

Newsletter 33

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Special Edition dedicated to the memory of
Remedica's founder, Christakis Pattichis

Prologue

This special issue is dedicated with lots of love, appreciation and respect to the founder and Chairman of the Board of the Remedica Group of Companies, Mr. Christakis Pattichis, my father and “father” of the Cyprus pharmaceutical industry, who passed away aged 88 on the 13th April 2016.

We will always remember him as a visionary who was able to bring his visions to life, for his charitable nature and for caring about his fellow human beings. Below I include a quotation from his interview for the book I wrote to celebrate his 50-year achievements entitled “50 years Remedica: 1960 – 2010: An illustrated history”.

“My philosophy in creating and developing the company has been the pursuit of opportunities which are profitable but only if they are in the best interests of all concerned: this approach ultimately means offering a quality product at a fair price whilst ensuring the sustained development of everyone involved in the production and distribution of our products, including our suppliers. As a manufacturer of medicines, this philosophy has given rise to our core belief of “Quality – Service – Value” that has become Remedica's characteristic over the past decades.”

He will live in our hearts forever.

Charalambos Pattichis
Group CEO

Christakis Pattichis.

The visionary “father” of the Cyprus

pharmaceutical industry **18/12/1927 – 13/04/2016**



Christakis Pattichis

He was born in 1927 in the village of Kato Drys, but as a young man migrated to Scotland where he lived and worked for 14 years. He read Chemical Engineering and Business Management and later obtained an MBA. In 1960 he returned to Cyprus and started a carbon dioxide plant in Limassol under the name T. Ch. Pattichis (Manufacturing Chemists). He then added aerosols and cosmetics to the range of products. During the 1970s he envisioned the creation of a factory making pharmaceutical products in Cyprus and, despite all the difficulties, he achieved this in 1976. As a result of its success, in 1980 he was able to found Remedica as a separate company dedicated to the manufacture of pharmaceuticals for human use.

Today the company's development finds Remedica as one of the largest employers in Cyprus with 650 employees, exporting to over 100 countries worldwide, with its more than 300 different pharmaceutical products being used to treat millions of patients around the world. Christakis Pattichis was a pioneer of exportation and made Remedica known in countries whose inhabitants did not even know where Cyprus was. He therefore became his country's unofficial and unpaid “ambassador”, establishing its reputation as a country with high technological capabilities. It is also worthy of mention that Remedica was the first pharmaceutical company in Cyprus to file a patent for a pharmaceutical product.

Through hard work, he made his mark in the Cyprus business world with active participation in local business activities. In all cases, he used to say that a business person should not be complacent and rest on his laurels but should always endeavour to surpass himself.

Charity was a distinct trait of his personality and throughout the years he has provided financial and other forms of aid to people, organisations and many charities both in Cyprus and abroad. For example, in 1974, after the Turkish invasion, following mature consideration he made a conscious moral decision to help one of his business competitors to re-start their activities, which had been forced to close by invading forces, by providing them with factory space, machinery and raw materials. In that same year he had also donated products made by the company, such as shaving cream, to the Cyprus Army.



The founder, Mr. Christakis Pattichis outside the first CO₂ plant at the company's old site.



Meeting at the Limassol Chamber of Commerce & Industry (1968)

He was a humanitarian with a capital H, low key but always with a vision for the future, having in mind the continued growth of his business as well as the development of the community as a whole, he invested continuously in young recruits whom he considered associates and not merely employees. Despite the difficult economic times that Cyprus has been going through over recent years and the high costs of production in Cyprus, all of the company's factories are still situated in Cyprus, as he always wanted to help the wider community in the country of his birth. Although he preferred to maintain a low profile, he was always willing to be a pioneer of social developments and in 2014 he was presented with the Lifetime Achievement Award by the magazine 'InBusiness'. Despite the general economic crisis in 2013 and the harsh negative effects on the Cypriot economic climate, he managed to maintain the trust of his associates worldwide since, not only did he maintain jobs when other companies were laying-off staff and reducing salaries, but he even managed to increase the number employees by 16% without any significant reductions in salaries. He was a founding member of the Limassol Chamber of Commerce and Industry and served on its board from the mid 1960s until 1983. He was also a founding member of the group that built an Industrial Effluents Treatment Plant (IETP) which, for the first time in Cyprus, enabled the treatment of industrial waste water so that it could be safely returned to the environment. The IETP was constructed and commissioned in 1988 well in advance of any other waste water treatment and recycling system. He was also instrumental in the creation of a nursery on the Industrial Estate for the benefit of working mothers.

During the last 4 years when the Cyprus Republic has suffered the second most severe economic crisis in its modern history, he stepped up his charitable contributions to vulnerable groups through financial aid for social groceries, donation of pharmaceuticals to social clinics and dental surgeries, and financial support for scholarships and research programmes, like the scholarship at University College London (UCL) and the Open Access initiative of the Cyprus Technical University etc. His business objectives remained unaltered until his last day having his sights on the creation of a healthier world for Remedica and its employees, his associates and society in general.

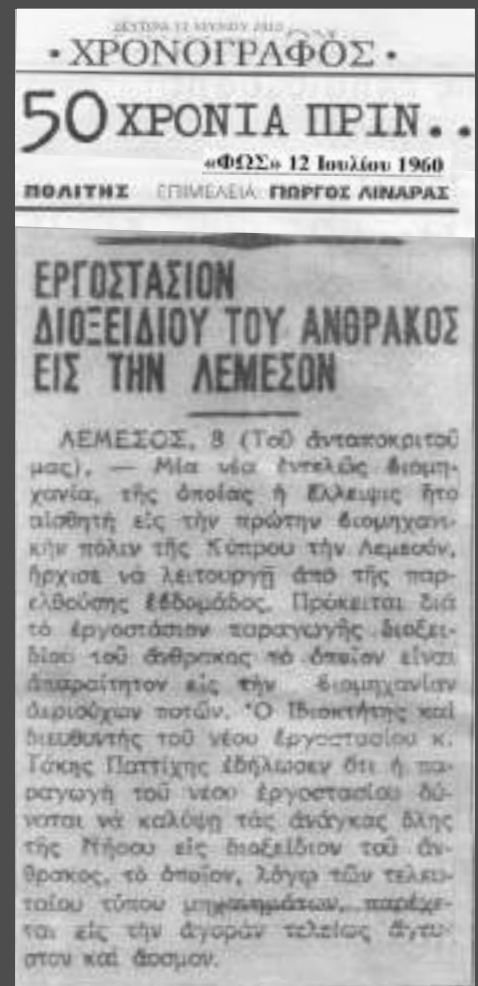
Christakis Pattichis' interview for the book “50 years Remedica: 1960 – 2010: An illustrated history”, chapter headed “Reflections by the Founder”.

“When I first started the business the situation was very different than it is today! The Cyprus economy was very much developing with most people still working in the primary sector, there was a general shortage of university graduates and other qualified people and industry and infrastructure in many areas was not developed, all of which presented a good opportunity for new businesses. After careful consideration of the options, I decided to set up a plant to manufacture carbon dioxide. At the time there were two breweries and three soft-drinks companies in Cyprus and I managed to secure a contract with some of these.

Looking back now, it seems like a monumental task, but when you put everything you have into a business from a financial point of view, you devote all your time and efforts towards maximising the chances of success. I remember that in the beginning I was the only one who knew how to operate the carbon dioxide plant, therefore I needed to be there all the time, so I had to sleep in the car for a few hours at night until I had trained my first employee to operate it. Being new, the business could not support more than one worker, so for a while I had to be the second person on the night shift. The plant was only viable on a 3-shift basis since it was summer time, when demand was at its highest, so there was no other choice, otherwise we would be losing sales and so would our customers.

My first office was made out of the wooden cases that the equipment used to build the carbon dioxide plant had been shipped in. With the aid of a carpenter we carefully disassembled the cases and partitioned off a corner of the old building and turned it into an office.

Newspaper article from 1960 announcing the initiation of operations
of a new factory owned and managed by Mr. Christakis Pattichis,
having the technology to produce odourless carbon dioxide.



The 60s were tough in Cyprus and I was always thinking of ways to increase the business. Fortunately I had established several important contacts in multinational companies whom I could turn to for advice. This led to technology flow for the business through contracts to manufacture products for these companies. It started with cosmetics in the late 60s and expanded to include the packaging of pharmaceuticals in the mid-70s.

When the decision to build a new factory was taken, I went to see our bankers and accountants. They were amazed at my expansion plans, congratulated me for my courage but admitted that, in my place, they would not have taken such a decision. The bankers, however, were very happy to lend me the money, but only after I had mortgaged everything I owned including the plot where the new factory was to be built! In order to limit the costs, the initial plans did not include any offices, but as the financial situation improved, a modest office block was added which also allowed a modern analytical laboratory to be built: it was one of the best in the country at the time.

The Turkish invasion had a dramatic impact on both me and the Country which was devastated; one in every three Cypriots became unemployed, and demand for our products fell sharply. No one knew whether or not Turkey would continue its military advance and occupy the rest of Cyprus, whether they would have a job the following day or if there would be any way out of this terrible situation. From a personal point of view, I felt that Cyprus was my country and that I should do my best to get back on my feet.

After a year of soul searching and thinking of the various options, I received a call from a friend of mine, who was a manager in a well-known pharmaceutical company, asking me if I knew of any company that could pack their new product (an anti-infective tablet) for the Middle East in time for their launch deadline. I jumped at the chance and told him that we would do it for them. As soon as we received sample tablets, we got a local technician to make the packing tooling to fit their size and shape and we had their order packed and delivered well in time for the launch.



Mr Christakis Pattichis in his office in the late 1960s



*The northern side of the factory built in 1971.
In the foreground is the old CO₂ plant.*



Packing of IZIKILL® insecticide 1970s



Christakis Pattichis in Rwanda in the 1980s



Christakis Pattichis in Sudan in the 1980s



Christakis Pattichis in Malaysia in the 1990s

Soon after that, another contact informed me that his company was replacing certain pharmaceutical manufacturing equipment so I took a plane to England and bought several good items at a very attractive price. This enabled us to commence pharmaceutical production much sooner than expected and at a much lower cost.

One of my best decisions was to invest the profit from the first Remedica order in the services of a retired British inspector who came to Cyprus and advised us on what to do in order for the facility to be approved by W. European countries. We followed all his recommendations and it paid off some years later when Remedica was inspected and approved by West Germany. Our first export was to Singapore in 1983. The previous year I had exchanged a round-the-world ticket I had won in an airline competition for a trip to the Far East. Nobody knew about Remedica then - they didn't even know where Cyprus was! Seeing that I was white (Caucasian) they ventured a guess - "from Europe?" to which I replied positively. There were tremendous language barriers to overcome in some countries, whilst in others there was reticence to do business with someone from a country so far away. When I returned I was wondering whether we would even get back the expenses of the trip (hotel accommodation, meals etc.). In the end we overcame these problems and many of our agents in the Far East and elsewhere have become very wealthy by representing Remedica in their home markets.

Our first success in China was a "trial order" in 1986. When it arrived we could not believe our eyes. It was for a container-load of Perofen 200mg sugar coated tablets: we had never been requested to fulfil such a big order before! After the initial welcome shock, I took a plane and flew to England in order to arrange with our supplier the timely delivery of the raw material. I also bought some more machinery in order to cope with the large size of the order, which when it was announced to the Production Department did not believe we could make it in time. In the end we successfully shipped the container on time and thereby became one of the first companies in Cyprus to export to China.

By the late 80s the lack of space was becoming the factor which limited expansion. The production of carbon dioxide was still bringing in a steady income and therefore during the 80s a new carbon dioxide plant had been ordered but by the time it was erected and ready to be used, we felt that pharmaceuticals presented much better growth opportunities. It is sometimes said that in business you have to sacrifice your favourite “children” in order to secure the welfare of the rest and this is how I felt about carbon dioxide. After careful consultation with my closest associates we decided to stop production and concentrate on pharmaceuticals. This meant scrapping the new plant before it had even begun production in order to generate space for the new business. It was a very emotional decision but one that we did not regret for one moment. However, I could not bear to witness the demolition of the new plant so I went abroad on a business trip.

A few years later, the need for space became even more acute. There were no industrial plots available to lease so I called together the managerial team and we went round the factory. I explained to them my idea to temporarily cramp the operations into one half of the factory, remove the roof of the other half and build another two stories above. Then we would move everything into the new section and repeat the operation for the second half of the factory ending up with three times the current space. This would provide room for expansion of the manufacturing and packing operations, the stores and a new and larger Quality Control Department. I got the distinct feeling that everyone thought I was joking, but when we received an estimate from the contractors, everyone became totally committed to the project and all the



building work was completed in record time.

However, this was only the first phase of the expansion of Remedica, which continually needed more and more space and meant that considerable sums had to be invested in the purchase of adjacent plots of land. It has always been our policy to re-invest most of the profits back into the company as a good way of expanding without incurring debt and ensuring future growth. This policy is still central to our philosophy today.

Of all the good fortune and success we have had over the years, for me the most important element has been my associates. They have worked hard and diligently to take the business from a small company to what it is today and I wish to take this opportunity of congratulating and thanking them for their achievements. I now feel comfortable knowing that Remedica is managed by professional people who care about the company and what they do, and are proud to belong to the team which we have all helped to build.”



*Remedica head office
in Limassol, Cyprus*

Memorial service and eulogies

The church was packed with people attending the memorial service of Christakis Pattichis, who passed away aged 88.

The memorial service was carried out by his beatitude Archimandrite Chrysostomos at 10 am on Saturday 16th April 2016 in the Holy Church of St. Nickolas, Limassol, after which many people laid wreathes in his memory. Present were, amongst others, his Excellency the President of the Republic of Cyprus, Mr. Nicos Anastasiades with his wife Andri Anastasiades, the Minister of Health, Dr George Pamborides, Members of Parliament, Mayors, Members of Local Municipal Councils, Remedica staff, as well as representatives of political parties, friends, associates from Cyprus and overseas, and many of other people. The deceased's family has asked that, in lieu of wreathes, donations be made to the Cyprus Leukemia Association "Zoe" (Life), to the Cyprus Association of Cancer Patients and Friends and to the Cyprus Association of Servicemen and their Families.



Christakis Pattichis

The eulogy was given by his Excellency the President of the Republic of Cyprus, Mr. Nicos Anastasiades who also laid a wreath.

My dearest Margrit, Bambis (Charalambos), Elena, Katerina, Nakis and Christiana, allow me to share with you, like so many others, my grief for the loss of your husband and father, my friend Chris.

It is for me an especially difficult day.

It is particularly hard to say goodbye to a true friend but also a person who was a model businessman and a firm supporter of many of our fellow human beings.

A man whose spiritual drive led him to cross the borders of our little country, a friend who was always a source of inspiration for us to surpass difficulties.

A bold visionary who did not allow the daily routines to contaminate his thought with dilemmas or hesitation.

Going back in time, emotional memories come to me my dear Chris. Your inner strength, perseverance and determination for creation and contribution will always remain etched in my memory.

Cyprus, its business world and society in general owe a lot to you. Not just because you were a successful businessman but because, above all else, you were a man with a great vision and also for your considerable social and charitable work that touched many of our fellow human beings.

Yet another of your personality traits was the fact that your humanitarian contribution was always carried out with the utmost discretion.

Through your business activities, you have worthily represented Cyprus in over 100 countries making our little homeland known from Canada to the Far East.

You leave behind you an organisation on which many families depend but I would also say to a large extent our country's exports.

Our homeland owes you a lot but I am certain that the enormous accomplishments you have delivered will be continued with the same success by your son Bambis (Charalambos) and your associates. It is said that whoever does nothing for others does nothing for himself. You, my friend Chris, have done a lot for all of us!

I will end using your own wise words, which should become a beacon for all of us: "Make room for the vision. Visualise. See the negative points in a situation as an opportunity to create and evolve".

May your memory last forever, my friend Chris. May the soil that covers you be light.

On behalf of his second family, Remedica's staff, Mr Emilios Savvides, Managing Director, gave the following eulogy and laid a wreath.

When you have to say goodbye to a man you have been working with for the past 44 years on a daily basis, words don't come easy!

I had the good fortune to meet Mr. Christakis Pattichis in February 1972 when he hired me as an accountant in his company. Since then for me he has been my associate, my friend and my second father.

Despite the circumstances of the time and with the help of loans from the then Development Bank, you built the new factory in the Industrial Estate to which you transported from the old KEAN site the carbon dioxide plant and the production equipment for cosmetics and IZIKILL insecticide.

When in 1974, after the Turkish invasion, our competitors from Famagusta approached you and asked for your help to re-establish their business, without a second thought you gave them every possible help. I still remember to this very day your words in reply to my question why help our competitors to which you replied "these people have lost everything – God will provide for all of us".

Indeed God witnessed your acts and helped us along.

When just after the events in 1974 you decided to build a house and at the same time extend the factory, our late auditor Andreas Loizides told you "Chris it is no time for such expenses" to which you replied "If the Turks come, whether they take the house and the factory or the money in the bank, what is the difference?"

Your strategic decision to change direction and start the production of pharmaceuticals, even if you had to take a second mortgage on your home and factory, was the genesis of a great company.

Today everything looks easy, but back in 1980 when the first exports began, the effort and sacrifices necessary were huge. When the rest of us were

celebrating Easter with our families, you and Mrs. Margrit were travelling to meet customers and close deals.

With wise guidance from you, your inspired and bold decisions, the Remedica Group kept growing and expanding providing jobs for more and more people. Today 650 families derive their living from Remedica – but since Remedica also creates work for other companies then the benefit to the country is even greater: all of this is due to your incisive and timely decisions.

We, the people of Remedica, your second family as you used to say, know only too well that you felt as much responsibility for your employees as you did for your own family. We are conscious of the heavy burden that you took upon yourself and, just like your family, we now feel orphaned. However taking your visions as a guide together with everything that you taught us over the years, we will continue your work and hope that you will see it from above and be content.

We know how many colleagues have received help in their hour of difficulty and we also know of your contributions to charitable institutions, families and social grocery stores in Cyprus. You also gave generously to, for example, African countries and those struck by earthquakes and other natural disasters.

You have been fortunate enough to see your children marry and give you five grandchildren who you loved dearly.

You have also been fortunate to see the fruits of your labours returned by making the name Cyprus and that of Remedica as a manufacturer of highest quality pharmaceuticals known in over 100 countries throughout the world. All of this has been made possible through your own persistence and insight.

You belong to a group of a few men who during their life time created, achieved and contributed so much that it makes you, at least in our eyes, a worthy child of your country.

Dear Mr. Pattichis, today your family, relatives, those who value your work, the people of Remedica, dear friends and overseas associates have all joined together to offer our prayers and say goodbye to you. Those associates who are abroad and cannot be here have sent electronic messages or telephoned to express their high opinion of you with words like "the honest and proper businessman – the friend but above all a true humanitarian".

All of us wish you well in your journey, may the soil that covers you be light; we thank you and say goodbye.



Export Award 1989



Export Award 2009

On behalf of the Limassol Chamber of Commerce and Industry, its President Mr. Costas Galatariotis, gave the following eulogy and laid a wreath.

It was with a pain in my soul that I heard last Wednesday morning, the sad news of the death of the brilliant businessman, Christakis Pattichis. Our sadness is truly deep now that this great man is no longer with us.

All of us not only in the Limassol Chamber family but also throughout the whole of Cyprus, have been lucky to have known Christakis Pattichis: the man who for good reason had been dubbed the "father of the Cyprus pharmaceutical industry". His creation T. Ch. Pattihis (Manufacturing Chemists) which evolved into the world-class Remedica, had been a founding member of our Chamber and a member of the Board of Directors, offering valuable services from the mid 1960s until 1983. On a personal note which adds to my emotions right now, the late Christakis Pattichis served on the Chamber's Board for a number of years with my father, Stavros, with whom he shared friendship and mutual respect.

The late Christakis Pattichis was not just a successful businessman, but also a true visionary who first saw from the 1970s, the potential for a pharmaceutical industry in our country. Developments

have vindicated him and he was fortunate enough to enjoy the recognition, not only through the course of his own company, but also through the development of the entire Cyprus pharmaceutical industry, which today constitutes the top exporting industrial sector of our country.

Outwith his business activities, the deceased was ever-present in the Limassol community through various charitable activities and initiatives, including the support of disadvantaged fellow human beings and the provision of scholarships to students.

Christakis Pattichis, this truly illustrious businessman, who excelled not only in his business activities, but also for his prudence, kindness and meekness, departed on the 13 April for his ultimate journey. But, before he left he ensured through the way he lived his own life, his contribution and his virtues, that we will remember him forever.

We share the grief of his wife, Margrit, his daughters' Katerina and Christiana and of course his son, my personal friend and close associate, Bambis (Charalambos). We wish that our Most Merciful God gives them strength and courage.

I lay this wreath as a small tribute to his great contribution.

May his memory live forever.



Export Award 1995



Export Award 1989

Other eulogies were delivered, on behalf of his family, his son-in-law, Mr. Nakis Papadopoulos, and his nephew, Mr. Loukis Pattihis.

In his eulogy, Mr. Papadopoulos mentioned, amongst other things, what a good family man he was, his creativity and insight, his ethos, discretion and low profile. "For as long as I have known him he never derived great pleasure from material goods but from life's simple pleasures." He added "his generosity extended well beyond his immediate family. We knew that over the years he supported financially members of his extended family as well children of friends and associates. His contributions to charitable institutions and worthy causes were many but he rarely shared his actions in this area with others."

In his eulogy, his nephew, Mr. Loukis Pattihis, praised the genial traits of his uncle and the advice he generously gave to whoever needed it, whilst remaining by their side to listen patiently and with interest in what they had to say.



Celebrations for the 50th anniversary of the Remedica Group in 2010.

A tribute by Chris Marriott, non-Executive Director of Remedica & Emeritus Professor of Pharmaceuticals, King's College London.

I did not meet Christakis Pattichis until the summer of 1992 and have only recently realised that he should have retired at the end of that year. I am very glad that he did not since during the intervening years he became a professional colleague and, most significantly, a very good friend. Despite his age, Christakis was always bubbling with enthusiasm and possessed enormous drive which over the next 24 years I saw transform the Company into what it is today, both in terms of its size and its range of quality products. Initially my role was one of advisor but I was both flattered and honoured when he asked me to join the Board, an invitation that I accepted without reservation.

He was a model employer who inspired enormous loyalty from his staff most of whom he knew by name. Some members of his 'second family' have spent most of their working lives at Remedica and this dedication and loyalty is reflected in the high quality of the products that Remedica produces. You will have realised that from the above eulogies, that he had to take risks but these were all personal and if they had gone wrong he would have borne the cost and taken the blame. Fortunately, his risks were calculated so none ever went wrong, but the more you try, the luckier you get.

He lived and breathed Remedica and its name will be etched on his heart. By now I am sure that God will have been made fully aware of the need to make generic miracles!

I felt very privileged to be part of his 'second family' and a friend of his own family. I share the sadness and loss of both these families and cannot put into words how deep my feelings are. Suffice it to say that the chasm that has been created by his death is much greater than the Company that he created for this was only part of his contribution.

Cyprus will not see the like of my friend Christakis Pattichis again.