

KADMAR

G R O U P



The Strength of the Family
Since 1983

KADMAR
GROUP

Glossary of Terms

BIMCO	The Baltic and International Maritime Council
EGL	Egyptian Global Logistics Company
FIATA	Fédération Internationale des Associations de Transitaires et Assimilés International Federation of Freight Forwarders Associations
IATA	International Air Transport Association
EIFFA	Egyptian International Freight Forwarding Association

KADMAR GROUP



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

KADMAR GROUP

1 → 2 → 3 → 4 → 5

1983	1999	2001	2014	2014 Tunisia
KADMAR Shipping Co.	EGL	Kadmar Travel	KADMAR LOGISTICS	SWYNG logistics

El Kady Family Share Holders

KADMAR
GROUP
The Strength of the Family









Name	• Admiral Mahmoud Hatim Elkady
Position	• Founder, and Chairman of KADMAR Group
Experience	Current posts held: • Chairman of the Arab Federation of Chambers of Shipping. • Alexandria Port Authority board member. Previously held posts: • Chairman of the Egyptian Chamber of Shipping. • Chairman of the Alexandria Chamber of Shipping. • Supreme Council of Ports member
Industry Experience	• Founded Kadmar Group in 1983.



KADMAR
GROUP

Name	• Eng. Medhat Elkady
Position	• Vice Chairman of KADMAR Group
Education & Qualifications	• Bachelor in Civil Engineering 1985
Experience	• Chairman of Egyptian International Freight Forwarding Association (EIFFA). • Treasurer & member of Board Alexandria Business Association (ABA). • Board member Egyptian Koreas business council – Egypt Saudi Business Council • Board member High Council For Logistics • Board member Alexandria Chamber of Shipping - Egyptian Chamber of Shipping • GA MOT For investments & Projects (ENR Company)
Industry Experience	• 35 Years in Shipping – Logistics – Travel
Service Experience	• Served in MC Grove American Co for tunneling



KADMAR GROUP

Name	• Hala Mahmoud Hatim El Kady
Position	• Vice Chairman of KADMAR Group
Education & Qualifications	• Bachelor of Arts Batch 1985 • Training Courses in Marketing and Management
Experience	• Founded Kadmar Group in 1983.



KADMAR GROUP

Name	• Nashwa Mahmoud Hatim El Kady
Position	• Vice Chairman of KADMAR Group
Education & Qualifications	• Bachelor of Arts Batch 1992
Experience	• Member of the National Council for Women • Experience in the field of tourism, shipping, management and business administration



KADMAR GROUP

Family Governance Framework by HAZEM HASSAN KPMG

KPMG

Hazem Hassan
Public Accountants & Consultants

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

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E-mail : egypt@kpmg.com.eg
Postal Code : 12556 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

KPMG Hazem Hassan
Public Accountants and Consultants


Registration Certificate

This is to certify that the Management Systems of

Egyptian Global Logistics (EGL)

have been assessed by AJA Registrars Ltd and registered against the requirements of

OHSAS 18001:2007


Registration Certificate

This is to certify that the Management Systems of

Egyptian Global Logistics (EGL)

have been assessed by AJA Registrars and registered against the requirements of

ISO 9001:2008


Registration Certificate

This is to certify that the Management Systems of

KADMAR SHIPPING Co.

have been assessed by AJA Registrars Ltd and registered against the requirements of

ISO 14001:2015


Registration Certificate

This is to certify that the Management Systems of

KADMAR SHIPPING Co.

have been assessed by AJA Registrars and registered against the requirements of

ISO 22000:2005

Quality Assurance

ISO 9001 – 14001 – 18001 –22000



EJB مبادرة النزاهة

ميثاق النزاهة

بوصفنا من كبار المديرين بالشركات المصرية، فنحن ندرك مدى مسؤوليتنا في أن نكون نموذجاً يُحتذى به في بناء مجتمع أعمال مصري خالٍ من ممارسات الفساد، ويرسخ مبادئ المساواة والنزاهة في كافة التعاملات التي تجريها شركاتنا في مصر.

وفي ضوء ذلك، فنحن نؤكد التزامنا بما يلي:

المرحلة الأولى

الالتزام ورسم سياسات النزاهة

- الحضور والمشاركة في الدورة التدريبية المخصصة لكبار المديرين بشأن المبادئ الأساسية لمكافحة الفساد والتي تمثل الأسس التي يقوم عليه هذا الميثاق.
- تسمية الموظف المسؤول عن "مراقبة الأخلاقيات والامتثال" على أن يتحلى بالمهارات المطلوبة، ويكون لديه الوقت والموارد اللازمة للإشراف على تنفيذ الميثاق.
- وضع سياسة واضحة ومعلومة ويسهل الوصول اليها لمكافحة الفساد ومواجهة أبرز مخاطره (مثل الوساطة والابتزاز).
- التوقيع علني يعلن عام بالالتزام بمبادئ الميثاق.

المرحلة الثانية

التنفيذ و تحسين الأداء

- التواصل بشأن تنفيذ السياسات والتدريب على نظم وإجراءات مكافحة الفساد.
- توفير آليات توجيهية لكيفية طرح الأسئلة وتبادل الملاحظات المتعلقة بالسياسات والإجراءات التنفيذية لمكافحة الفساد وتطبيقها في الواقع العملي.
- اتخاذ التدابير التي تحول دون وقوع تجاوزات وتساعد على الكشف عنها (مثل المراقبة الداخلية وقنوات الإبلاغ).
- تقييم السياسات والإجراءات المتعلقة بمكافحة الفساد وتدسينها بصفة مستمرة.

المرحلة الثالثة

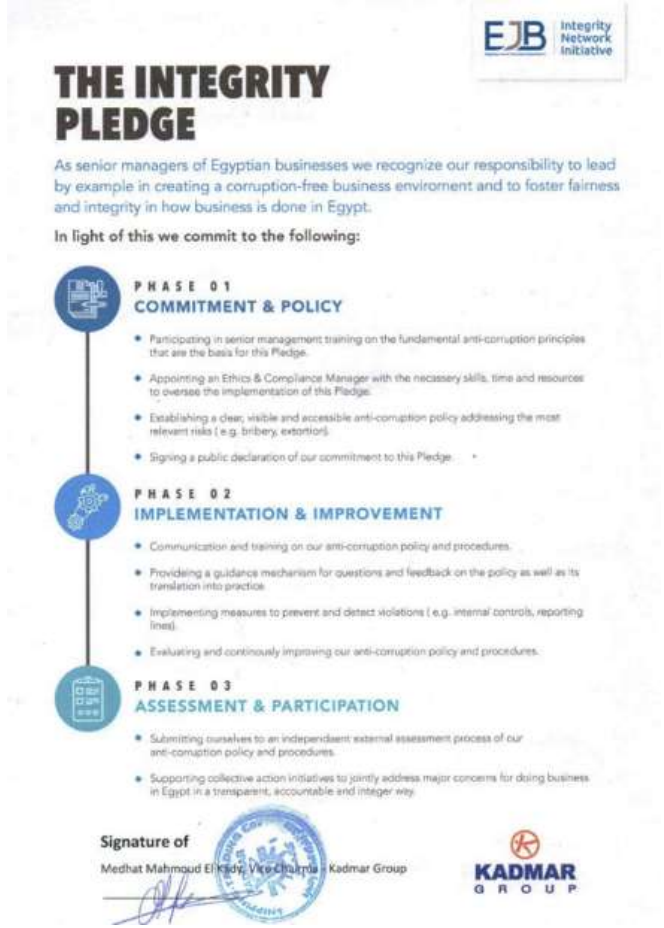
التقييم و المشاركة

- التعاون والترتيب بشأن إجراء تقييم للسياسات والإجراءات المتعلقة بمكافحة الفساد لدينا من قبل طرف مستقل ومحايد.
- دعم مبادرات العمل الجماعي للتصدي معاً للتحديات الأساسية التي تعوق ممارسة الأعمال التجارية في مصر بطريقة تتسم بالشفافية وتعزز مبادئ المساءلة والنزاهة.

إمضاء

مدحت محمود القاضي، نائب رئيس مجلس الإدارة - كادمار جروب

KADMAR GROUP



EJB 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 are 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).
- Evaluating and continously 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 Kady, Vice Chairman - Kadmar Group

KADMAR GROUP

Anticorruption Initiative

Financial Background

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

BNP PARIBAS



WORLD BANK GROUP

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 31st 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



CIB

Certificate

Re: Egyptian Global Logistics S.A.E Co.



Emirates NBD

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


شركة مصر للتأمين


شركة مصر للتأمين


شركة مصر للتأمين


Marine Professional Indemnity Insurance



Human Capital

- 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 emloyees, We have 8 MBA & 1 DBA in Kadmar Group



Human Capital

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



Human Capital

- Women are encuraged to take leadership within all companies, Our target is 40% by 2020

CRS & SRS

1

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

2

Community Group for Alexandria City (First SRS)

3

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









CRS & SRS

Donations of Schools & hospitals – Ambulance Cars – Education – Illiteracy Fighting – Special needs help



Ramadan Poverty Fighting team 2012 - 2017





Russian Senior Painters trip to Siwa and Bibliotica event 2014



CRS & SRS

Donating Medical Equipment's – Organizing Musical & Cultutal events – Support Food Bank – etc….








حفل إفطار رمضان ٢٠١٧
شعبة خدمات النقل الدولى



Mission, Vision & Core Values

KADMAR GROUP

Our Vision

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

KADMAR
GROUP

Our Mission

- To reach our vision we will provide investors and customers with value adding high quality, and innovative Sea, Air, Land, Storage and Integrated Logistics Services in Egypt, Middle East and Africa.

- We will also endeavor to develop the skills of our employees to ensure we can deliver what we promise

KADMAR
GROUP

Our Core Values

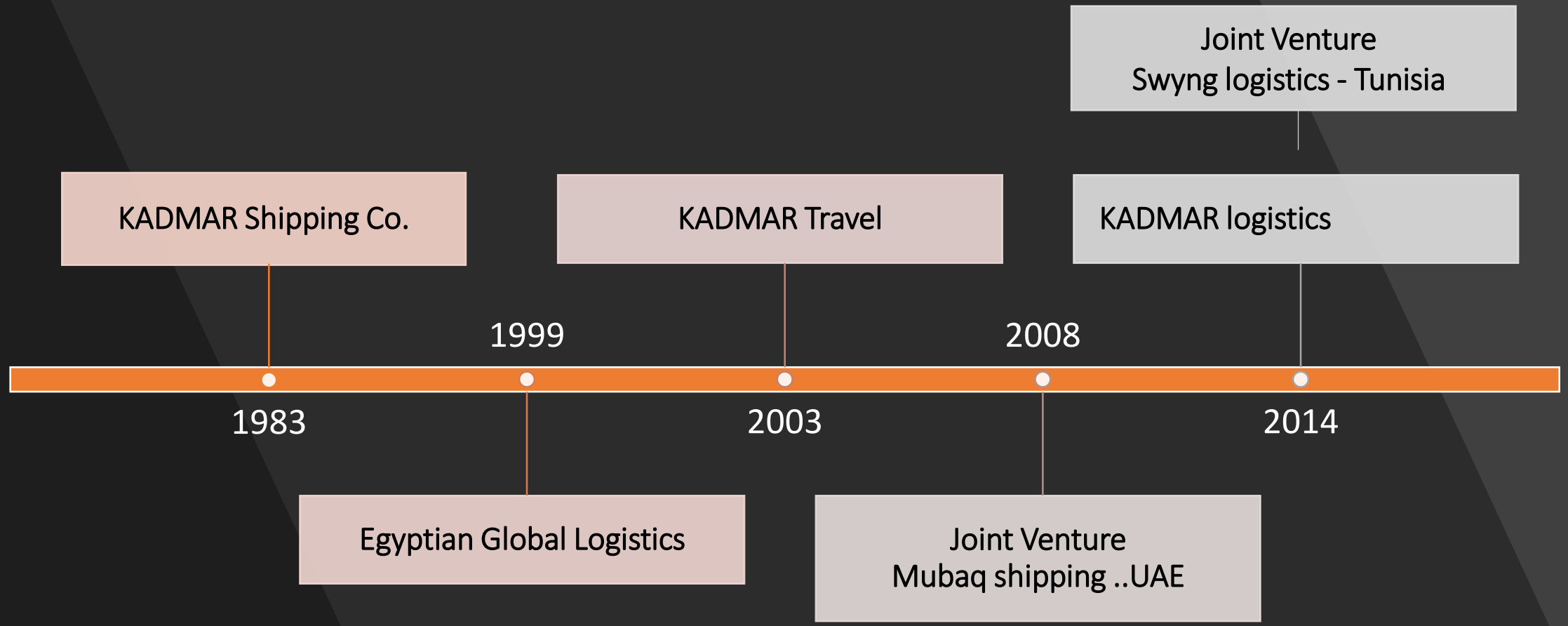
- To be the partner with our Customers
- Respect for Individuals
- Highest Standards of Integrity
- Business must be always successful
- Continuous Improvement & Innovation
- Always Teamwork
- Bias for Action

KADMAR GROUP

Overview

KADMAR GROUP

Kadmar Group Timeline



Overview

1

KADMAR Shipping Co. was founded in early 1983 by Admiral Mahmoud Hatim Elkady.

2

KADMAR Shipping started at first as a maritime agency, then expanded in logistics and travel agency services.

3

KADMAR group is currently comprised of four companies and two joint ventures.

4

It has 17 offices at all main ports in Egypt, and in UAE, and Tunisia as well. The group currently employs a total of 287 employees.

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.

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
  - EIFFA . International Transport Services Division
  - Marine Surveyor (Egyptian Marine Surveyors Association)
  - Ship brokers (International Ship Brokers Register)
  - Baltic Exchange Member

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.

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

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 from the warehousing and distribution activities.
- KADMAR Logistics has main focus in new projects and JV.

KADMAR
LOGISTICS

KADMAR LOGISTICS

The company also is a member of :

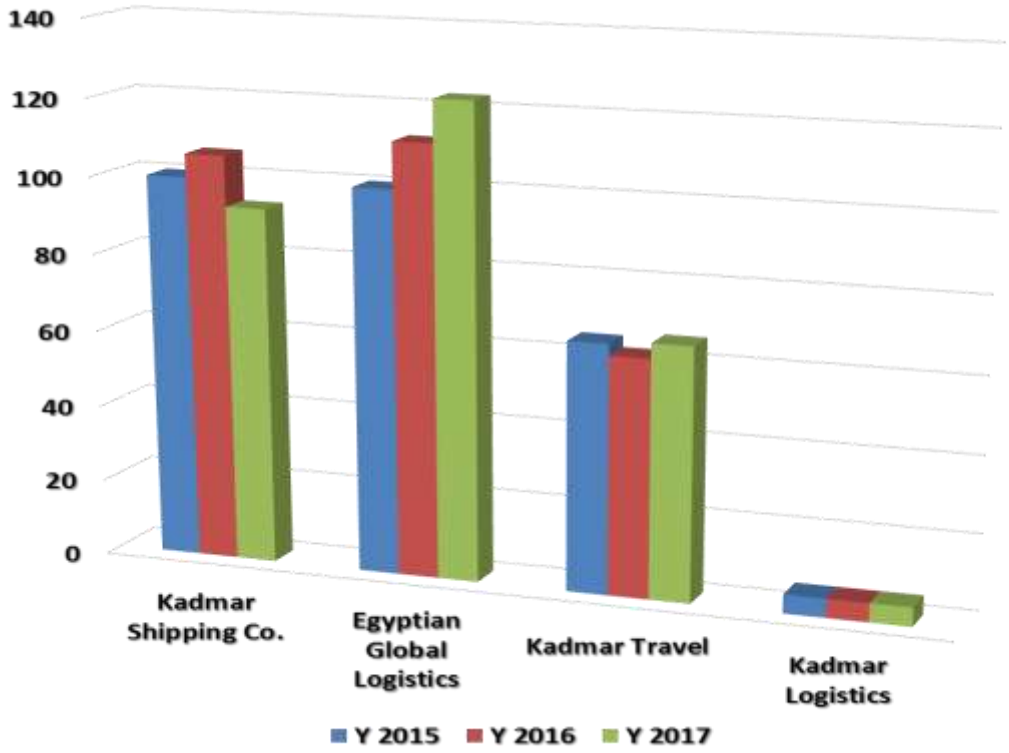
- FIATA : International Federation of Freight Forwarders Associations
- EIFFA : Egyptian International Freight Forwarding Association

KADMAR
LOGISTICS

Employees Headcount

`	Y 2015	Y 2016	Y 2017
KADMAR Shipping Co.	100	106	93
Egyptian Global Logistics	100	112	123
Kadmar Travel	65	62	66
Kadmar Logistics	5	5	5
Total	270	285	287

The number of KADMAR Group's employees increased to 287 in FY17, mainly driven by the increase in Egyptian Global Logistics number of employees from 100 in FY15 to 123 in FY17.



Cross-border Expansion Plans

OVERVIEW

- 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 in the following company:

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 valued at USD59k.
- Swyng logistics main activity is being a shipping agent for all sorts of ships, either owned or rented by Swyng or for others.
- Swyng logistics is expected to start operations during 2015.
- Kadmar has other shares in a logistics co. in UAE.

REPRESENTATIVES

- KADMAR GROUP is represented in **South Korea** since 2016 located in Seoul.
- KADMAR GROUP is represented in **Russia and CIS** since years.

KADMAR
GROUP

KADMAR GROUP Of Companies

KADMAR
GROUP

KADMAR Shipping Co.

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



KADMAR Shipping Co.

- Employees 93
- ISO 9001
- ISO 14000
- ISO 18000
- ISO 22000

KADMAR
Shipping Co.

EGYPTIAN GLOBAL LOGISTICS (EGL)

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



Egyptian Global Logistics (EGL)

- Employees : 123
- ISSO 9001
- ISO 14000
- ISO 18000
- ISO 22000



Kadmar Travel

1.Freight Forwarding

2.Logistics & warehousing

3.Trucking

4.Project Cargo Handling

5.Container Logistics



Kadmar Travel

- Employees : 65
- ISSO 9001
- IATA member
- Branches Cairo – Port Said – Suez
- Agents for many Cruise Operators



KADMAR LOGISTICS

1.Freight Forwarding

2.Warehousing & Logistics

3.Customs brokerage

4.Distribution

5.Designed for JV and new projects

KADMAR
LOGISTICS

SWYNG Logistics

1.Shipping Agents

2.Freight Forwarding

3.Warehousing & Logistics



SWYNG Logistics

- Employees : 10



KADMAR GROUP

Employees 287

4 Countries

KADMAR

GROUP

Kadmar Group Products & Services

Port Logistics

- Terminal Operators
- Port Agency
- Inland Bonded Area (Alex – Dam)

Contract Logistics

- Warehouse Logistics
- Production Logistics
- Return Shipment
- Special

Freight Logistics

- Global Ocean freight
- Short-Sea Shipping (Safaga – Suez/Jeddah /Dhuba)
- Global Air Freight
- Road Freight
- Projects Logistics
- Intermodal

Port Logistics









1. Terminal Operators





2. Port Agency

2 -Port Agency



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

Regular Break Bulk Liner Services : South East Asia/China to Arab Gulf/Red Sea/MED (handysize and handymax vessels – Mostly BOX

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.

2- Port Agency



As General agent since 1983, We have strong relations with all Shipping Lines – Container terminal – Port Authorities –Freight Forwarders - Intermodal Operators - Customs Authorities







3. Inland Bonded Area









3. Inland Bonded Area

Alexandria Port Yard









3. Inland Bonded Area

Alexandria Port Yard







3. Inland Bonded Area









3. Inland Bonded Area

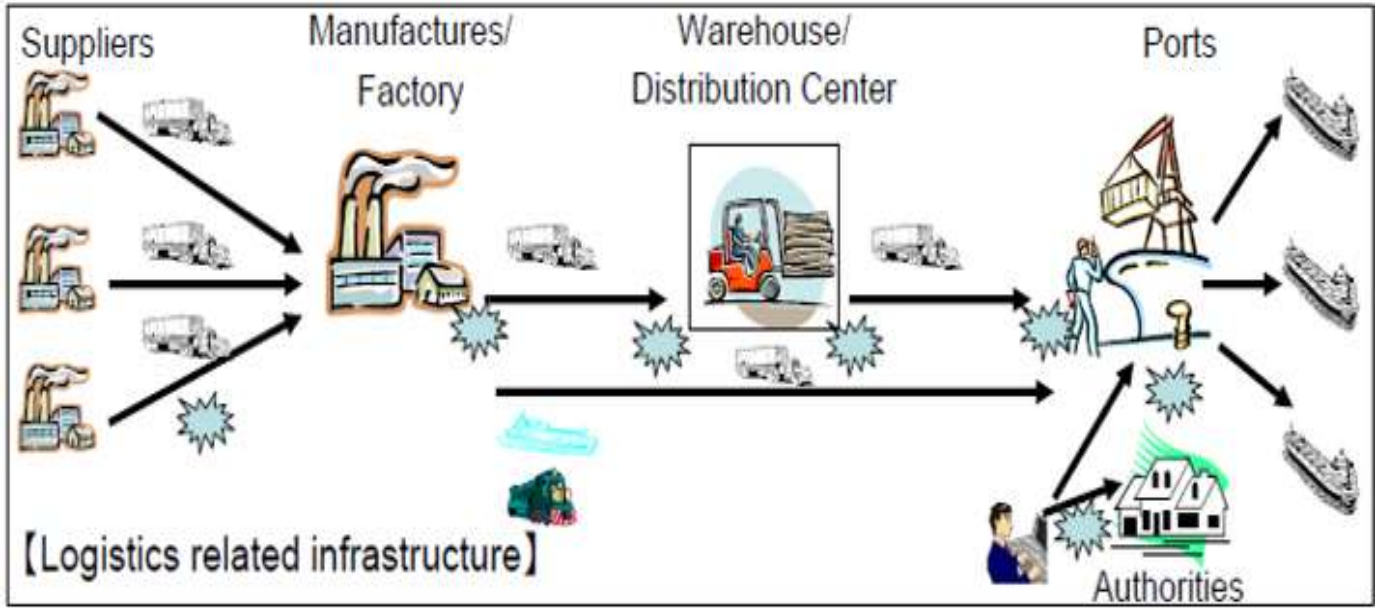
Damietta Container Depo



Contract Logistics

Warehouse Logistics

- EGL operate & manage container inland or yard terminals, equipment, vehicles, warehousing, and other related facilities
- EGL has solid experience in management of cargo handling operations including movement, handling and storage of various sizes and types of containers











Warehouse Logistics

Alexandria Port









Warehouse Logistics

Damietta warehouse









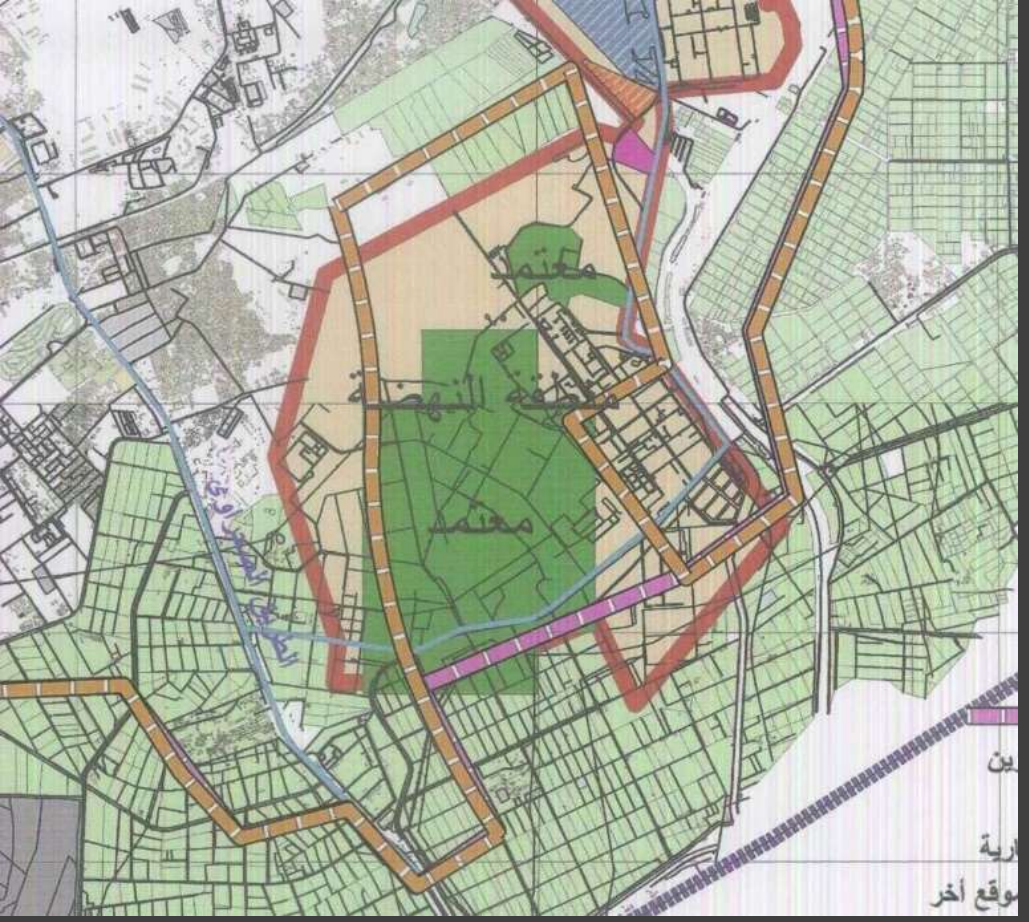
Warehouse Logistics

Alexandria King
Mariout



Warehouse Logistics

Cairo Abou Rawash (New)







Warehouse Logistics

Alexandria El Nahda (New)

Freight Logistics







1. Global Ocean Freight





2. Global Air Freight



Containers



Cargo


Projects

3. Road Freight

Kadmar Owns and operates Over 100 truck







4. Short Sea Shipping









5. Projects Logistics









6. Intermodal

6- Intermodal

- Custom letter of Guarantee
- Guarantee to all Shipping Lines





6- Intermodal

- Insurance for Containers
- Insurance for Cargo
- Experience for Transit Cargo





6- Intermodal

- Special EDI connections with Customs Authorities
- World Wide Network
- Efficient Last Mile Transport













KADMAR's Contribution in Egypt's National Projects

Cultivate 1.5 Million Feddans

EGL …was part of it







New Suez Canal

EGL …was part of it









400,000 Housing Units

EGL …was part of it









The New Capital

EGL …was part of it









New Roads

EGL …was part of it









List of Clients















































List of Clients



List of Clients































Partners in Success







































KADMAR
GROUP

www.kadmargroup.com