



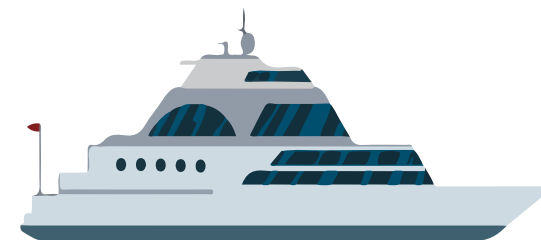
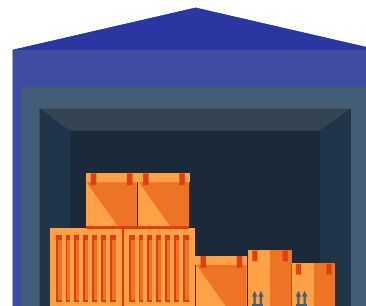
**KADMAR**

**G R O U P**



*The Strength of the Family*

*Since 1983*



# Glossary of Terms



**BIMCO**



The Baltic and International Maritime Council



EGYPTIAN GLOBAL LOGISTICS



Egyptian Global Logistics Company



Fédération Internationale des Associations  
de Transitaires et Assimilés  
International Federation of Freight  
Forwarders Associations



International Air Transport Association



Egyptian International Freight Forwarding  
Association



**KADMAR**  
G R O U P



**KADMAR** was established in 1983  
by **Admiral M. Hatim El Kady**

# Kadmar Group Timeline





# El Kady Family Share Holders





## Admiral Mahmoud Hatim El Kady

- Founder, and Chairman of KADMAR Group
- **Chairman of the Arab Federation of Chambers of Shipping.**
- **Alexandria Port Authority board member.**

### Current posts held:

- **Chairman of the Arab Federation of Chambers of Shipping.**
- **Alexandria Port Authority board member.**



# KADMAR

G R O U P



## Mrs. Nashwa El Kady

- Vice Chairman of KADMAR Group
- Member of the National Council for Women
- Experience in the field of tourism, shipping, management and business administration



## Eng. Medhat El Kady

- Vice Chairman of KADMAR Group
- Chairman of Egyptian International Freight Forwarding Association (EIFFA).
- Treasurer & member of Board Alexandria Business Association (ABA).
- Board member Egyptian Koreans business council – Egypt Saudi Business Council



## Mrs. Hala El Kady

- Vice Chairman of KADMAR Group
- Experience in the field of tourism, management and business administration



# 4 Core Business Areas



- Full Ship agency
- Suez Canal Services
- Marine Services
- Cruise for passengers



- Contract logistics
- Project Cargo handling
- Multimodal Transport
- supply chain management



- Heavy lift transporter
- Oil & Gas
- Civil construction engineer



- Complete Solutions for the widest array of travel services



Weight of the Business as % of Total Sales



 Kadmar Shipping Co.  Egyptian Global Logistics  Kadmar Travel



# Kadmar Group Map

MEDITERRANEAN SEA

## KEYS NUMBERS

- BRANCHES -



15 branches

- DEPOTS -



70,000 m<sup>2</sup>  
6 Locations

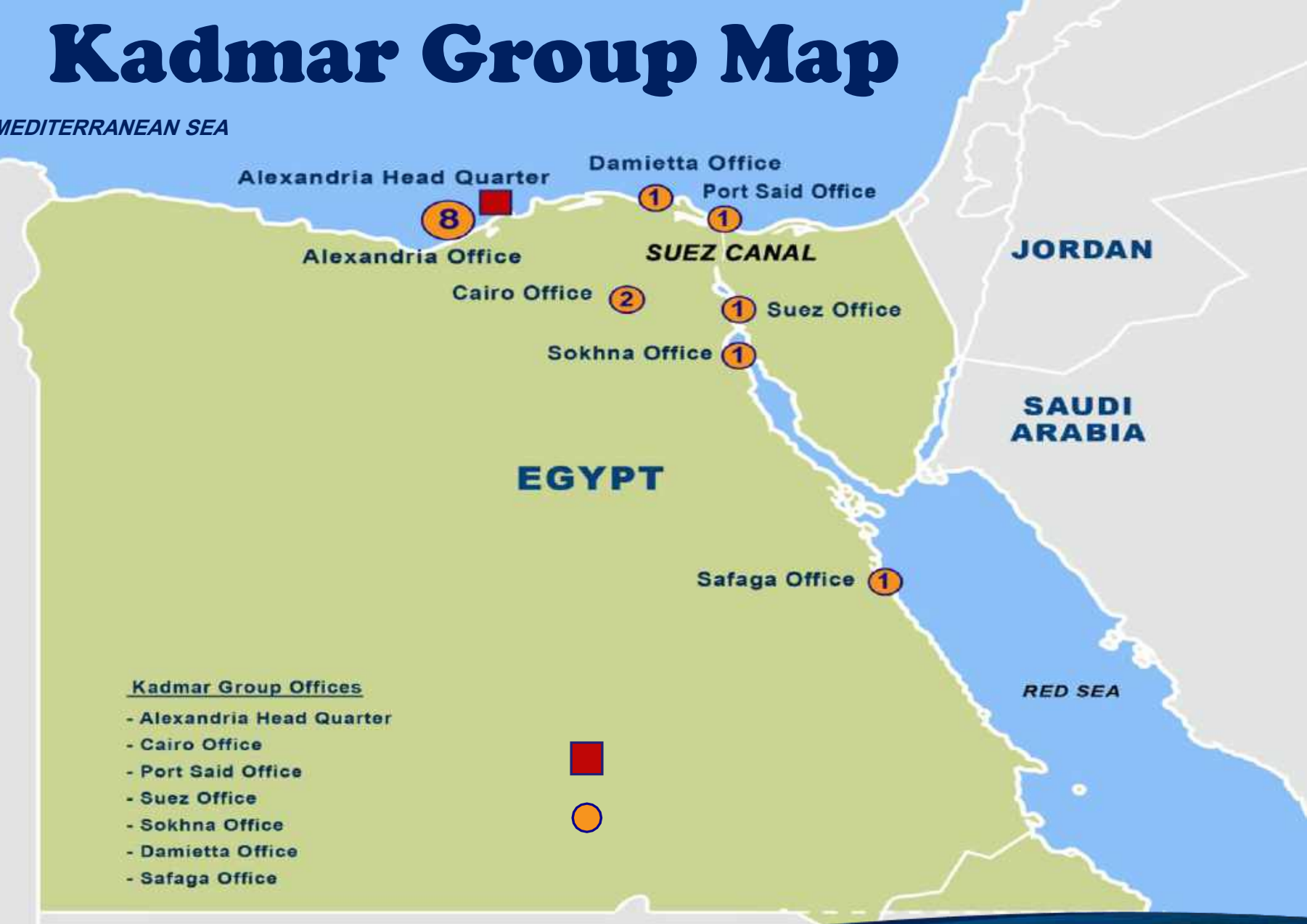
- WAREHOUSES -



5,000 m<sup>2</sup>

### Kadmar Group Offices

- Alexandria Head Quarter
- Cairo Office
- Port Said Office
- Suez Office
- Sokhna Office
- Damietta Office
- Safaga Office



# BRANCHES & REPRESENTATIVES

KADMAR GROUP is represented in  
**Tunisia, South Korea and Russia** since years.



**KADMAR**  
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# Family Governance Framework by **KPMG** HAZEM HASSAN



**Hazem Hassan**

Public Accountants & Consultants

Pyramids Heights Office Park  
Km 22 Cairo/Alex Road  
P.O. Box 48 Al Ahram  
Giza - Cairo - Egypt

Telephone : (202) 35 36 22 00 - 35 36 22 11  
Telefax : (202) 35 36 23 01 - 35 36 23 05  
E-mail : [egypt@kpmg.com.eg](mailto:egypt@kpmg.com.eg)  
Postal Code : 12566 Al Ahram

## Board Advisory Services

### Family Governance Framework

KPMG Hazem Hassan congratulates the Board of Directors and the Senior Management team of KADMAR Group on their successful completion of the necessary set-up relating to the Family Governance Framework.

To achieve the set-up objective, we have provided the management with solid understanding of the major themes of the family governance structure, outlines and its related organizational arrangements. This service has been rendered to guide the management on step-by step basis and for the implementation of the family governance rules throughout the entire companies within KADMAR Group.

Accordingly, KADMAR Group is committed to proceed with the implementation process of the Family Governance Framework and the application of the detailed procedures of the implementation of the Family Governance Framework.

It worth mentioning that, the family business framework is subject to annual review and update by the management whenever a strategic change occurred or should circumstances dictate.

In this context, we wish KADMAR Group successful completion of the governance strategic plan.

  
KPMG Hazem Hassan

Advisory Services





# ISO 9001 – 14001 – 18001 – 22000





# CERTIFICATE OF EXCELLENCE



Is hereby granted to:

EGYPTIAN GLOBAL LOGISTICS (EGL)

AFRICA BEST PARTNER 2019

In recognition of outstanding  
performance throughout the year



DAVID YOKEUM  
CHAIRMAN



DAN MARCH  
CEO

EGL won Africa best  
partner WCA project

The competition is held  
annually and the  
strongest project cargo  
handling companies  
around the world are  
competing

# Anticorruption Initiative



مبادرة النزاهة

## ميثاق النزاهة

نوصيكم من خلال المبادرة بالالتزامات العشرية، فكل التزام حتى مسؤولياتنا من أن تكون نموذجاً يحتذى به في بيئة متنافسة تجعلنا نأمن من المخاطر والفساد ونسعى لتحقيق المساهمة والشفافية في كافة العلاقات التي نديرها مع شركائنا في العمل.

وفي ضوء ذلك، فنتعهد بالتزامنا بما يلي:



**المرحلة الأولى**  
**الالتزام ورسم سياسات النزاهة**

- الدعم والمساهمة في البنية التحتية المصممة للمعيارين بشأن الممارسات الأخلاقية والمسؤولية الاجتماعية للشركات والتي تمثل النسخ التي يقوم عليها هذا الميثاق.
- تسمية الموظفين المسؤولين عن "مراقبة الشكاوى والمخالفات" على أن يتولى مهامات مستقلة ويكون لديه الوقت والموارد اللازمة للقيام بهذه المهام.
- وضع سياسات واضحة ومطبوعة ويمكن الوصول إليها لخدمة العملاء وسوقهم (أو مقدمي الخدمات) والتي يمكن أن تكون:
- توضيح على بيان قيم كادمار، سواء كان مكتوباً.



**المرحلة الثانية**  
**التنفيذ وتحسين الأداء**

- أن يعمل بشأن جميع السياسات والقوانين التي يديرها كادمار بتكاتف الجميع.
- توفير آليات توعوية خاصة طرق التعامل مع المخالفات لتعريفه بسياسات والبروتوكولات المعمول بها.
- تقديم تقارير دورية حول وضع تنفيذها، وتبنيها على المصلحة، مع إتاحة الفرصة للمدعي والمخالف.
- تعزيز السياسات والبروتوكولات المتعلقة بحماية العملاء والمساهمة في بيئة مستدامة.



**المرحلة الثالثة**  
**التقييم والمشاركة**

- التعاون والتخاطب بشأن إدارة تقديم التقييمات والتدابير المطلوبة لمكافحة الفساد لديها من قبل الفرق العاملة.
- تعزيز مبادرات العمل المشترك للتعليق على التحديات السياسية التي تواجه مؤسسات العمل الخيرية في مصر على وجه الخصوص، وتساهم في حلها من خلال المساهمة والتأثير.



**إمضاء**  
م. حاتم محمود الفاضل، نائب رئيس مجلس الإدارة - كادمار جروب



Integrity Network Initiative

## THE INTEGRITY PLEDGE

As senior managers of Egyptian businesses we recognize our responsibility to lead by example in creating a corruption-free business environment and to foster fairness and integrity in how business is done in Egypt.

In light of this we commit to the following:



**PHASE 01**  
**COMMITMENT & POLICY**

- Participating in senior management training on the fundamental anti-corruption principles that serve the basis for this Pledge.
- Appointing an Ethics & Compliance Manager with the necessary skills, time and resources to oversee the implementation of this Pledge.
- Establishing a clear, visible and accessible anti-corruption policy addressing the most relevant risks (e.g. bribery, extortion).
- Signing a public declaration of our commitment to this Pledge.



**PHASE 02**  
**IMPLEMENTATION & IMPROVEMENT**

- Communication and training on our anti-corruption policy and procedures.
- Providing a guidance mechanism for questions and feedback on the policy as well as its translation into practice.
- Implementing measures to prevent and detect violations (e.g. internal controls, reporting lines).
- Creating and continuously improving our anti-corruption policy and procedures.



**PHASE 03**  
**ASSESSMENT & PARTICIPATION**

- Submitting ourselves to an independent external assessment process of our anti-corruption policy and procedures.
- Supporting collective action initiatives to jointly address major concerns for doing business in Egypt in a transparent, accountable and integer way.

Signature of  
Medhat Mahmoud El-Hengy, Chairman - Kadmar Group



# Financial Background

**KADMAR is an approved Co. for Collateral Control For major trade banks such as BNP Paribas Switzerland & CIB & others**



Rita Ramalho  
Director, Global Indicators Group

December 15, 2017

Mr. Medhat El Kaddy  
President  
Kadmar  
32 Saad Zagloul Street  
Alexandria, Egypt

Dear Mr. El Kaddy,

The *Doing Business* team would like to thank you for your valuable contribution to the enclosed report *Doing Business 2018: Reforming to Create Jobs*. The report was launched on October 31<sup>st</sup> with great success and extensive media coverage. We are delighted to send you this copy in appreciation of all your time and effort in the development of the *Doing Business* indicators.

As you are aware, *Doing Business 2018: Reforming to Create Jobs* is the fifteenth in an annual series of reports providing objective measures of business regulations and their enforcement. Contributions like yours have been essential for ensuring the quality and timeliness of the data in the *Doing Business* reports and, of course, we would be very glad to rely on your continued cooperation in the project.

We would also like to invite you to visit our interactive website at <http://www.doingbusiness.org>, where we have acknowledged your important contribution to the project in our "Contributors" section. The website provides more detailed information on the methodology and background studies and permits customized queries and cross-country comparisons of the indicators. You may also order additional copies of *Doing Business 2018: Reforming to Create Jobs* directly through the site.

Thank you again!

With best regards,

Rita Ramalho  
Director



# BNP PARIBAS





# Liability Insurance

**KADMAR is fully insured against all risks.**

Since we work in Egypt and we are aware of the political situation, we applied for Insurance against RIOTS & DISORDERS

[illegible][illegible][illegible][illegible]



# CCTV Camera & Tracing Room 24/7



**KADMAR**  
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# Training

- Training is taken seriously at all levels
- More than 5% of our budget are spent on:
  - ✓ Professional training
  - ✓ HR methods to improve staff and company performance





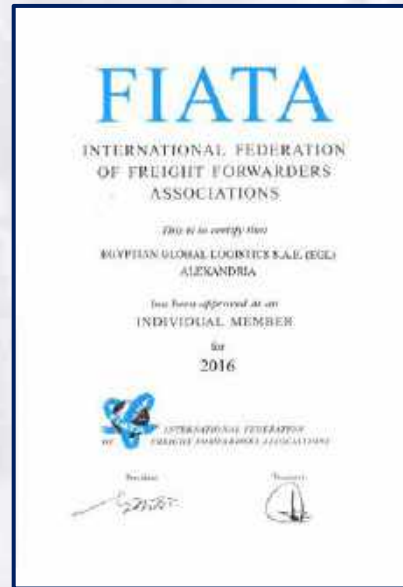
# Human Capital



- We support MBA's for our employees, We have 8 MBA & 1 DBA in Kadmar Group



- 15 licenced customs brokers
- 9 FIATA Diplomas
- 2 Higher FIATA Diploma



**DOING BUSINESS**  
Measuring Business Regulations



# Encouraging Women in Business

Women are encouraged to take leadership within all companies, Our target is 40% by 2022





# Corporate Social Responsibility

Donations of Schools & hospitals – Ambulance Cars– Illiteracy Fighting – Special needs help- Equipment's – Organizing Musical& Cultural events – Support Food Bank

Hatim El Kady Charity  
Association Charity  
and social programs in  
Egypt.



Community Group  
for Alexandria City  
(First SRS)



Poverty & Illiteracy  
fighting, hospitals,  
education, cultural  
projects, and much  
more..



# Kadmar Network



Ministry of Transport - Port Authorities – Suez Canal Authority – Suez Canal Economic Zone



# Mission, Vision & Core Values

Kadmar  
Group

“One Stop Shop”

Vision

To be Egypt's, Middle East and Africa leading Integrated Logistics Company.

Mission

















- To be the partner with our Customers
- Respect for Individuals
- Highest Standards of Integrity
- Business must be always successful

Core  
Values

We will provide investors and customers with value adding high quality, and innovative Integrated Logistics Services in Egypt, Middle East and Africa  
Develop the skills of our employees to ensure we can deliver what we promise



# Overview

	Founded 	Services 	Branches 	Headcount 	Membership 
	1983	Liner Agency Tramp agency SC Transits Logistics	9	93	 BIMCO
	1999	Contract Logistics Freight Services Dry Depots Land Transportation Project Logistics	8	123	
	2003	Outgoing trips Incoming trips Meet & assist Limousine service	5	72	
	2014	Contract Logistics Freight Services Dry Depots Land Transportation Project Logistics Warehousing	2	12	
	2014	Port Agency Freight Forwarding Services Land Transportation	1	14	
	2019	Wind energy Project Logistics Warehousing & Distrubution	2	8	

# KADMAR SHIPPING Co.



- KADMAR Shipping Co. was founded in 1983, and the managing partners are Admiral Mahmoud Hatim El Kady, and Eng. Medhat Hatim El Kady.
- It has nine branches and 93 employees.

# KADMAR SHIPPING Co.



- The company received the ISO 9001/2008, ISO 14001/2015, OHSAS 18001 & ISO 22000 and is a member of:



■ FIATA member

■ IATA member



■ BIMCO

■ ISSA



BIMCO

■ EIFFA . International Transport Services Division



■ Marine Surveyor (Egyptian Marine Surveyors Association)



■ Ship brokers (International Ship Brokers Register)

■ Baltic Exchange Member





1. Liner Agent (BIMCO Member)
2. Tramp Agent
3. Suez Canal Services
4. Ship Chandler (ISSA members)
5. Ship Broker (Baltic Exchange members)
6. Services for Oil & Gas & Energy
7. Marine Surveyors and consultants
8. Commercial Agent

# Port Agency



**Empros Lines  
Greece  
Regular Liner  
Service to/from  
EUROPE, MED,  
RED SEA, ARAB  
GULF**



**Sophisticated fleet of  
fully refrigerated,  
semi-refrigerated and  
pressurized gas  
tankers for the  
international major  
oil and chemical  
industry**



**Fully containerized  
service Far East,  
Black Sea, Europe,  
America and the  
Egyptian ports  
Damietta, Port Said,  
Alexandria.**



**Regular Break Bulk  
Liner Services : South  
East Asia/China to  
Arab Gulf/Red  
Sea/MED  
(Handy size and  
Handymax vessels –  
Mostly BOX**

# EGYPTIAN GLOBAL LOGISTICS (EGL)



- EGL was founded in 1999 by Admiral Mahmoud Hatim El Kady as part of a plan to expand the group's scope of business, and to separate the freight forwarding activity from the agency activity. EGL provides Sea, Air , and land services, has 6 branches, and employs a number of 123 employees.



# EGYPTIAN GLOBAL LOGISTICS (EGL)



EGL received the following quality certificates:

- ISO 9001/2008,
- OHSAS 18001, and
- ISO 14001/2015.

EGL is a member of:



- FIATA member
- IATA member



- EIFFA . International Transport Services Division



- WCA
- Civil Aviation Authority
- IRU.



1. Freight Forwarding
2. Logistics & warehousing
3. Trucking
4. Project Cargo Handling
5. Container Logistics

# KADMAR TRAVEL



KADMAR Travel was founded in 2003 by Admiral Mahmoud Hatim El Kady, as part of a plan to expand the scope of business to include travel services to passengers and crew.

KADMAR Travel's director Mrs. Nashwa El Kady has wide experience of 20+ years in the field of tourism.



# KADMAR TRAVEL



KADMAR Travel has received the ISO 9001/2008.

KADMAR Travel Also a member of :

- IATA : International Air Transport Association
- ETAA : Egyptian Travel Agencies Association
- UFTAA : United Federation of Travel Agents' Associations Portal.

# KADMAR LOGISTICS



- KADMAR Logistics was founded in 2014 by Admiral Mahmoud Hatim El Kady, as part of a plan to separate the freight forwarding activity from the warehousing and distribution activities.
- KADMAR Logistics has main focus in new projects and JV.

# KADMAR LOGISTICS



The company also is a member of :

- FIATA : International Federation of Freight Forwarders Associations
- EIFFA : Egyptian International Freight Forwarding Association



# Employees Headcount

COMPANY	2017	2018	2019
KADMAR Shipping Co.	100	106	93
Egyptian Global Logistics	100	112	123
Kadmar Travel	65	62	66
Kadmar Logistics	5	5	5
<b>Total</b>	<b>270</b>	<b>285</b>	<b>287</b>

The number of KADMAR Group's employees increased to 287 in FY19, mainly driven by the increase in Egyptian Global Logistics number of employees from 100 in FY17 to 123 in FY19.



# **Cross-border Expansion Plans**

- KADMAR Group's Board of Directors took a decision to open new markets as part of their plan to expand outside of Egypt. Accordingly, KADMAR invested abroad

# SWYNG LOGISTICS



- SWYNG Logistics is a Limited Liability Company (LLC) that was founded in 2014 in Sousse, Tunisia, by a group of partners as a result of the implementation of the plan to operate container feeder operations in the Med Ports. KADMAR Group's shareholders own 25% of the total shares.
- Swyng logistics main activity is a shipping agent for all sorts of ships, either owned or rented by Swyng or for others.



# KADMAR's Contribution in Egypt's National Projects

1. ENR Locomotives
2. Cairo West Power Station
3. Assiout Power Station
4. New Administrative Capital
5. New Administrative Capital Power Station
6. Nubaria Power Station
7. Benban Solar power plant
8. EL Arish Cement Factory
9. Meet Ghamr Power Station
10. Port Said East Jetty
11. El Ferdan Bridge – Port Said East
12. Furniture City Damietta
13. Beni Suef Cement Factory

# KADMAR's Contribution in Egypt's National Projects

**Portsaid East Jetty**



**ENR Locomotives**



**Cairo West Power Station**



**El Ferdan Bridge**



**Press on the picture to view the project**



**Benban Solar plant**



**Assiout Power Station**



# List of Clients









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[www.kadmargroup.com](http://www.kadmargroup.com)

