

# NEWSLETTER 49

MARCH 2020

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## INTERNATIONAL WOMEN'S DAY

8<sup>th</sup> of March 2020 - Each for Equal<sup>1</sup>

International Women's Day 2020 is an opportunity to focus on the significant progress made, demanding action and honouring acts of strength by women that have an important place in their countries' and societies' history. The 2020 theme, Each for Equal, reflects on creative ways we can promote equality between the sexes and women's empowerment, especially in the field of social welfare policies, access to public services, and inclusive development. Achieving the challenging United Nations' Sustainable Development Goals (SDGs) involves radical transformation, comprehensive initiatives, and innovative ideas, especially concerning promoting equality between the sexes and motivating all women and girls. Remedica is strongly committed to driving gender equality forward on its agenda. As it takes on this healthy challenge, everyone understands that embracing women's talents is not only critical to stay relevant to



future generations but also to lead to greater innovation and agility. Ultimately, this will lead to stronger and sustainable business success because diverse and inclusive teams simply perform better. To celebrate the day and staying true to its values, Remedica offered gifts to all the women of the company, an initiative that was carried out in collaboration with Europa Donna Cyprus.



## WELCOME NOTE

All of a sudden, we found ourselves hostages in our own homes. Every day we constantly hear the number of those who passed away from the coronavirus and the new precautionary measures. The deadly virus disrupts the way we live and experience our daily lives. During these challenging times, we are more determined than ever to overcome all obstacles as we are committed to tackling the virus and taking private initiatives to help Cyprus and other countries address the pandemic as soon as possible. Such initiatives are the donation of chloroquine to the Cyprus Ministry of Health, as well as 10 respirators and 500.000 surgical masks for the treatment of the virus, and the donation of protective equipment to private and other hospitals as well as companies. We will leave you to continue reading Remedica's latest newsletter, and we hope you enjoy it! We wish all our fellow citizens health and patience. Let's stand together to beat the coronavirus!

Dr Michael Neoptolemos  
Group Chief Executive Officer (CEO)

# REMEDICA PEOPLE

## Mr Nicolas Ioannou, Information Technology (IT) Manager

Mr Nicolas Ioannou completed his bachelor's and master's degrees in International Business Management and Business Information Technology (IT) at the Northumbria University in Newcastle, United Kingdom. His professional career in the IT sector started at Remedica back in 2003 as Systems Administrator at the IT Department.

During his employment, he has been involved in several projects, from expanding Remedica's Information Architecture and Network Infrastructure to systems' development and the implementation of new software systems.

Mr Ioannou invests in his personal growth through his commitment to continuous education in the field of IT, following frequent seminars of new technologies both in hardware and software infrastructures. Since 2019, he has held the position of the IT Manager.



# RETIREMENTS

## Retirement of Remedica's Employees

Four of Remedica's employees retired after serving with the company for many years. Mr Vasos Panteli, Mr Giorgos Alexandrou, Mrs Elli Moscholidaki, and Mrs Rodoula Antoniou completed 15, 19, 24, and 25 years of service, respectively. In a gathering of the personnel at Remedica's premises, they were presented with a symbolic acknowledgement of their long-term contribution to the company's growth. We wish them all the best in their retirement years.

# OUR PRODUCTS

## Specenib® (Dasatinib)

Recently, the medicinal product Specenib® received its first regulatory approval. Specenib® contains the active substance Dasatinib, which is indicated for the treatment of Philadelphia chromosome-positive (Ph+) acute lymphoblastic leukaemia in adult patients who are not benefitting from prior therapies.

Specenib® is available containing 20 mg, 50 mg, 70 mg, 80 mg, 100 mg, and 140 mg of the active substance in each film-coated tablet.

# Specenib®

Dasatinib

# ENVIRONMENTAL ISSUES

## The Impact of the Recent Australian Bushfires on Biodiversity<sup>2-7</sup>

**SOFIANOS KYRIAKIDIS**

Following the unprecedented boreal forest fires succeeded by the Amazon rainforest fires discussed in previous newsletters, this article will discuss yet another successive environmental disaster: the unprecedented bushfires in Australia.

According to the United Nations Environment Programme (UNEP), the Australian bushfire season 2019-2020 claimed more than 18 million hectares (180.000 km<sup>2</sup>) of Australian land<sup>2</sup>. To put this figure into perspective, one should bear in mind that the area burned in Australia is approximately twice the area of Austria and approximately 20 times the area of Cyprus.

What's worse, the Australian bushfire season claimed the lives of 33 people<sup>3</sup> and those of an estimated 1 billion animals<sup>4</sup>. The loss of a huge number of Australian animals alone is considered to be a disaster by itself in terms of biodiversity conservation.

The importance of Australian endemic species lies in the fact that due to its geographical remoteness, Australian fauna and flora have evolved in isolation, in terms of geological time. Thus, Australia turned out to be the

homeland of unique and important animals in terms of conservation species, such as the iconic kangaroo and koala.

According to the Australian Wildlife Conservancy, 87% of mammal species, 93% of reptile species, 94% of frogs, and 45% of birds found in Australia are unique to it and found nowhere else in the world<sup>5</sup>.

According to the University of Sydney, Australia's biodiversity is declining



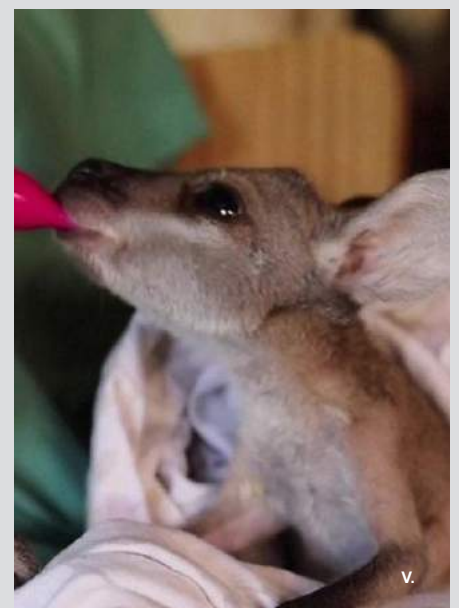
rapidly, with probably the highest rate of extinction for mammals<sup>3</sup>. UNEP suggests that the death toll for fauna will continue to rise in the months following the end of the 2019-2020 bushfire season<sup>2</sup>. This is due to the severe loss of habitat and food sources.

Moreover, the 2019-2020 bushfires severely impacted some of Australia's World Heritage Areas of significant ecological importance<sup>6</sup>. In particular, approximately 81% of the Greater Blue Mountains Area and 54% of Gondwana Rainforests of Australia were affected. It should be noted that according to the United Nations Educational, Scientific and Cultural Organization (UNESCO), the Greater Blue Mountains Area is distinguished for its representation of eucalypts, which have adapted and diversified in the geographically isolated



Australia<sup>7</sup>. As UNEP suggests, the Australian bushfires have not only been intensified by climate change, but they have contributed to it as well<sup>2</sup>. In just 3 months, the Australian bushfires emitted more than 400 megatonnes of carbon dioxide (CO<sub>2</sub>) into the atmosphere. This is equivalent to the annual average CO<sub>2</sub> emissions of the nation.

Recent bushfires in Australia have raised concerns on how rapidly climate change can devastate biodiversity that has been evolving for millennia. To prevent the rapid decline of biodiversity and species' extinction, set policies on climate mitigation and wildlife management require a more rapid and decisive implementation on both local and global settings.



# CORPORATE SOCIAL RESPONSIBILITY

## 1) Remedica joins the fight against Coronavirus (photo. 1, 2)

Taking into account the difficult times we are going through caused by the coronavirus outbreak, Remedica, committed to tackling the virus and took private initiatives to help Cyprus and other countries address the pandemic as soon as possible. Such initiatives include the following:

- Donation of chloroquine to the Cyprus Ministry of Health, as well as 10 respirators and 500.000 surgical masks for the treatment of the virus
- Donation of protective equipment to private and other hospitals as well as companies
- Consultation with State Health Services Organisation (SHSO) for further assistance
- Remedica's human resources and corporate vehicles are at the disposal of the Commissioner for Volunteering and Non Governmental Organisations and the Health Insurance Agency for the delivery of anti-coronary drugs.
- Donation of packaging materials to the Cyprus Emergency Response Team, "Rescue 1" for the dispatch of 200 protective masks to hospitals
- Preventive measures taken by Remedica to protect the company's staff. You can read more about the measures taken by the company on page 7.

## 2) Visit by the Association of Parents and Friends of Children with Special Needs in Limassol at Remedica's Premises (photo. 3)

As part of its charitable work, Remedica welcomed and embraced at its facilities in Limassol children with special needs from the Association of Parents and Friends of Children with Special Needs in Limassol on the 11<sup>th</sup> of February 2020.

The purpose of this association is to protect and care for children with physical and mental disabilities and to promote and resolve problems that the children and their parents face. The children met with company staff members, who gave them a tour around the Chemistry, Production, and Research and Development Departments, conveying the social message that diversity is beautiful, special, and unique.



## 3) For a Second Consecutive Year Remedica Honoured With a Gold Environment Protector Award 2019 (photo. 4)

We are delighted to inform you that Remedica received the Gold Environment Protector Award 2019 for a second consecutive year within the framework of the Pancyprrian Environmental Awards for Organizations and Businesses – EnvAwards at an award ceremony which took place at the Presidential Palace, on the 24<sup>th</sup> of January 2020. The awards were given to Dr Michael Neoptolemos, Group CEO, who represented Remedica, by the Minister of the Agriculture, Natural Resources and the Environment, Mr Costas Kadis. These awards are organised by the Cyprus Centre for Environmental Research and Education with the support of other partners. The Gold Environment Protector Award is granted to companies or organisations that have taken an active role in protecting the environment and have managed to integrate environmental policies into their business policies, establishing practises and actions that protect the environment. In addition, they reduce the consumption of natural resources by adopting the most appropriate operations, thereby contributing to the creation of a sustainable future.

## 4) Financial Support to the "Association "Thermokoitida Agapis" and the Karaiskakio Foundation (photo. 5)

Remedica actively supported the Association Thermokoitida Agapis and the Karaiskakio Foundation and their sacred work financially through the promotion of their collectable wristbands at the company's reception desk. The collectable wristbands were intended to support the activities of the associations. The main goals of Thermokoitida Agapis are to raise awareness of newborns in the Intensive Care Unit for Newborns and provide aid to them. On the other hand, Karaiskakio Foundation is a non – profit organisation established with the sole purpose of organising a volunteer Bone Marrow Donor Registry. Today, by setting a dynamic vision "for a world without leukaemia", it combines volunteering and specialised scientific support, in order to serve the needs of patients with haematological malignancies both effectively and efficiently.





#### 5) Remedica Accompanied the Apollo Limassol Football Team Delegation at the Apostolos Loukas Day Centre (photo. 6)

Within the framework of Remedica CSR, Mr Andreas Hadjipanayis, Marketing and Local Sales Manager, on behalf of the company, accompanied the delegation of the Apollo Limassol football team to the Parents' Association for Adults with Mental Disabilities, Apostolos Loukas on the 30<sup>th</sup> of January 2020. The Centre is a charitable voluntary association providing services to adults with mental disabilities. The football players of the team met with the students with mental disabilities and brought joy and happiness to them.



#### 6) Financial Contribution to the Pattichio Senior Citizens' Centre

Remedica provided financial support to the Pattichio Senior Citizens' Centre to support its activities. Mr Andreas Hadjipanayis, Marketing Manager and National Sales Manager, delivered the company's financial contribution to the centre's Board of Directors. Remedica is particularly sensitive to issues pertaining to the welfare of elders and will continue its efforts to further enhance the work of the centre.

#### 7) The well-known TV presenter Tasos Tryfonos in Remedica's awareness campaign on the coronavirus (photo. 7)

Remedica launched an awareness campaign on the prevention of the deadly coronavirus, starring the well-known Cypriot TV presenter and Radio host, Tasos Tryfonos. The campaign revolved around a short informational video on the protective measures the general public needs to take to avoid the spread of the virus. The video was broadcasted on local TV channels having a wide-ranging outreach. You can find the video here: <https://www.youtube.com/watch?v=OrSsx123zU8>



#### 8) Financing of the "Remedica Open Access Author Fund" for 2020 (photo. 8)

To honour the Open Access Day, a renewal agreement for the Remedica Open Access Author Fund was signed on the 5<sup>th</sup> of March 2020 in Limassol between Remedica and the Cyprus University of Technology (CUT). This agreement strengthens the already existing collaboration between the two parties for a 6<sup>th</sup> consecutive year and aims to finance the Fund for the next two academic years. The Fund aims to promote open access and support academics and researchers in publishing their research in peer reviewed online journals and open access books for which the author bears the publication costs. Remedica was represented by its CEO, Dr Michael Neoptolemos, its Marketing Manager and Local Sales Manager, Mr Andreas Hadjipanayis and the Drug Safety Department Manager, Mr Andreas Vasiliou.

## REMEDICA NEWS

#### 1) Remedica Initiated a New Collaboration with the renowned race car driver, Vladimiros Tziortzis (photo. 1)

Remedica is proud to announce its newly established collaboration with Vladimiros Tziortzis, the renowned NASCAR and Formula race car driver. Remedica, as a platinum sponsor, will support Tziortzis in NASCAR and Formula 3 car racing championships until the end of 2021. In his new role, Vladimiros Tziortzis will be working closely with the company to further their shared vision around health, quality, and innovation – helping make the world a safer and healthier place. A press conference took place in late March announcing this collaboration.



#### 2) Participation in IMH's 2<sup>nd</sup> Conference for Pharmacists (photo. 2)

Remedica participated in IMH's conference, titled "2<sup>nd</sup> Conference for Pharmacists," held on the 15<sup>th</sup> of January 2020 at Hilton, Nicosia. On behalf of the company, Mr Andreas Hadjipanayis, Marketing Manager and National Sales Manager of the company, and Mr Andreas Vasiliou, Drug Safety Department Manager (under his title as the President of PASYPAGEF), were present. The conference aimed to provide a business forum for pharmacists and other stakeholders of the pharmaceutical sector. During the conference, Mr Hadjipanayis, who was among the key speakers, referred to the role of the pharmaceutical industry in Cyprus.



#### 3) Mr Andreas Vasiliou Re-elected Chairman of the Board of Directors of the Cyprus Association of Generic Manufacturers (photo. 3)

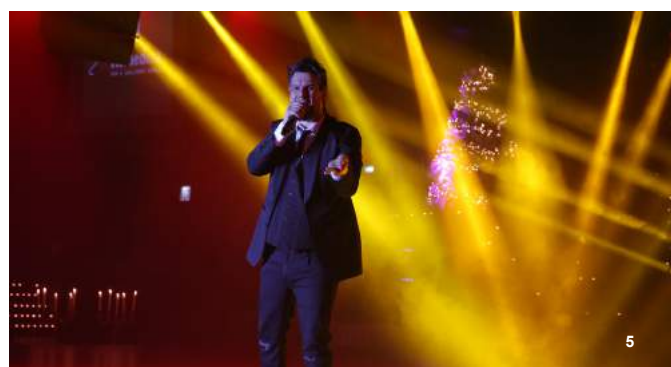
On the 19<sup>th</sup> of February 2020, Mr Andreas Vasiliou, Remedica's Drug Safety Department Manager was unanimously re-elected Chairman of the Board of Directors of the Cyprus Association of Generic Manufacturers (PASYPAGEF). PASYPAGEF was established in 2017, and its members are the local generic pharmaceutical manufacturers including Remedica. This is the fourth time that Mr Andreas Vasiliou has been elected as Chairman.





#### 4) Welcoming the Year 2020 with a New Year Party (photo. 4, 5)

Remedica, with more than 1.300 guests, held a special party dedicated to its employees at the Monte Caputo in Limassol for a spectacular evening comparable to its successes and size on the 5<sup>th</sup> of January 2020. The event was honoured by the presence of distinguished guests and well-known personalities of the political and business worlds, associates, and the staff of the company. In charge of the ceremonial part of the evening were Maria Korinthiou and Yiannis Aivazis, both well-known actors, who made the evening an unforgettable experience. The event began with the presentation of the company's 2019 achievements during the year as well as a welcoming address by Remedica's Group CEO, Dr Michael Neoptolemou. Lastly, the musical segment of the programme began with the Greek singer Malu Kyriakopoulou and culminated with the unique performance of the popular signer Panos Kiamos, who entertained the guests until early hours of the morning.



#### 5) Remedica Website Translated into French and Greek (photo. 6)

Remedica's website keeps growing as new languages get added to make it easier for our users to navigate through its website. We are excited to inform you that we have translated the website into French and Greek. The pages are available on the links below: [www.remedica.eu/el/](http://www.remedica.eu/el/) και [www.remedica.eu/fr/](http://www.remedica.eu/fr/).

#### 6) Participation at the 19<sup>th</sup> Regulatory and Scientific Affairs Conference (photo. 7)

Remedica attended the 19<sup>th</sup> Regulatory and Scientific Affairs Conference, which took place between the 30<sup>th</sup> and the 31<sup>st</sup> of January 2020 in Amsterdam, in the Netherlands. Mr Nikolas Ladas, Chief Portfolio Officer, and Dr Sylvana Papaioannou, Regulatory Affairs Manager of the company, represented Remedica at this conference. The conference aimed to further the participants' knowledge of recent regulatory and scientific topics affecting market access for medicines and life-cycle management of Marketing Authorisations. The programme of the conference was very interesting, with topics such as the future strategy for pharmaceuticals until 2025, the availability of medicines, and the modernisation of the variations system and the variations regulation in the EU. The conference was a great success, having achieved its aims and having engaged all stakeholders in stimulating dialogue.



#### 7) Visit from the Department of the Egio Professional Public High School at Remedica's premises (photo. 8)

Students of the Department of Electrical and Mechanical Engineering of the Egio Professional Public High School were welcomed at Remedica's premises on the 25<sup>th</sup> of February 2020, where they had the opportunity to learn how a pharmaceutical company operates. More specifically, they met with members of Remedica's staff, who gave presentations describing the company's activities. The students were also given a tour of Remedica's premises and had the chance to ask numerous questions regarding key aspects of Remedica's operational systems.



#### 8) Forum on "Eco-Friendly Chemistry and Its Applications in the Pharmaceutical Industry" (photo. 9)

Remedica participated in a meeting between the members of the Academic and Research Staff Programme of the Pharmacy Programme of the University of Nicosia, PASYPAGEF, and other executives on "Eco-Friendly Chemistry and its Applications in the Pharmaceutical Industry: Current Challenges and Future Perspectives" which was organised by the Pharmacy Programme on the 16<sup>th</sup> of January 2020. The academic staff of the Programme presented the applications of Eco-Friendly Chemistry in the Pharmaceutical Industry.

# HEALTH MATTERS

## Corona Virus: Measures Taken by Remedica



Remedica once again demonstrated that the health and safety of all its employees and their families is a key priority of its top Management team and CEO, Dr Michael Neoptolemos. The spread of the deadly corona virus worldwide makes hygiene and safety measures even more important. In the context of the preventive measures the company has taken, putting aside the cost factor, the following were included:

- Provision of two disposable masks on a daily basis to all staff members, despite the difficulties of their supply due to their high demand. The company secured

the provision of the masks to cover the whole duration of the lockdown period.

- Provision of a mask to all staff members for off-the-job use in case he or she or a family member needs it.
- Provision of antiseptic gels to all staff members since their scarcity makes them extremely difficult to obtain at shops during this period. A large number of antiseptic devices have also been installed at the company's public spaces and offices.
- Remedica's specially trained Health and Safety colleagues were checking the temperature of all staff twice per day in order to identify potential outbreaks
- All visitors and external partners were prohibited to enter the workplace unless necessary. If it was deemed necessary that the visitors entered the premises, they needed follow the company's health and hygiene rules and needed to be checked for fever
- Disinfection of all public and office spaces took place on a daily basis by a



specialised certified crew.

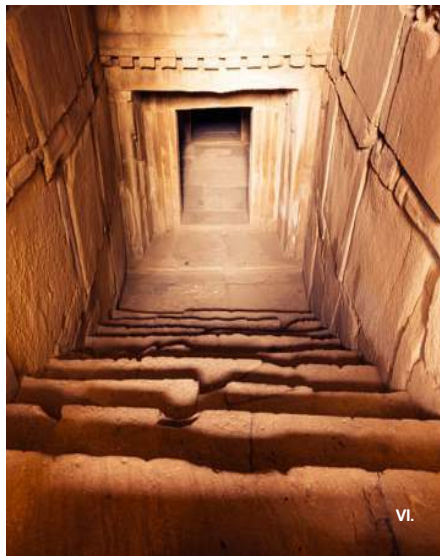
- All business trips were postponed
- All audits and scheduled inspections were postponed
- All trainings by external partners were postponed
- The canteen limited its operations to delivering food and beverages to staff members and prohibited sitting at the canteen tables
- All windows were kept open for proper ventilation (in areas where artificial ventilation is not provided)
- Employees were kept up to date with the latest guidelines sent by the Cyprus Ministry of Health through emails, the company's boards, social media and the TV screens of the company
- Extra cleanliness measures have been taken, with a particular emphasis on dining areas and toilets, but also on all areas where employees come into contact, such as switches, metal and glass surfaces, tables, door knobs and more. In particular, switches and door handles were disinfected five times a day instead of three times as occurred before the outbreak.



- Air disinfection and ionisation equipment were installed, a pioneering measure for the company and for Cyprus in general
- Shoe-cover devices were offered to employees in order to reduce spreading bacteria on the floors
- To ensure air purity, air condition filters were cleaned on a weekly basis to ensure air purity
- All mixers in the company's wash basins were replaced with automatic motion activated mixers reducing the risk of contact contamination
- Reducing in-person meetings and encouraging the use of video-conferencing
- Provision of two sets of gloves per day to all staff with instructions to change them after the break
- Disinfection of delivery cargoes
- Limiting the transportation of colleagues from other cities as a measure of preventing mass contamination.
- Installation of a mechanism for automatic door opening and closing at the central entrance
- Installation of self-activating (contact free) soap devices
- Installation of dividers in the smoking area to maintain adequate distance
- Distribution in all areas (offices / laboratories / production / warehouses) of antiseptics 500ml
- Installation of toilet seat disinfection devices
- Installation of additional antiseptics for sharing in the locker room
- Expansion of the scope of work from home where possible and specifically for the areas of Aradippou and Paphos

# A GLIMPSE OF CYPRUS

## Tamassos Archaeological Site in Nicosia<sup>8</sup>



VI.

Tamassos lies approximately 21 kilometres southwest of Nicosia, on the left shore of the Pedieos River. Beneath the existing villages of Politiko, Pera, and Episkopio reside the greater portion of the historic region. We cannot say when the city was built or by whom.

It appears that Tamassos was constructed around the eighth century B.C., in a region that was already populated from the Late Bronze Age and had grown into a significant city-kingdom of Cyprus until the first portion of the seventh century. The community flourished tremendously from its creation until the Roman period

due to the mining of the resources in its region. The king of Tamassos, Pasikypros, offered the town to the king of Kition, Poumiathon, in the second quarter of the fourth century, and thus Tamassos passed under the rule of the Phoenicians.

The Phoenicians' rule did not last as Tamassos and its mines had been given to the Salamis kingdom until the Ptolemy kings eventually dissolved the kingdoms between 312 and 311 B.C. Other than the fact that in the first portion of the first century A.D. Tamassos was also one of Cyprus's Christian bishoprics, the town did not play a crucial role during the Hellenistic and Roman times. The first



VII.



VIII.

excavations at the area were conducted by Max Hermann Ohnefalsch Richter in 1889, 1890, and 1894, who dug up several Late Bronze Age tombs and three Cypro-Achaic royal tombs, from which only two exist today. The tombs were sculpted in such a manner that their design depicts a wooden building with a pediment in their design.

Located close to these tombs, six preserved limestone statues (two sphinxes and four lions) were discovered by the Department of Antiquities of the Cyprus Ministry of Transport, Communications and Works (in 1997), which presumably shielded the access to these tombs. The pieces are currently on display in the Museum of Cyprus (Nicosia). Three more tombs were unearthed in and around the actual town of Politiko, the first going back at least to the Bronze Age, the second to the Archaic Period, and the third to the Hellenistic and Roman Periods.



IX.

Throughout the archaeological digs conducted between 1970 and 1980 by the German Archaeological Institute under the leadership of Hans Gunter Buchholz, a segment of the solid defensive forts around the city during the Archaic period was revealed as well as part of the archaeological site with temples and bronze mining facilities. The Aphrodite temple and the temple of a goddess, recognised as Cybele, were built in the Cypro-Achaic II era and were demolished throughout the early fifth century B.C. uprising against the Persians. They were reconstructed with a distinct architectural plan towards the end of the fourth century. Many temples were surrounding Tamassos, but these were not yet discovered. A grand three-aisled basilica was constructed on the burial ground of Saint Herakleidos, southeast of historic Tamassos, in memory of his first bishop during the early Christian era. This basilica collapsed into rubble, and several other churches were founded to replace it until 1773 when the church took its current shape. The church today is a section of a monastery.

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### Design and Photographs

- I. Pixabay
- II. New York Times <https://nyti.ms/2TZDUYh>
- III. New York Times <https://nyti.ms/39GYj3m>
- IV. CNN <https://cnn.it/334muWY>
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FOR A HEALTHIER WORLD

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