

SHAIGAN INTERCOM



SHAIGAN Pharmaceuticals (Pvt) Ltd was established in Rawalpindi, Pakistan in 1993, having state of the art manufacturing facility, skilled and motivated work force, Shaigan has progressed over the years to become one of the leading pharmaceutical manufacturers in Pakistan, ranking among the top 30 out of 700 registered pharmaceutical companies of Pakistan.

ISO 9001:2015 ISO/IEC 17025:2017
ISO 14001:2015 ISO 18001:2018

*With faith, discipline and selfless devotion
to duty, there is nothing worthwhile that you
cannot achieve.*

Muhammad Ali Jinnah

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KOL'S New Year Photo Wall Calendar (Femicare)

Shaigan has a history of doing innovative activities. The starting of the New year is always a blessing. Femicare contributed by making personalized calendars for the doctors. Nearly 450 (four hundred and fifty) KOL's Photos wall calendars with branding were hanged in their private chambers. This activity was highly appreciated by all doctors and also it

is a permanent reminder of our brands having 2022 calendar with Doctor's picture. A significant impact was observed as doctors have started prescribing our brands after getting obliged by this activity.



KOL'S VALENTINE CRUISE DINNER

Ward excursion activities of KOL's is an effective way to build up the relationship and enhance the prescription flow of Femicare focused brands.

Shaigan Femicare group had invited 25 (twenty-five) leading gynecologists of Karachi along with their families on Valentine's Day cruise dinner on 13th February 2022. The Consultant included;

Dr Horia Mufedi (HOD Sobhraj Hospital), Aisha Khatoon (Prof Sobhraj Hospital), Samina Lakhan (Consultant Sobhraj Hospital), Zubaida Tajuddin (Consultant in Kharadar), Samreen Kalsoom (Consultant at Qatar Hospital), Amna Najeeb (Consultant Asgher/ Abbasi Hospital Nazimabad), Nilofar Tariq (Consultant in Memon Hospital Saddar), Fakhra Ahmed (Consultant in Metrowill Mominabad), Shabana Mustafa

(Consultant in Maleer) and Saima Amir (Consultant Gynaecologist Baldia)

A famous Violinist (musician) Mr Arif Qureshi made the environment more charming by playing emotional and heart touching tunes. A scientific session was held during this event. The doctors gave strong commitment to prescribe our brands.

Valentine's Dinner activity was also executed in other big regions like Rawalpindi, Islamabad, Peshawar & Multan in which leading gynecologists were invited on valentine's dinner like Dr Shagufta Faraz, Rida Batool, Hameeda Khan, Huma Shafique, Anees Aziz, and Shaista Tariq etc.

All doctors & participants were highly obliged with this unique activity.



WARD & CHAMBER PRESENTATIONS

Academic activities like ward & chamber presentations always play a vital role in brand awareness, usage & promotion.

It provides an opportunity of open discussion on the forum (two-way communication) for all doctors of the ward regarding disease burden, current treatment guidelines, brand usage, feature, benefits, abstracts, indications etc. at mass level of doctors.

During 1st Quarter 2022, Femicare group

delivered effective ward & chamber presentations on priority & focused brands. The following leading public hospitals were selected for these activities:

Services Hospital Hyderabad, LUMS Hospital Hyderabad, Bhitai Hospital Hyderabad, KTH Peshawar, SOBHAJ Hospital Karachi, Civil hospital Sukkur

Also Chamber presentations were performed in more than 200 potential doctors' chambers in different regions.



WOMENS DAY MARCH 2022

Femicare successfully celebrated Women's day on 8th March 2022 involving 17 different wards of potential public hospitals covering 550 plus doctors in which following activities were executed;

1. Speech on Role of Women (as a mother, daughter, sister & wife) in our Society, Nation & Islam by Shaigan representatives.
2. Women's basic rights in education, health, inheritance & gender equality.
3. History, origin & reason of celebration of Women's day.

4. Acknowledgment and appreciation of female's efforts working side by side with men in different professions of life.

5. Speech of HOD's regarding role of Women.
6. Cake cutting by HOD's with refreshments.
7. Remarks of all doctors on the banner pasted in wards regarding role/ importance of Women.
8. Product/ Brand presentation was delivered at the end of activity in each ward.
9. HOD's also gave positive remarks on our brands.



PSG (ORTHO BUSINESS UNIT)

OBU participated in PSG held at Karachi PC during the month of Feb-2022. Mr. Syed Asrar Shah GM (MKT & Sales), Mr. M. Qaisar Nadeem BUH and Mr. Amjad Iqbal GPM, attended the PSG conference.

The stall was decorated with enriched traditional Sindhi culture. Sindhi folk music was played by local singers. The visiting doctors were presented cultural Ajrak and branded

masks.

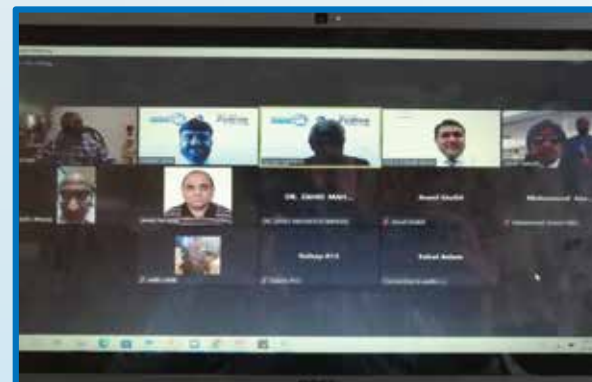
Drone camera was also covering the area around the stall having Zedron branded buntings in the PSG. The Zedron mascot was the center of attraction in PSG conference for the participants. Zedron branded Xylitol chewing gums were given to all participants in main conference halls for providing refreshing and soothing effects.



Zoom Online Meetings for Gastro Zedron-NV Forum

OBU arranged Zoom Online Meetings for Gastro Zedron-NV Forum members.

Prof. M. Umar (Rawalpindi), Prof. Z. Y. Hashmi (Faisalabad), Prof. Aftab Mohsin (Lahore), Prof. Javed Iqbal Farooqi (Peshawar) & others attended the Zoom Meeting.



ZEDRON Presentations in Gastro, GYN and Anesthesia

OBU arranged ward presentations in Gastro, GYN and Anesthesiology departments.



Zedron Family Gathering (Multan)

Zedron family gathering was arranged in Multan. This gathering was full of competition in cricket, badminton and drawing between families and their children. Winners were given trophies.



Pre-Conference workshop of SOGP (Holy Family Hospital Rawalpindi)

OBU also participated in Pre-Conference workshop of SOGP at Holy Family Hospital Rawalpindi.



Zedron International Women's Day 8th March Celebration

OBU also observed International Women's Day on 8th March across the country. Cake cutting was done at different wards across Pakistan.



Zedron Birth Day Celebration

OBU celebrated the Zedron Birth Day across the country with leading consultants.

Basic Life Support (Cardio Metabolic Division)

We at Shaigan Pharma believe that, our contribution towards enhancing doctor's skills set will benefit us as a nation. There are many lives that can be actually saved, if we have highly skilled people at primary levels. The Cardio Metabolic Teams are trying to make significant contribution towards improving skills set of doctors in Pakistan.

BLS (Basic Life Support) is included in all first aid training courses, along with related life-saving techniques & procedures such as cardiopulmonary resuscitation (CPR). This

course can help in saving precious lives of people who are choking or are suffering from cardiac arrest, which could make difference between life & death for some people.

Basic life support events were conducted across the country. The targeted hospitals included **NICVD Karachi, PIC Lahore, RIC Rawalpindi, Indus hospital Hyderabad and DHQ D.I.Khan**, where doctors were educated and practical demonstration was performed as to how we can save a life of patients with cardiac issues.



Primary Care Diabetes Association Conference (Movenpick Hotel, Karachi)



Primary care diabetes association conference which was held in Movenpick Hotel, Karachi on 20th Feb 2022, concluded that healthy life style is the only way to avoid getting diabetes and other related diseases.

To resolve this challenge of life we needed to ensure that we are getting healthy diet, doing regular exercise and ensuring that we are not accumulating fats in body.
Healthy YOU, Healthy PAKISTAN.



Master Class Discussions With KOL'S In a Fight Against Diabetes.

Pakistan is ranked as 3rd largest country with diabetic population, after China and India. There was a 70% increase in the diabetic patients in Pakistan in 2020 according to the Atlas of diabetes 2021. This rings serious Alarm bells for health care sector in Pakistan. Shaigan Pharma has been on the forefront, in not merely working on disease awareness, but is playing a pivotal role in conducting master class discussions of Key opinion leaders, so the

holistic and robust approach could be adapted in combating this deadly disease. A debate of GURUs was arranged In RIC, on 17th Feb 2022 , where practical aspects of disease management and prevention strategies were discussed, by Dr Umar Yousaf Raja (Diplomate American board of Endocrinology) currently working in Shifa International Hospital Islamabad.



Leadership Development Program



Due to the changing work landscape nowadays, demands for leaders who have passion, drive and burning desire to contribute, with understanding of leadership styles to match the team development has increased.

As a part of executive training program of Shaigan Pharma Cardio metabolic, all the sales managers underwent 02 days extensive training on situational leadership from 12th to 13th Feb 2022.



Head Office Factory Visit



Shaigan Pharma believes and endeavors in delivering total quality medicine at affordable prices in Pakistan. From procurement of API till the delivery of product to the consumer, we make sure that the

highest standards of quality are maintained. Rawalpindi Institute of Cardiology faculty was invited on 26th March 2022, to see the whole manufacturing process and to understand what it means to produce quality products.



Brand Ambassador (Mr. Abdul Razzaq Legendary Cricketer) Contribution In T20 Campaign RMU Rawalpindi (KBU-II)



Glimpses of ESSO T20 Brand Ambassador (Mr. Abdul Razzaq Legendary cricketer) meet up at RMU Rawalpindi. Flag raising ceremony was also conducted by Mr. Abdul Razzaq

(Legendary cricketer), Prof Muhammad Umar (CEO & Vice Chancellor of Rawalpindi Medical University) & Syed Asrar Shah (GM Marketing & Sales Shaigan Pharmaceuticals)



Resolution Day Celebrations (KBU-II)

Khyber -2 team celebrated 23rd march with full zeal and zest. GERD awareness walks along with leading HCP were conducted in different institutes. Wards were decorated with ESSO 20 & Co-Benz branding balloons. "GERD Free Pakistan" posters for patient's awareness were also pasted at visible places. A special 23rd

March commitment banner was also there, where the doctors shared their commitment. ESSO 20 brand persona was the highlight of the program. Overall these activities were very engaging for HCPs and were highly appreciated by KOLs.



ESSO 20 Digital Drive

Khyber-2 team celebrated 23rd march digitally. To create patient awareness on GERD and REFLUX video messages by different KOLs

pan Pakistan were recorded and uploaded on our social media e.g. Facebook, LinkedIn platform.



ESSO 20 Medico Marketing Synopsis Writing Workshops For PGs

Khyber -2 as always continued the legacy of innovative marketing campaigns. As a part of their marketing activity, "Medical Marketing Synopsis" writing workshops were conducted for the upcoming KOLs.

Almost 300 PGs from different reputable institutes, were facilitated through synopsis

writing workshop. This workshop comprised of different interactive academic activities like group discussions, research topic presentations via charts, interactive video messages etc. These sessions were very fruit full and were highly appreciated by HODS & Senior consultants.



Clycin-T Marketing Campaigns (Dermocare)

Derma Group is one of the leading brands of Shaigan pharmaceuticals.

Clycin- T is a time-tested brand, which has been in the market for the last 20 years. It has been so due to the support of dermatologists and in order to recognize their services in the field, 180

leading doctors were presented shields. The celebrations included 2500 wobblers which were pasted in Derma OPDs, GPs, Gynae in almost 85 OPDs and several indoor games were played in 35 OPDs.



Ketowin: Dandruff Free Pakistan

The Derma II group has made its contribution in making Pakistan dandruff free by launching the “Dandruff Free Pakistan” patient awareness campaign. Special Ketowin drawing competitions

and several doctor’s family programs were organized by derma group during the campaign. Ketowin. Posters and samples were presented to the doctors.



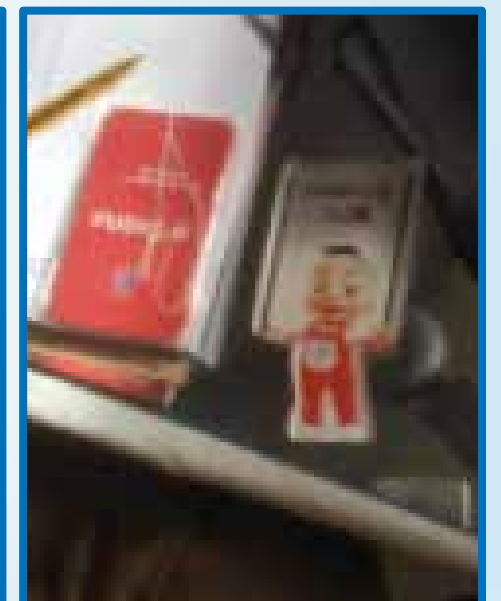
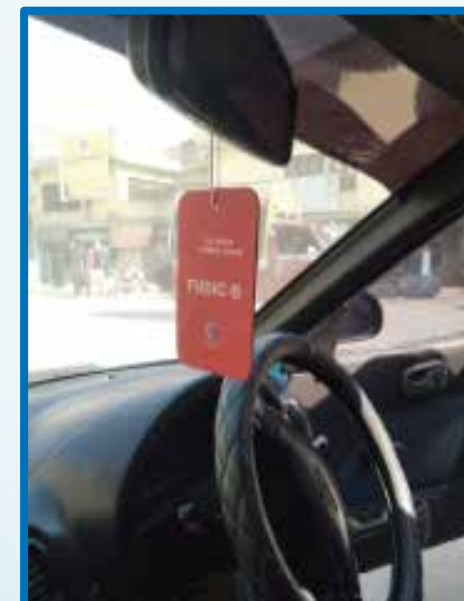
Doctors took special interest in drawing competition and appreciated this activity.



Fudic -B: BE UNITED BE STRONG with Fudic B.

Fudic -B is the back bone of this group and yet another innovative activity was organized in

which doctors were presented with Fudic-B car fragrance cards.



Shaigan G.I Health Workshop 29th January 2022 PC Hotel Rawalpindi (Neuromed Division)

Shaigan pharmaceuticals organized a Gastro intestinal health workshop which was attended by 50 A class GPs & Medical Officers from Rawalpindi & Islamabad. Several topics were discussed including "Management of Heartburn and Dyspepsia" which was presented by Brig® Dr. Amjad Salamat a renowned Gastroenterologist and Hepatologist, International Member American Board for

Gastrointestinal Endoscopy, President, Pakistan Society for study of Liver Diseases. Professor Javed Mehmood Malik a renowned rheumatologist and Ex Head of department Fauji Foundation Hospital Rawalpindi spoke on "NSAID induced acidity". Dr. Tayyab Saeed Akhter consultant physician spoke about "Life style modifications for G.I health".



38th Pakistan Society of Gastroenterology and GI Endoscopy Conference 24-26 February 2022 PC Hotel Karachi

Neuromed division participated in Pakistan Society of Gastroenterology and GI Endoscopy Conference. Around 200 doctors from all over the country visited Shaigan's stall during this conference and discussed Shaigan brands and

were engaged in different academic and social activities.

The doctors highly appreciated Shaigan's stall and Sindhi cultural touch. Several doctors were presented Sindhi ajraks with Famot branding.



ERCP and EUS Hands on Workshop (Khyber-1)

Shaigan Khyber-1 participated in the 17th ERCP and 11th EUS Hands on workshop held at Holy Family Hospital Rawalpindi.

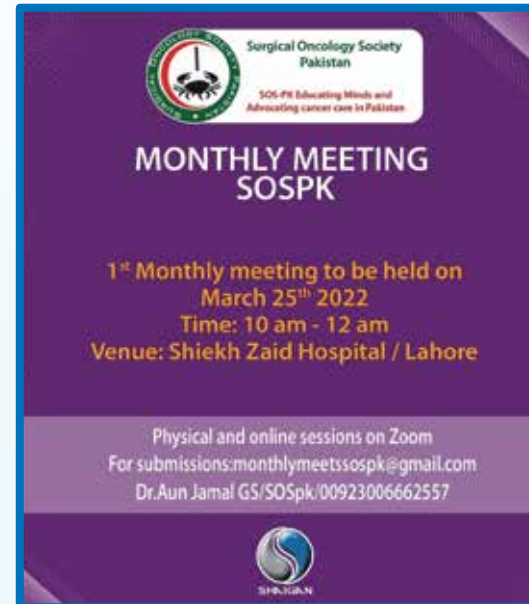
International faculty was also involved in this hands-on workshop.



Surgical Oncology Society Pakistan

Khyber-1 has participated in the monthly meetings of Surgical Oncology Society Pakistan (SOSPK) and conducted their live sessions. SOSPK is the platform where all the leading oncologists of Pakistan are present. This class is

held on last Friday of every month in which young consultants present their unique case studies, and healthy inputs are given by the senior consultants. Shaigan Pharmaceuticals collaborated in live streaming of these sessions.



Annual PSG Congress

Shaigan Khyber-1 participated in 38th Annual PSG Congress held at Karachi from 26th to 28th of Feb 2022. Live Interviews were conducted by Dr. Raffia Rafiq anchor person

from health TV which involved top Gastroenterologists of Pakistan. This activity was well appreciated by the doctors.



ESSO Birthday

Khyber -1 celebrated 17th birthday of ESSO cake cuttings at national level. where several wards were engaged in



EHD KA NISHAN GERD FREE PAKISTAN

“EHD KA NISHAN GERD FREE PAKISTAN” a executed across the country, which was 23rd March campaign by Khyber -1 was appreciated by all the doctors.



Endoscopic suits

Khyber-1 engaged the 100 Endoscopic suits material to them which included, Endoscopy across the country by providing endoscopic couches, and gloves etc.



FM Programs

FM Programs - with a special emphasis on Mionex were executed across the country. The topic was "Post COVID implications on lungs and general health".



PSG 2022 KARACHI (International Business Division)

Shaigan pharmaceuticals took the lead to invite the top-notch doctors from Afghanistan to PSG conference 2022. Alongside the PSG

conference the doctors were enthralled by exploring the rich heritage and delightful evenings of Karachi.



Asia Pacific Congress of Pediatrics 2022 Lahore

The leading doctors from Afghanistan were invited to Asia Pacific Congress of Pediatrics 2022 held at PC Lahore. The capital of food,

with historical attractions and exuberant environment was thoroughly enjoyed by our guests.



Round Table Discussion G-10

Shaigan pharmaceuticals Afghanistan conducted G10 in 5 major cities of the country. G10 is a group of 10 doctors from a particular hospital or same therapeutic specialty gathered for round table discussion. The purpose of G10

is to bring the doctors of same specialty on the table for fruitful discussion on new clinical advancement, treatment goals and to provide experience sharing platform.



International Women's Day 2022

Shaigan pharmaceuticals observed International Women's Day on 8th March 2022 with different activities in Afghanistan. About 250 lady doctors were engaged in all the major

cities of Afghanistan. They were presented certificate of acknowledgment for their efforts, standing against challenges and diligence towards their goals.



Quality Assurance (Qa) & Pharmaceutical Quality System (PQS) Shaigan's Perspective

JAVED ALI (Senior Manager Quality Assurance)

What is Quality Assurance - (QA)?

Quality Assurance (QA) covers all aspects that could have an impact on the quality of prescribed pharmaceutical products.

Quality Assurance is a wide ranging concept covering all matters that individually or collectively influence the quality of a product. It is the totality of the arrangements made with the objective of ensuring that pharmaceutical products are of the quality required for their intended use.

QA = QC + GMP* + Quality Systems

*GMP (Good Manufacturing Practices)

The objectives of QA are to ensure that the prescribed medicine competently provides the desired effect to the person taking it; to protect patients from accidentally being administered an incorrect or contaminated medication; and to ensure medicines comply with the regulations.

The purpose of pharmaceutical quality assurance is to ensure that the medication being manufactured will provide the desired effect to the patient. Quality assurance also guarantees that there are no contaminants present and that the medications will meet quality requirements and all relevant regulations.

Quality assurance is one of the most important aspects of the entire drug manufacturing process. Not only will it help companies protect their reputations, but it will allow them to avoid hefty penalties from regulatory organizations.

QA is involved in the planning, system governance, and process of every phase of the pharmaceutical business. QA professionals are

trained in current good manufacturing practices (CGMP or GMP) to help ensure that company remains compliant—meaning they're responsible for defining and executing systems and processes across the company that ensure your pharmaceutical products meet all quality, efficacy, purity, safety & regulatory requirements.

QA should be involved in every one of these system operations to make sure that the product that gets to each patient is as safe and effective as possible. This means performing process validation at each step, so they can control what's happening throughout the design, development, and distribution of the drug. If they find an issue, they'll work to determine the root cause and address it quickly to keep production moving.

As per definition of QA and as per the requirement of international GMP guidelines, the QA department of Shaigan is performing Quality Assurance activities mentioned below but not limited to:

- ✓ Vendor management and materials control
- ✓ Receiving and dispensing controls
- ✓ In process controls and compliance of manufacturing operations
- ✓ Document and Data Control – SOPs Control
- ✓ Corrective and Preventive action plans (CAPA)
- ✓ Deviation Management
- ✓ Change Control Management
- ✓ Root Cause analysis and failure analysis
- ✓ Out of Specifications and Out of Trend

- ✓ Customer Complaints
 - ✓ Product Recalls
 - ✓ QC Lab Quality Assurance program (Lab QA)
 - ✓ Product Quality Reviews (APQR)
 - ✓ Technical Trainings
 - ✓ Returned goods and stability issues
 - ✓ Validations
 - ✓ Quality Risk Management (QRM)
 - ✓ Quality Management Systems (QMS)
 - ✓ Management Reviews and communication to top management (MRM)
 - ✓ Technical Review meetings and Quality council
 - ✓ Self-Inspection and Quality Audits
 - ✓ Finished product release
 - ✓ Packaging, storage, dispatch and distribution controls of Finished Pharmaceutical Products.
- What is a Pharmaceutical Quality System – (PQS)?

“A Pharmaceutical Quality System (PQS) is a management system to direct and control a pharmaceutical company in terms of quality.”

PQS is a set of procedures and practices that contribute to product quality.

It targets individual processes and personnel involved in product manufacturing and prevents

them from drifting away from quality standards such as ISO and ICH Q10.

It develops and ensures quality procedures in various product life cycle stages such as manufacturing and product testing.

It includes all the critical stages of drug manufacturing, including:

- Formulation
- Method development
- Facilities
- Utility system
- Equipment

It ensures that the final product is according to customer requirements, as well as regulatory requirements which the manufacturer is obliged to follow. It uses monitoring methods such as Quality Assurance to prevent quality deviation and emphasizes documentation to record all problems and their solutions.

As custodian of Pharmaceutical Quality System in the organization, Quality Assurance is responsible to develop and use effective monitoring and control systems for process performance and product quality thereby providing assurance of continued suitability and capability of processes.



Training and Four Phases of Training Process

Sheharyar Saeed Malik (Manager Training)

Training is offered to employees to equip them with specific skills and fulfill specific organizational requirements or tasks, so employees can become more productive and meet their goals and objectives.

The training process is critical to any organization.

There are four phases of a training process: Assessment, development, delivery, and evaluation.

1. Assessment Stage

The training process begins with identifying the need and assessing whether the training is required. Once it has been decided that training is needed, the organization will need to identify those skills or competencies that need reinforcement. Usually, training is determined based on skills, attitude, or a knowledge gap.

2. Development Stage

Once the organization has decided that training is needed and identified essential skills and competencies that require reinforcement, the development stage now focuses on creating training materials and content. Whether it is determining the appropriate environment for the training or getting the right training tools, the development stage is where all the planning activities are carried out.

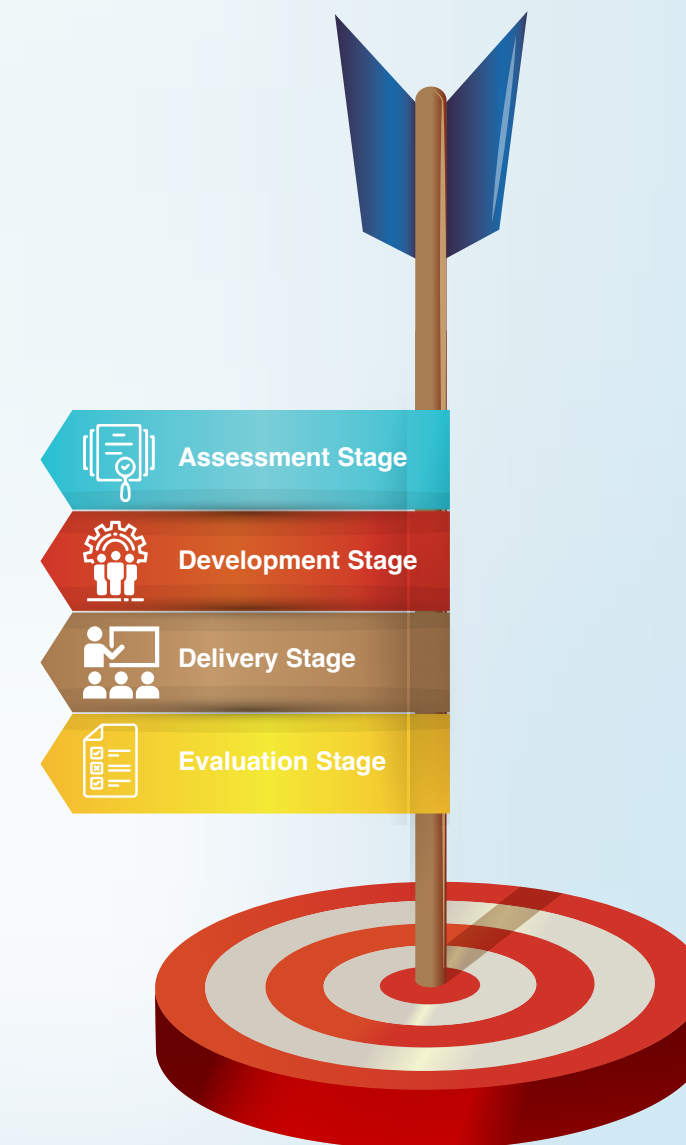
3. Delivery Stage

Next is the delivery stage. It is usually an overlooked phase, but an essential one because without implementing whatever was planned, the organization will not meet its goals or objectives. Ideally, this is the phase where the organization needs to conduct the actual training. Some factors will come into play; to determine how the training will be delivered. These factors may include individual style,

demographics, training intervention, etc.

4. Evaluation Stage

This is the last stage of the training process. It is meant to reflect on the training outcome and suggests ways to improve future training programs. Were there any challenges or pluses that can help you improve on how you can improve the training process? Did you achieve your goals and objectives? These are some of the questions that will make you better carry out a future training process.



The Training Department's Contribution Towards the Betterment of Shaigan Pharmaceuticals



Territory managers are very important to the operations of a company's marketing and sales department. Whether they're working to increase sales numbers or developing new ways to expand customer outreach, territory managers use their impressive problem solving and communication skills to ensure a business's success.

Territory managers oversee sales of a company in a certain geographical area. Their primary task is informing clinicians about the medical benefits of dosing patients with our company's product. which includes the drug's Mode of action, chemistry, uses and benefits. The training department at Shaigan tries to inculcate the following qualities, essential skills and competencies in newly hired territory managers.

1. Dressing and attire:

Pleasant personality plays a vital role in day today success. The training territory manager is required to understand this and groom his personality.

Special emphasis is placed upon dressing, and

attire.

2. In-depth medical Knowledge:

Medical background is the core emphasis of any pharmaceutical person. We impart required knowledge in the best possible way.

3. Product knowledge:

Professional knowledge about the relevant products, its Mode of action, pharmacokinetics and pharmacodynamics and product knowledge is briefly taught during the training sessions.

4. Persuasive selling skills:

The ability to determine customer needs and concerns, determine the appropriate approach to the situation and to gain commitment from the doctors is considered to be a must for any qualifying TM

5. Communication skills:

Active listening, probing, questioning skills and the ability to express oneself clearly and concisely is practiced during various sessions. Special emphasis is given on body language and situation handling, customer response and problem solving.

6. Organizational skills:

These include planning, prioritizing, scheduling and time management.

7. Resilience and consistency:

The ability to overcome obstacles, accomplish

sales objectives, and to make repeated attempts to achieve sales objectives is a part of the curriculum.



Fire Fighting & Civil Defence Training (Human Resource Department)



Fires destroy property, cause injuries, and take lives.

It's important that everyone in the workplace is prepared for a fire. Workers need to know what to do in case a fire occurs and how to work together to effectively stop the advance of a fire. Fire safety and first aid training can teach workers how to recognize fire hazards, conduct a fire safety risk assessment, prevent a workplace fire, and respond if a fire occurs and

save human lives

With proper training workers can eliminate fire hazards and respond quickly and efficiently if a fire breaks out.

Shaigan pharmaceutical is playing its part by conducting regular fire drills and responding to emergencies in the shortest possible time. In March 2022 the human resource departments conducted fire safety course with a support from Civil defence department



Supply Chain Challenges After COVID-19

Ali Raza (Assistant Manager Impex)



The coronavirus pandemic was an unprecedented event, which shook global trade. The problem started in January 2020 when China locked down several parts of the country to restrain the spread of the virus infection. Factories in China that supply goods to businesses around the world stopped their operations. As a result, the volume of shipping fell.

In the 4th quarter of 2021 countries began re-opening their economies. Factories in China started their operations. With the increase in

international trade volumes came greater demand for container spaces in vessels and, therefore, an increase in sea freight rates.

What's clear is that nearly two years after the world first learned of COVID, the supply chain is still experiencing an unfortunate series of firsts – a historic level of carrier unreliability, record high freight rates, all-time low warehouse vacancies and more.

China's continuing zero-COVID strategy with its tight border restrictions could create problems. Recently due to again lock down in Shanghai



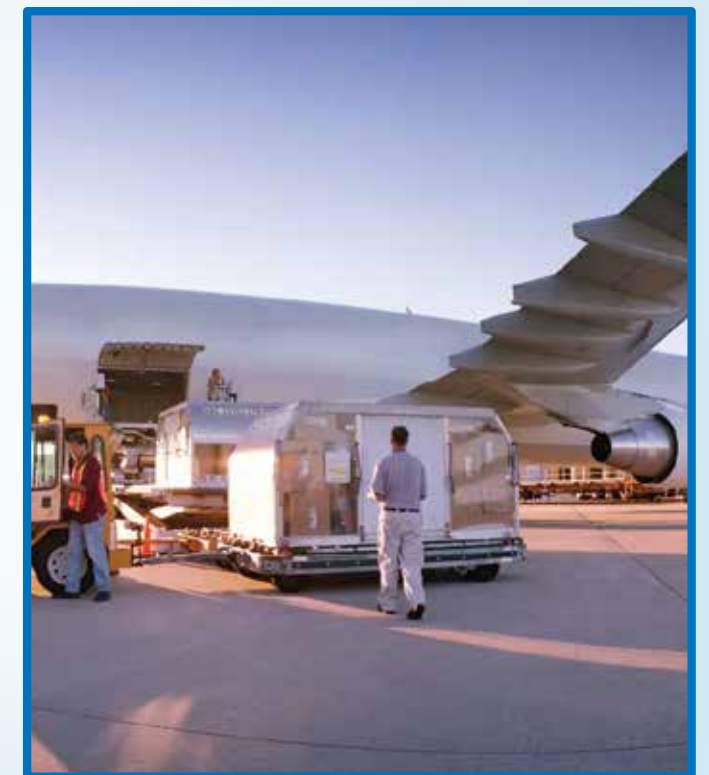
most warehouses and plants are closed, the port and airport have limited function, shipping units are stranded in the wrong places, and freight is piling up.

Shaigan pharmaceuticals faced different challenges after COVID-19, like lockdown, increased transit time, port congestion, vessel delays, and freight costs shooting up. The ocean freight rates to Pakistan and the Middle East from China increased more than 200%. Since Shaigan's major portion of imports is from China, it affected the day today operations.

Shaigan's supply chain department has made a feasible buying and shipping plan ensuring that we do not run out of stock. We have planned our buying schedule and early booking of our cargo which means we are always on top of our inventory. We have started booking cargo early, weeks or even months ahead, making sure to avoid booking of cargo during the holidays and peak seasons. We are trying to increase our order and ship a 40ft container which will lower the price per unit of our products.

Nobody knows when ocean sea freight rates will get back to normal. There are some reports that

say space issue and ocean freight rates will remain high until Q4 of 2022. Till that happens, a more intelligent supply chain is needed.



New Joiners



Muhammad Asif Ali Khan
Internal Audit Officer



Iqra Sajid
Office Coordinator



Shahid Shoaib
GM Finance



Tahir Hussain
Validation Officer



Muhammad Usama Zahoor
Production Pharmacist



Abbas Ahmed
Product Manager



Hamza Shams
Microbiologist



Muhammad Saeed Ahmad
Production Pharmacist



Ahmad Hassan Mahmood
Quality Assurance Inspector



Muhammad Tayyab Kayani
Sr. HR Coordinator



Muhammad Usama Amjad
IT Coordinator



Muhammad Masroor Anwar Rao
Product Manager



Fida Hussain
Senior Marketing Coordinator



Maryam Jamil
Graphic Designer

Promotions



Zubair Quraishy
Marketing Manager



Sheharyar Wali Lone
Marketing Manager



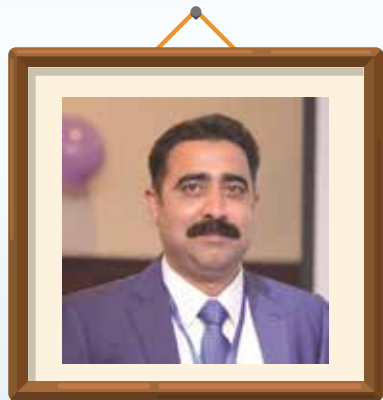
Mansoor Ahmad Kiani
BUH



Syed Touqeer Naqvi
BUH



M. Asif
BUH



Ijaz Ahmed Azeem
BUH



M. Usman
BUH



Khurram Shahzad Qureshi
BUH



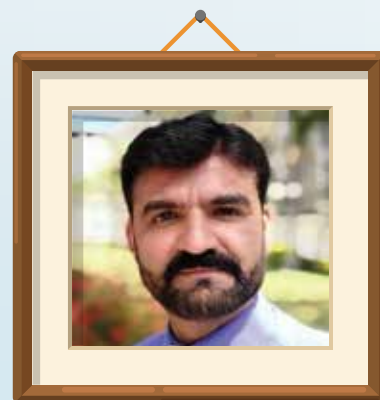
M. Qaisar Nadeem
BUH



Raja Umber Habib
Senior GPM



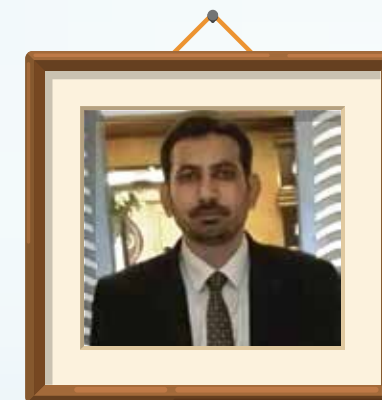
Asad Iqbal Khan
GPM



Amjad Iqbal
GPM



M. Azeem Khan
GPM



M. Latif
SPM



Syed Zeeshan Haider
GPM