk mendapatkan *in-licensing* atau mengakuisisi produk dan teknologi yang dapat melengkapi portofolio perusahaan.

Implementing the concept of Seed to Patient, SOHO Global Health collaborates with various actors in the ABGC (Academic, Business, Government, Community) Linkage. To name a few, our partners for these open innovation concept are:

- **Academic partners:** several universities and medical research institutions such as IPB, UGM, ITB, UNSW in Sydney, Australia
- **Business partners:** several business partners such as SFI in Australia; and also domestic and foreign suppliers
- **Government partners:** BPPT, BadanPOM, Balitetro
- **Community partners:** local farmers coordinated by Gapoktan Kemuning Sukabumi.

Menerapkan konsep *Seed to Patient*, SOHO Global Health berkolaborasi dengan berbagai elemen dalam ABGC (*Academic, Business, Government, Community*) Linkage. Berikut adalah beberapa nama, mitra kami untuk konsep inovasi terbuka ini:

- **Academic Partners:** beberapa universitas dan lembaga penelitian medis seperti IPB, UGM, ITB, UNSW di Sydney, Australia
- **Business Partners:** beberapa mitra bisnis seperti SFI di Australia; dan juga pemasok dalam dan luar negeri
- **Government Partners:** BPPT, Badan POM, Balitetro
- **Community Partners:** petani lokal yang dikoordinasi oleh Gapoktan Kemuning Sukabumi.





Process Innovation

Inovasi Proses

Many people assume that inventing new products or discovering new chemical entities is the only way to innovate in the healthcare industry.

While one of the purposes of innovation is “simply” to create business value, the value itself can take many different forms: from efficiency improvements that lead to cost reductions; to new methods/techniques to improve processes in the whole value chain.

Banyak orang beranggapan bahwa menemukan produk baru atau menemukan zat aktif kimia baru adalah satu-satunya cara untuk berinovasi dalam industri kesehatan.

Sementara tujuan dari inovasi itu sendiri adalah “sederhananya” untuk menciptakan nilai bisnis, nilai itu sendiri dapat diwujudkan dalam berbagai hal seperti: Menigkatkan efisiensi yang dapat menurunkan biaya operasional, menemukan metode/teknik baru untuk meningkatkan proses di seluruh proses bisnis.

Seed to Patient Concept



Understanding that health is the greatest gift anyone could ask for, we focus on prevention and promotion of a healthy lifestyle as the key tools to achieve better quality of life. Delivering on this promise, we implement the Seed to Patient concept for our Curcuma based products, in which the Group controls the entire process from seeding, growing, harvesting, extracting, and manufacturing all the way up to delivery to customers/patients. We take great care in maintaining and developing each part of the value chain, starting from where we obtain our high quality raw materials: the plantation.

Memahami bahwa kesehatan adalah anugerah terbesar yang dapat dimiliki oleh siapa pun, SGH fokus pada tindakan pencegahan dan terus menggalakkan gaya hidup sehat sebagai kunci utama untuk mencapai kualitas hidup yang lebih baik. Sebagai perwujudan dari komitmen ini, SGH menerapkan konsep *Seed to Patient* untuk produk Curcuma kita, di mana Grup mengedalikan seluruh rangkaian proses kreasi nilai dimulai dari pembibitan, penanaman, pembudidayaan, panen, ekstraksi, dan produksi hingga pengiriman ke konsumen/pasien. Kita sungguh-sungguh memperhatikan dan mengelola setiap bagian dari rantai nilai, dimulai dari pasokan bahan baku yang berkualitas tinggi, yaitu perkebunan Curcuma.

Seed to Patient Concept

METHOD



CONSISTENT RAW MATERIALS

- Step 1: Plant selection and propagation
- Step 2: Cultivation
- Step 3: Harvesting, drying and processing

- ✓ GAP (Good Agricultural Practice) and GHP (Good Handling Practice)
- ✓ Clear origin nature of plants
- ✓ Selection of the exact species of plants
- ✓ Standardisation of propagation, cultivation and harvesting
- ✓ Raw materials with a consistent phytochemical profile



CONSISTENT EXTRACTION & MANUFACTURE OF FINISHED PRODUCT

- Step 4: Extraction and manufacture
- Step 5: Packaging, storage and transportation

- ✓ Ensure product consistency from one batch to the next (batch consistency achieved)
- ✓ Strict controls based on cGMP applied to manufacturing processes including solvents used and extraction methods, through to packaging, storage and transportation of finished goods



RESEARCH AND CLINICAL STUDIES

- Step 6: Research and clinical studies on exact product

- ✓ Substantiate safety and efficacy of finished products.
- ✓ Clinical study results are validated by publication in respected peer-reviewed scientific journals.
- ✓ Clinical outcomes are only relevant to the specific product that has been trialled and should not be used to support different products



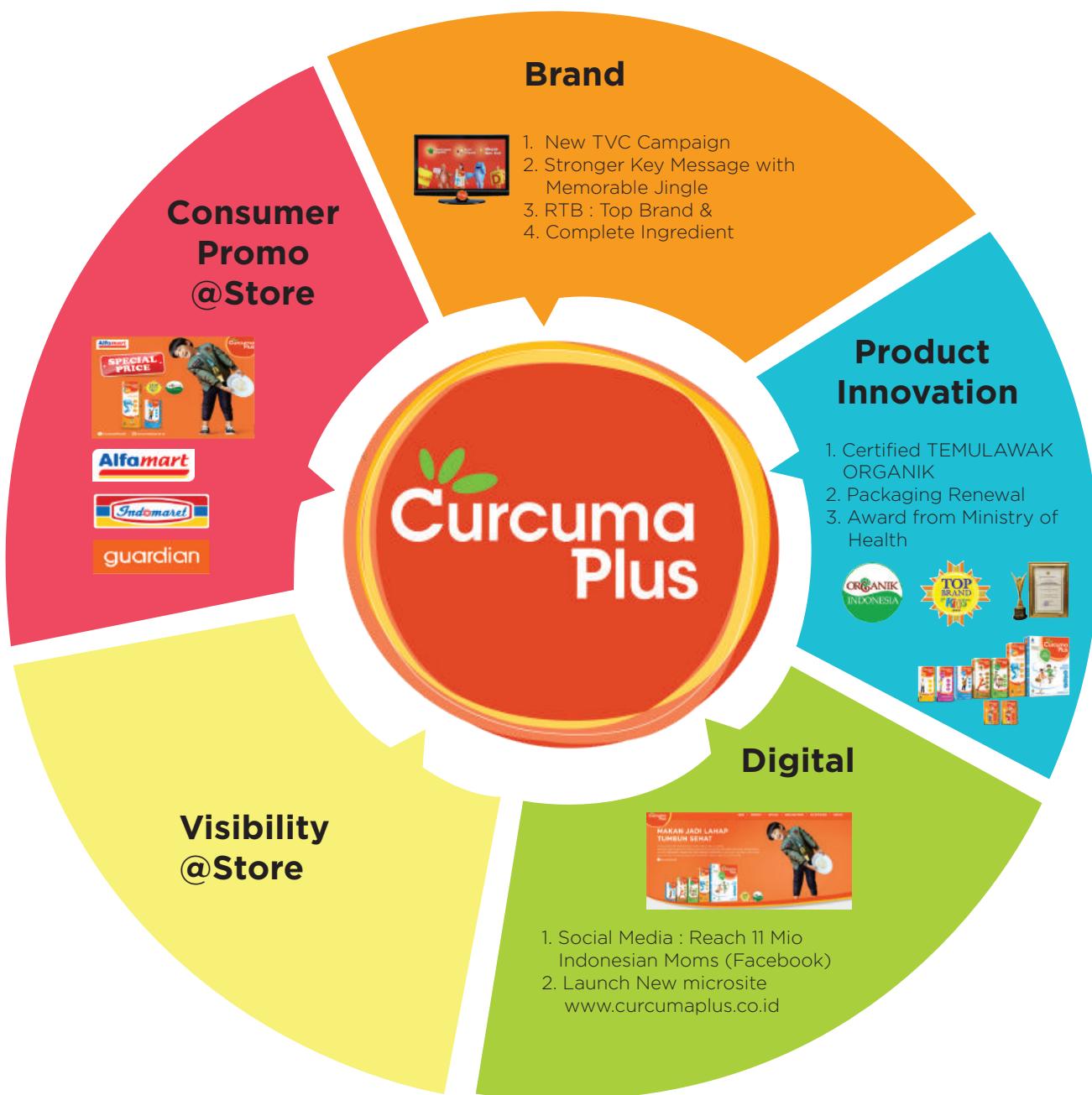
Marketing Innovation

Inovasi Pemasaran

As the pioneer in the use of curcuma as a key ingredient in kids multivitamins, we want to make sure our products remain relevant to Indonesian consumers and we conduct systematic focus group programs with our customers who give us valuable feedback and help to generate new ideas. As a result of customers' feedback in 2017 we implemented the Curcuma Plus 360° integrated relaunch campaign.

Sebagai pelopor pemanfaatan Curcuma untuk bahan dasar multivitamin anak, kita perlu memastikan produk kita relevan bagi konsumen Indonesia dan kita menyelenggarakan *focus group* program yang sistematis dengan konsumen kita yang memberikan masukan dan ide baru. Salah satu dampak langsung dari masukan pelanggan di tahun 2017 kita mengimplementasikan *Curcuma Plus 360° Integrated Relaunch Campaign*.

Curcuma Plus 360° Integrated Relaunch Campaign



Our Operations

Fasilitas Operasional Kita

SGH's three primary operating segments consist of Supply & Operations, Sales & Marketing and Distribution.



Supply & Operations

Overview

- SGH manufacturing operations are focused primarily on non-sterile oral pharmaceutical products and OTC products
- Manufacturing operations are carried out on a site with an area of about 22,000 sq.m

Certificate and Recognition

Key BPOM Approvals

Non Beta lactam Antibiotics & Non-antibiotics	Traditional Medicine	Cosmetic
---	----------------------	----------

- | | | |
|---------------------------|------------------|----------|
| 1. Oral powder | 1. Tablet | 1. Cream |
| 2. Tablet & coated tablet | 2. Coated tablet | 2. Gel |
| 3. Hard capsule | 3. Capsule | |
| 4. Oral liquid | 4. Oral powder | |
| 5. Semi solid | 5. Oral liquid | |
| 6. Effervescent tablet | | |
| 7. Effervescent powder | | |

Licensing of Food Industry

- ISO 9001:2015
- Proper : Blue rank
- HALAL Certificate : Product Group of Curcuma Plus Milk, Dianeral Milk & Dianeral sweetener
- Organic Farming Certificate from Inofice for Dried Java - Tumeric

Capabilities

Solvent Extraction Capabilities :

- Capabilities include solvent extraction of raw botanicals (leaves, roots, etc.) into active raw materials
- Raw material extracts are then blended with excipients before being filled into capsules and packaged into finished goods

SOHO Global Research :

SCEHR (SOHO Center of Excellence in Herbal Research)

Manufacturing Capabilities :

- Liquid dosage forms: Syrups, suspensions and emulsions
- Semi-solid dosage forms: creams and ointments
- Solid dosage forms include:
 - Tablets
 - Film-coated and sugar-coated tablets
 - Capsules
 - Effervescent tablets and
 - Powders

Output

Volume: 800+ million (dosage unit)



Sales & Marketing

Overview

- Natural medicine OTC and distinctive natural based OTx and consumer health products
- Leading in immunomodulator, kids multivitamin and diarrhea category



Distribution

- Distributing products with 60 years long track record for Principals: Ethical, OTC/Consumer and Medical devices/equipments
- Distribution network covers over 90% of Indonesia's major cities

Certificate and Recognition

- Sales Practice adherence to Code of Conduct (CoC) and Anti-Bribery and Anti-Corruption (ABAC)

- GSDP Certificate from société Générale de Surveillance
- ISO 9001:2008

Capabilities

HCP Network

- Well established across major therapeutics
- Wide coverage of medical doctors across Indonesia (about 90% of target medical doctors covered)

IT Enablement

- SFMS (Sales Force Management System) - Web version & iPad version

of fleet

600 vehicles

Warehouse

- 1 distribution center (Central Warehouse)
- 2-8°C for cold chain storage
- Manage in excess of 15,000 pallets in our Central Warehouse and 17,000 pallet within all our distribution branches nationwide

Distribution Network

- 52 distribution points (branches, sales offices and sub-distributors)

IT Enablement

- Robust IT system using SAP ERP with WMS (Warehouse Management System) as the main backbone
- iMAP (Intelligent Mobile Automation Platform) from IVY: Automation for ordering purposes
- Web Sales PIP (Principal Information Portal) : Centralized database management dashboard with daily information update

Output

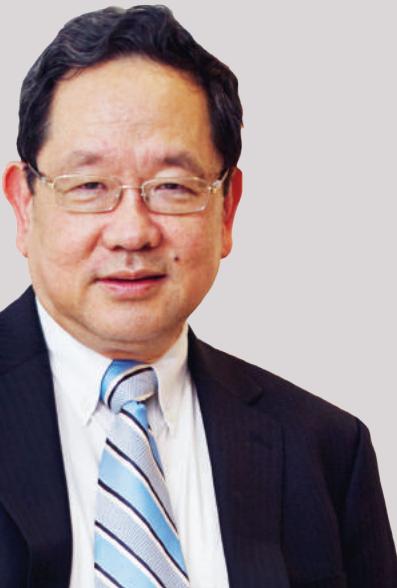
Market Share:

- Imboost: #1 selling pharmaceutical product in Indonesia
- Kids multivitamin: SGH leads this category with 36% market share

Channel coverage over 41,000 outlets

Board Of Commissioners Profile

Profil Komisaris



Eng Liang Tan

President Commissioner, SGH since 1997

Since taking over as President Commissioner in 1997, Eng Liang has grown SOHO Global Health's turnover more than 20-fold.

Won the Entrepreneur of the Year Award 2010 in the Health Product Innovation category organized by Ernst & Young.

Eng Liang Tan received Postgraduate Master Degree in Management from the University of Bradford, England and German degree as Diplom Physiker (equivalent to MSc) in Physics (specializing in Nuclear Physics) from the University of Bochum, Germany.



Abrar Mir

Commissioner, SGH since 2015; Co-founder and Managing Partner, Quadria Capital.

Abrar is actively involved in managing Quadria Capital and serves on the fund's Investment Committee. Abrar currently serves on the boards of Medica Synergie, SOHO Global Health, Medisia Investment Holdings and Orilus Investments.

Prior to founding Quadria Capital, Abrar was Global Head of Healthcare at Religare Capital Markets. Before that he was a Managing Director at Bank of America Merrill Lynch in London.

Abrar received an M.Phil in International Law from the University of Cambridge and is fluent in five languages.

Executive Team Profile

Profil Executive Team



Rogelio C. La O' Jr
President Director, SGH

Past experience includes working as Regional Director of SE Asia at Smile Train, Regional Director for ASEAN and Greater China at Pfizer Consumer Healthcare, Regional Director at Pfizer Pharmaceuticals

Master in Business Management from AIM Manila and BSc in Commerce



Piero Brambati
SEVP, Finance, Business Development,
Business Technology & Procurement

Past experience includes healthcare coverage for \$2B long-short global hedge fund, management consulting at The Boston Consulting Group, project management at GSK and Nestle

MBA from London Business School and MSc in Mechanical Engineering



Ludovic Toulemonde
SEVP, Healthcare Business Unit

Previously GM at Mead Johnson Nutrition Indonesia and several GM positions at Nestlé

Advanced Management Program (AMP) from INSEAD Singapore, MBA degree from ESC Lille, France.



Yuliana Tjhai
SEVP, Legal, Compliance, Internal Audit,
Corporate Secretary, & Human Resources

Past experience includes working as a Partner at Bahar & Partners, a leading law firm based in Jakarta

Law degree from University of Indonesia and Master Degree in International Commercial Law from University of Nottingham

Executive Team Profile

Profil Executive Team



Kalista Utama

VP, Manufacturing

Past experience includes working at Kalbe Group in manufacturing management roles

Pharmacist from University of Gadjah Mada, Indonesia and Executive Certificate in Business from Monash University, Australia



DR. Raphael Aswin

VP, R&D, Regulatory & Medical Affairs

Past experience includes working at Kalbe Group, and several multinational companies in R&D management roles

Doctor of Pharmaceutical Technology majoring in Nano Emulsion Technology & Drug Delivery System (DDS) from ITB and Master of Science (Msi) majoring in Natural resources(biochemistry) from University of Indonesia (UI)



Catharina S. Librawati

VP, Alliance

Previously Country Market Access Director for Sanofi-Aventis Pharma

Past experience includes working at Pfizer Indonesia, Novartis Biochemie and Sandoz Biochemie Indonesia

Sydney Strategic Leadership Program from Macquarie University Sydney, Australia and Bachelor degree from IPB Bogor, Indonesia.

Edwin Vega
VP, Distribution Sales & Marketing

Past experience includes working as Regional ASEAN Director for Soho Flordis International, Country Manager at Kalbe Group, and Regional manager Middle East/Africa at Astra International

Marketing Management degree, IBII University and Executive Certificate in Business from Monash University, Australia



Pandy Harianto
VP, Distribution Operations

Past experience in Supply chain management, Strategic management & Business improvement at Fuji Xerox Singapore, Amos Int. Singapore

MBA from IBII and Executive Certificate in Business from Monash University, Australia



Teguh Purwanto
VP, Medical Devices Sales & Marketing

Past experience includes working as Director for PT Kencana Pilar Mandiri, Sales Director (Imaging System) at Philips Indonesia

MBA degree from PPM School of Management, Jakarta and Bachelor in Chemistry from ITB, Bandung, Indonesia





**Sedia Diapet,
Diare Mampet!**



Corporate Responsibility

Corporate Responsibility

40 | SGH's Employees and Environmental Work
Karyawan dan Lingkungan Kerja di SGH

We do care

We operate in the area of healthcare and every day we go to work to help save people's lives. We are striving to solve the health problems of millions of Indonesians who often lack access to quality healthcare. We always act with unyielding integrity and putting our customers and our patients at the center of what we do.

SGH's Employees and Environmental Work

Karyawan dan Lingkungan Kerja di SGH

Our healthcare solutions touch the lives of millions of people in Indonesia, create direct employment for 2500+ people and indirect employment for hundreds of others, have a positive impact on communities and generate significant economic benefits.

Solusi kesehatan kita menyentuh kehidupan jutaan manusia di Indonesia, menciptakan lapangan kerja bagi 2500+ karyawan SGH secara langsung dan secara tidak langsung bagi ratusan lainnya, menciptakan dampak positif bagi komunitas dan kesejahteraan ekonomi yang signifikan.

As a responsible part of the worldwide community we are working on initiatives to fully implement our Environmental, Social and Governance ("ESG") Management System, an integrated system to manage environmental as well as social and governance aspects. The system also manages risks from our operational activities: the plantation, our manufacturing and distribution network, as well as from third parties providing products and services to our company (e.g. contractors, suppliers, consultants). The ESG Management System complies with the International Finance Corporation ("IFC") Performance Standards, Environmental Health Safety Guidelines ("EHSG") and all applicable rules and regulations in Indonesia.

Sebagai bagian dari komunitas dunia kita terus berupaya mengimplementasikan *Environmental, Social and Governance ("ESG") Management System*, sebuah sistem terintegrasi untuk mengelola aspek lingkungan mencakup aspek sosial dan tata kelola perusahaan. Sistem ini juga mengelola dampak dan risiko dari aktivitas operasional: mulai dari perkebunan, pabrik, dan aktivitas distribusi, hingga pihak ketiga penyedia produk dan/atau jasa bagi perusahaan (seperti kontraktor, pemasok, konsultan). Sistem manajemen ini mengacu pada standar kinerja *International Finance Corporation ("IFC")*, *Environmental Health Safety Guidelines ("EHSG")*, dan seluruh regulasi terkait yang berlaku di Indonesia.

Customers Pelanggan

We operate in the area of healthcare and every day we go to work to help save people's lives. We are striving to solve the health problems of millions of Indonesians who often lack access to quality healthcare. We always act with unyielding integrity and putting our customers and our patients at the center of what we do.

As the pioneer in natural herbal-based medicine, SGH is aiming at ensuring the highest quality of its natural-based products. It's our commitment to improve the health of Indonesians by harnessing Indonesia's natural wealth and indigenous plants. Delivering on this promise, we implement the Seed to Patient concept for our Curcuma based products, in which the Group controls the entire process from seeding, growing, harvesting, extracting, and manufacturing all the way up to delivery to customers/patients. We closely engage with our customers, our principals and all our business partners to offer innovative products and services. Understand that health is the greatest gift anyone could ask for, we focus on prevention and promote a healthy lifestyle as the key tool to achieve better quality of life.

Organisasi kita bergerak di bidang pelayanan kesehatan dan setiap hari kita berangkat kerja untuk menyelamatkan nyawa jutaan orang. Kita berusaha mengatasi masalah kesehatan jutaan orang Indonesia yang seringkali kekurangan akses terhadap perawatan kesehatan berkualitas. Kita selalu bertindak dengan integritas yang teguh dan menempatkan pelanggan dan pasien di pusat segala hal yang kita lakukan.

Sebagai pionir penyedia obat-obatan berbasis herbal, SGH berupaya keras menjamin standar kualitas tertinggi atas produk natural yang diproduksinya. Adalah komitmen SGH untuk meningkatkan kesehatan masyarakat Indonesia melalui upaya mengembangkan potensi alam Indonesia. Sebagai perwujudan dari komitmen ini, kita menerapkan konsep *Seed to Patient* untuk produk Curcuma kita, dimana Grup mengendalikan seluruh rangkaian proses kreasi nilai dari pembibitan, penanaman, pembudidayaan, panen, ekstraksi, dan produksi hingga pengiriman ke konsumen/pasien. Kita membangun hubungan erat dengan para pelanggan, prinsipal, dan semua mitra bisnis untuk dapat menawarkan produk dan layanan yang inovatif. Memahami bahwa kesehatan adalah anugerah terbesar yang dapat dimiliki oleh siapa pun, SGH fokus pada pencegahan (*prevention*) dan terus menggalakkan gaya hidup sehat sebagai kunci utama untuk mencapai kualitas hidup yang lebih baik.



Corporate Social Responsibility (CSR) activities conducted by SOHO Global Health (SGH) are focusing on key public health concerns. In general, our CSR programs can be classified into two types of activities: activities related to public health and product donations.

In line with the Company's mission, as part of CSR activities related to public health, we regularly sponsor free medical treatment in several areas of Indonesia with a particular focus on the communities surrounding our operations such as Jakarta, Sukabumi, Bandung, Medan and Yogyakarta.

Moreover, SGH provides product support for health related charity organizations including the Cancer Foundation, Public Health Center (Pusat Kesehatan Masyarakat/“Puskesmas”), and Orphanages in Greater Jakarta. In addition SGH also donated books to kindergarten students via the “Share The Book” program.

We work closely with the Bogor Institute of Agriculture (IPB), an educational institution which focuses on Agricultural Research, and with the Nagrak Organic SRI Center (NOSC), an agricultural practices support, to provide agricultural training to the plasma Temulawak farmers in Nagrak Village, Cibadak-Sukabumi. Technical Good Agricultural Practices (GAP) training was provided to cultivate, harvest and post harvest temulawak and on how to transform organic waste from plantation/household into organic fertilizer.

Aktivitas *Corporate Social Responsibility (CSR)* yang dikelola SOHO Global Health (SGH) difokuskan pada area kesehatan publik. Secara umum, program CSR kita dapat diklasifikasikan menjadi dua tipe aktivitas: aktivitas terkait dengan penyelenggaraan kesehatan publik dan donasi produk.

Selaras dengan tujuan perusahaan, aktivitas CSR terkait dengan kesehatan publik dilakukan dengan menggelar pengobatan gratis secara berkala di beberapa area di Indonesia dengan fokus utama bagi komunitas di sekitar area operasi perusahaan seperti di Jakarta, Sukabumi, Bandung, Medan dan Yogyakarta.

SGH juga mendonasikan produk untuk mendukung acara kesehatan yang digelar beberapa badan amal diantaranya Yayasan Kanker, Pusat Kesehatan Masyarakat (Puskesmas), dan panti asuhan di Jabotabek. Disamping itu SGH juga mendonasikan buku untuk murid Taman Kanak Kanak (TK) melalui program “Share The Book”.

Kita juga menjalin hubungan kerja sama dengan Institut Pertanian Bogor (IPB), institusi pendidikan yang berfokus pada riset di bidang pertanian dan *Nagrak Organic SRI Center (NOSC)*, lembaga ahli pertanian, untuk menyediakan pelatihan teknis bagi petani plasma Temulawak di sekitar lokasi perkebunan di Nagrak, Cibadak-Sukabumi. *Technical Good Agricultural Practices (GAP)* training diselenggarakan untuk membekali petani dengan keahlian budidaya temulawak, panen, dan pasca-panen serta teknik pengolahan limbah organik menjadi pupuk alami.

Free Medical Treatments



Community Development for Local Farmers



SGH's Employees and Environmental Work

Karyawan dan Lingkungan Kerja di SGH

People

Karyawan

We value high performance. This is why we are investing in our people to learn, grow and to have a successful career with SGH. One thing that will not change is our proven strength of picking great people and developing them to become great leaders. The SGH Management Trainee Program, as well as an active internal job posting system facilitating promotions and rotations to fill vacant positions, showcase our commitment to nurture future leaders.

We value diversity. At SGH we believe diversity creates excellence – more diverse teams mean a wider range of opinions, leading to better and more robust results. We employ professionals of all ages, backgrounds and disciplines with expertise not only in health and science related capabilities, but also HR specialists, finance experts, legal counsels, IT professionals, support staff and others. It is essential that we reach out for the best talent so that we can take the best possible decisions, and our diversity is central in this.

During 2017 we hired 500+ new employees (including replacements) in the entire organization amidst significant economic uncertainty all over the country. Among the 2500+ people that we employ, 800+ are women; and among our 50 people at senior managerial level, 30% are women a significant portion that demonstrates how we recognize the value of diversity.

Kami menghargai kinerja tinggi. Inilah alasan mengapa kita berinvestasi untuk pengembangan karyawan sehingga karyawan dapat belajar, tumbuh, dan membangun karir yang produktif bersama SGH. Satu hal yang tidak pernah berubah adalah komitmen dan sekaligus keunggulan kita dalam memilih karyawan yang bertalenta dan mengembangkan mereka menjadi pemimpin yang handal. *The SGH Management Trainee Program*, serta sistem *job posting internal* yang terus aktif dalam memfasilitasi promosi dan rotasi karyawan untuk mengisi kekosongan lowongan pekerjaan, telah membuktikan komitmen kita untuk menumbuhkan pemimpin-pemimpin masa depan.

Kami menghargai keragaman. Di SGH kami menyakini bahwa keragaman dapat menciptakan keunggulan - tim yang lebih beragam berarti lebih banyak pendapat, yang mengarah ke hasil yang lebih baik dan lebih tepat. Kami mempekerjakan para profesional dari segala usia, latar belakang, dan pelbagai disiplin ilmu/keahlian tidak hanya dalam bidang yang terkait dengan kesehatan dan sains, tetapi juga spesialis SDM, ahli keuangan, penasihat hukum, profesional IT, staf pendukung, dan lain-lain. Adalah penting bagi SGH bahwa kita mencari bakat terbaik sehingga kita dapat mengambil keputusan sebaik mungkin, dan keragaman sangat penting dalam hal ini.

Sepanjang tahun 2017 kita merekrut 500+ karyawan baru (termasuk penggantian) di tengah kondisi ekonomi nasional yang tidak menentu. Dari keseluruhan 2500+ karyawan yang kita pekerjakan, 800+ diantaranya adalah perempuan; dan dari 50 orang yang menduduki posisi senior manajer, 30% adalah perempuan - porsi yang signifikan dari keseluruhan karyawan yang sekaligus menandakan komitmen kita atas keberagaman.

Care for Planet

Kepedulian Pada Lingkungan (Planet)

Our manufacturing facility has a dedicated wastewater treatment plant that is operating well within capacity and complies with local regulations. An adequate control on the storage, handling, and disposal of hazardous materials used in the production process is in place and complies with all relevant regulations. In addition we are starting to implement procedures for reducing and recycling general waste; also focusing our resource efficiency initiatives on converting material replacement from solvent based to water based.

Fasilitas manufaktur telah dilengkapi dengan Instalasi Pengolahan Air Limbah (IPAL) yang beroperasi dengan baik sesuai kapasitas dan sesuai dengan regulasi lokal. Kontrol yang memadai pada penyimpanan, penanganan, dan pembuangan limbah material berbahaya yang digunakan pada proses produksi telah diterapkan secara efektif dan sesuai dengan seluruh regulasi terkait. Lebih lanjut, kita mulai mengimplementasikan prosedur untuk mengurangi dan mendaur ulang limbah umum; serta memfokuskan proyek pengefisiensian sumber daya untuk mengkonversi material dari bahan pelarut (*solvent based*) menjadi bahan cair (*water based*).

ASTHIN®

The most powerful natural antioxidant

1. CO₂ Emission Energy

Carbon dioxide (CO_2) is the primary greenhouse gas emitted through human activities.

The main human activity that emits CO₂ is the combustion of fossil fuels (coal, natural gas, and oil) for energy and transportation, although certain industrial processes and land-use changes also emit CO₂.

Significant CO₂ reduction was generated from various saving initiatives during 2015 -17 in our sites, ranging from reducing energy usage (such as electricity, fuel, gas, and water consumption) to improving systems and avoiding leakages. However, the usage of fuel was increased due to electricity black out and others measurement activities that need to run the diesel engine.

2. Hazardous Waste

Hazardous waste may be the result of production activities, and expired medicines. Actual production output 2017 decreased 9% in volumes compared to 2016. In line with that, hazardous waste was also decreased by 8%. However, last year activities also included finished Goods inventory clean up in the distribution channel.

3. VOC Emission

Volatile organic compounds (VOCs) are organic chemicals that have a high vapor pressure at ordinary room temperature. Their high vapor pressure results from a low boiling point, which causes large numbers of molecules to evaporate or sublimate from the liquid or solid form of the compound and enter the surrounding air, a trait known as volatility.

Main activities of VOC reduction during 2015-17 involved production material replacement from solvent based to water based; we expect this initiative to be 100% completed by 2021.

1. Emisi CO₂

Karbon dioksida (CO_2) adalah gas rumah kaca utama yang dihasilkan melalui kegiatan manusia. Aktivitas manusia utama yang mengeluarkan CO_2 adalah pembakaran bahan bakar fosil (batubara, gas alam, dan minyak bumi) untuk energi dan transportasi, walaupun beberapa proses industri dan perubahan penggunaan lahan juga memancarkan CO_2 .

Pengurangan CO₂ yang signifikan dihasilkan dari berbagai inisiatif penghematan selama 2015-17 di lokasi pabrik kita, mulai dari pengurangan penggunaan energi (seperti listrik, bahan bakar, gas, dan konsumsi air) melalui perbaikan sistem dan menghindari kebocoran. Namun, penggunaan bahan bakar meningkat di tahun ini dikarenakan adanya pemadaman listrik dan aktivitas lainnya yang perlu menyalakan mesin diesel.

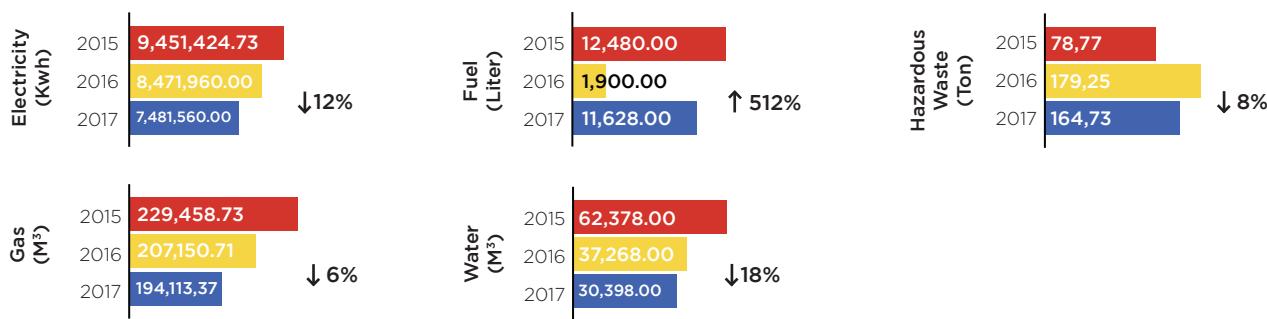
2. Bahan Berbahaya dan Beracun

Bahan berbahaya dan beracun yang berasal dari kegiatan sisa produksi dan obat kadaluarsa. Volume hasil produksi tahun 2017 menurun sebesar 9% dibanding tahun 2016. Sejalan dengan itu volume bahan berbahaya dan beracun yang dihasilkan pun menurun sebesar 8%. Namun aktivitas tahun lalu hasil dari pembersihan persediaan barang jadi di saluran distribusi.

3. Emisi VOC

Senyawa organik *volatile* merupakan bahan kimia organik yang memiliki tekanan uap yang tinggi pada suhu kamar. Hasil tekanan uap yang tinggi dari titik didih rendah yang menyebabkan sejumlah besar molekul menguap atau sublimasi dari cair atau padat dan memasuki udara di sekitarnya, suatu sifat yang dikenal dengan volatilitas.

Sejumlah inisiatif untuk mengurangi emisi VOC telah dilakukan sepanjang tahun 2015-17 diantaranya konversi material dari bahan pelarut (*solvent based*) menjadi bahan cair (*water based*); kita berharap inisiatif ini 100% selesai pada tahun 2021.



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