

Section 02

Company Overview

Introduction

Nexto Pharmaceuticals Limited is a wholly Ghanaian-owned company which was established by its current Managing Director Emmanuel Darko.

Nexto Pharmaceuticals was incorporated on October 17, 2011 under the Company Act with registration number CS568922015, and commenced business on October 18, 2011.

The Company is currently among the leading suppliers of medical devices in Ghana. Nexto Pharmaceuticals markets and distributes a wide range of medical devices and healthcare delivery services for both public and private hospitals, clinics, health centers, institutions, NGOs and any other establishments aimed at improving healthcare delivery in Ghana.

The Company's headquarter is in Kaneshie, Accra.

The **vision statement** of Nexto Pharmaceuticals is "to make health centers a partner in the delivery of quality, efficient and cost effective health services and in the planning and management of health facilities throughout the country."

The Company's **mission statement** is "to become one of the key players in the healthcare industry by distributing and supplying quality healthcare products and services not just in Ghana but in West Africa and beyond."

Nexto Pharmaceuticals is currently looking to significantly expand its activities through:

- Importing close to 100% of its products from outside markets;
- Building its own distribution brand on the Ghanaian market.

Legal Organization

Nexto Pharmaceuticals is wholly-owned by its founder and current Managing Director, Mr. Emmanuel Darko.

The Company does not have any holding, sister company or subsidiary in activity in Ghana or anywhere else.

The Company is authorized under the Regulations to undertake the following:

- Distribution of medical and surgical equipment;
- Import and export of pharmaceutical products;
- Ownership, establishment, management and maintenance of hospitals research and diagnostic centers.

Board Structure

The Directors of Nexto Pharmaceuticals is currently comprised of seven individuals:

- One (1) Non-Executive Chairman
- One (1) Executive Director
- Five (5) Non-Executive Directors

The Board of Directors is mainly responsible for the governance, policy and strategic direction of the Company.

The board can be expanded to new members if the Company decides to complete other equity fundraisings and to welcome new investors in order to support the Company's growth.

A profile of the different board members is provided below.

Mrs. Carole Ramella (Non-Executive Chairman)

Carole Ramella is the founder and current Managing Director of GFA Consulting Ltd, a corporate finance boutique based in Ghana and specialized in fundraising advisory for businesses that operate in West and Central Africa.

After a first experience with Paribas and Arthur Andersen, Carole joined Gras Savoye, an insurance brokerage company, to develop the M&A practice for private equity and industrial investors. In this role Carole contributed to establishing this practice as one of the major players in France. She then joined Duff & Phelps, one of the world's leading independent valuation and M&A firms, and helped increasing the brand's awareness in France. In early 2011, Carole

returned to Africa and founded GFA Consulting Ltd. Carole is 42 years old; she is a graduate of Reims Management School in France and holds an MBA from INSEAD. In July 2016, Carole was nominated by the French Government Advisor for Foreign Trade in addition to her advisory activities.

Mr. Emmanuel Darko (Executive Director)

Emmanuel Darko founded Nexto Pharmaceuticals in 2011, after an extensive experience in the medical devices distribution industry as a Sales and Marketing Manager. At his previous companies Surgmed Ghana Limited and Ike Chris Medical Suppliers, Emmanuel advised the CEO on the products the company should import along with the prospecting of new clients and the building of the brand. Emmanuel Darko holds a Bachelor of Sciences in Marketing from the University of Management Studies (UCOMS) Ghana, along with a diploma from the Chartered Institute of Marketing.

Mrs. Em Ekong (Non-Executive Director)

Em Ekong is the founder and Director of Urban Inclusion, a company incorporated in the UK and Ghana and specialized in business support. Em has a wide experience in the development and delivery of enterprise, employment and skills programs in both the UK and West Africa to support women, young people and ethnic minority communities. Em has a strong expertise in a diversity of business support services including business coaching and mentoring, business planning, business growth strategies, marketing strategies, social enterprise development, community capacity building and project management. Em holds a Master of Sciences in Economic Development – Econometrics, Public Sector Project Appraisal, Urban Regeneration, Development Economics and the World Economy. She also holds a B.A. Hons in Economics and Finance 2:1, with a major in Economics and a minor in Finance.

Mr. Patrick Kwablah Senadzo (Non-Executive Director)

Patrick brings to the Nexto board his long expertise in strategic marketing and the support of SMEs through the development of strong business models. Patrick started his work experience in 2005 as a marketing instructor at the University College of Management Studies, where he later became the Marketing and Communication Strategist. In 2014, he founded Patjos Business Solutions. Patrick holds a Master of Science in Marketing from Glamorgan University in the UK, and he has a Professional Post-Graduate Diploma in Marketing from the Chartered Institute of Marketing in the UK. He also received a certificate in Sales Management from the London Chamber of Commerce and Industry in the UK.

Mr. Alidu Mohammed Ibn Nurudeen (Non-Executive Director)

Since 2013, Alidu has been an Assistant Manager, Legal and Enforcement Department at the Securities and Exchange Commission in Ghana. He is a member of the Ghana Bar Association and has had experience as a legal

practitioner with Dassah & Associates, Kulendi @ Law and the National Board for Small Scale Industries. Alidu holds a Bachelors of Law (with Honors) from the University of Ghana, Legon. He has also received a Barrister of Law professional qualification from the Ghana School of Law.

Mr. Anthony Kobina Gharthey (Non-Executive Director)

Anthony has been a Senior Pharmacist at the St John of God Hospital (Duayaw Nkwanta) since 2015. In this capacity, he handles budgeting and procurement of medicines and medical devices and manages the medical stores. Prior to that position, one of his notable positions was Senior Regulatory Officer at the Food and Drugs Authority between 2004 and 2015, where he reviewed several product registration processes and handled investigation activities. Anthony holds a Bachelor of Pharmacy Degree from the Korle Bu Teaching Hospital and several pharmacy and health-related certificates from Ghana and US institutions.

Dr. Padi Roland Ayertey (Non-Executive Director)

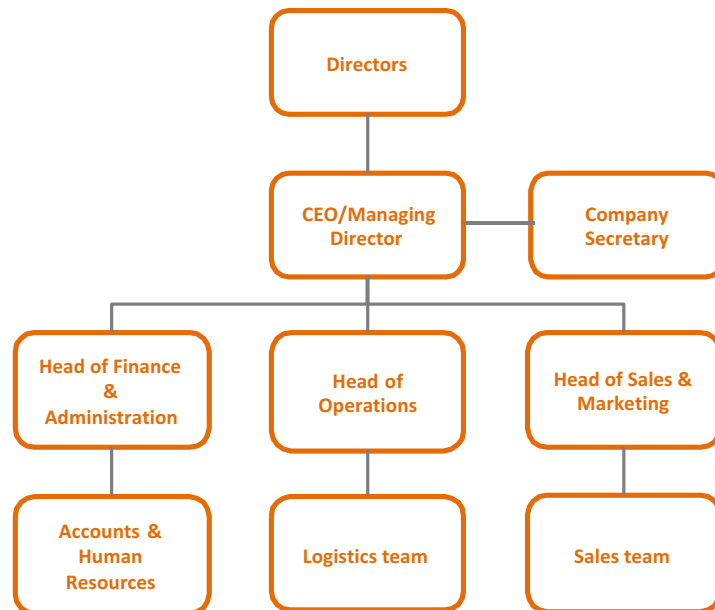
Dr. Ayertey has been an obstetrician and gynecologist at Resolve Medical Services since 2009, with a specialty in reproductive endocrinology and infertility. Dr Ayertey has a twenty year experience in obstetrics and gynecology gathered at prominent institutions such as Ghana Health Service, Tema General Hospital or Korle Bu. Dr. Ayertey holds a Bachelor of Medicine and Surgery from the University of Ghana Medical School, along with several certificates in surgery.

NAME	NATIONALITY	AGE	BOARD POSITION	OCCUPATION	OTHER DIRECTORSHIPS
Carole RAMELLA	French / Cameroonian	42	Chairman	Entrepreneur (fundraising advisor)	GFA Consulting Ltd, Les Afriques
Emmanuel DARKO	Ghanaian	34	Executive Director	Entrepreneur	N/A
Em EKONG	Nigerian	47	Non-Executive Director	Entrepreneur	Urban Inclusion
Patrick Kwablah SENADZO	Ghanaian	37	Non-Executive Director	Marketing Specialist	N/A
Alidu Mohammed IBN NURUDEEN	Ghanaian	45	Non-Executive Director	Lawyer	N/A
Anthony Kobina GHARTEY	Ghanaian	44	Non-Executive Director	Pharmacist	N/A
Dr. Padi Roland AYERTEY	Ghanaian	N/C	Non-Executive Director	Medical Doctor	N/A

The board members will establish a Finance and Audit sub-committee that will be mandated to ensure that financial and operational controls are in place and are adhered to, and to scrutinize and deliberate on budgets, audited financial accounts and dividend recommendations presented by the management of Nexto Pharmaceuticals.

Organizational Chart

The Company organogram is described below.



As of end of March 2016, the Company was comprised of 3 dedicated permanent workers, with an average seniority of a little over 3.5 years within the Company. Given its activity, the Company does not need to rely on temporary workers.

The management has defined a recruitment plan that should see the Company grow to 12 people within the next 5 years, with a compensation structure that will be comprised of basic salaries and bonuses.

Management Profile

Nexto Pharmaceuticals is currently managed by its Chief Executive Officer/Managing Director and a Director of Operations. However, as part of Nexto's growth plans, the CEO is looking at strengthening the company's senior management team through the recruitment of a Chief Finance Officer and the Head of Marketing & Sales. The recruitment of these professionals should be made through job sites and recommendations, with the final decision taken by Nexto's board of directors.

Managing Director – Emmanuel Darko

See profile in the Directors section

Head of Finance & Administration – To be recruited

The Finance and Administration function is currently being outsourced to Nexto's external accounting firm. Following the listing of the company, the Board of Directors will recruit a CFO who should ideally hold a first degree in business administration and accounting and who should have at least a 5-year experience in finance management, ideally in Nexto's industry.

Head of Operations – Eugene Christopher Nii Adjei Tetteh

The Head of Operations is currently being recruited and should join Nexto Pharmaceuticals by the end of 2016 on a full-time basis to supervise the logistics and stock management functions. Eugene has 12 year experience working in the telecommunications industry, customer service, retail, finance and credit. Most recently, Eugene was in charge of logistics and sales within the Department of Commercial Operations at Vodafone Ghana, where he also developed a system for stock management and cash handling. Eugene holds a BBA in Accounting from the University of Ghana/Methodist University College Ghana, along with a Master of Business Administration (MBA) in Finance from the University of Ghana/Wisconsin University College Ghana.

Head of Marketing & Sales – To be recruited

The Marketing & Sales function is currently directly handled by the Managing Director. Upon listing of the Company on the GAX, that professional will be recruited. Ideally, that person will have to hold a degree in business administration, sales and marketing or any equivalent degree (minimum bachelor's degree), with a minimum of 10 year experience in a management role.

Products Portfolio

Nexto Pharmaceuticals is active in the distribution of medical devices to various public and private hospitals, clinics and health centers in Ghana.

Nexto Pharmaceuticals currently focuses its activities on the distribution in Ghana of six families of products:

- a) **Sutures:** Surgical sutures are medical devices used to hold body tissues together after an injury or surgery. Application generally involves using a needle with an attached length of thread. Nexto deals with four sub-products: vicryl, nylon, chromic and monocryl, whose types depend on the component, usage and quality of the sutures (absorbable, synthetic, braided, etc.)
- b) **Cannulas:** A cannula is a tube that can be inserted into the body, often for the delivery or removal of fluid, or for the gathering of data. Nexto distributes five different sizes of cannulas on the Ghanaian market: 16g, 18g, 20g, 22g and 24g. The purpose, the condition of the patient and the urgency at which intravenous fluid must be delivered determine which cannula size must be used (the smaller the gauge, the larger the diameter of the cannula and the faster the flow of fluid).
- c) **Medical gloves:** Medical gloves are disposable gloves used during medical examinations and procedures that help prevent cross-contamination between caregivers and patients. Medical gloves are made of different polymers including latex, nitrile rubber, vinyl and

neoprene. Nexto distributes two types of medical gloves: surgical gloves (sterilized) and examination gloves (powdered).

- d) **Gauze:** A gauze dressing is typically used to cover wounds for the purpose of helping them heal faster and preventing infection or further injury. Nexto Pharmaceuticals sells 7 sub-categories of gauze: plastered gauze (3, 4 and 6 inches), gauze rolls (100 and 50 yards) and cotton (250 and 500 grams).
- e) **Catheters:** A catheter is a thin tube made from medical grade materials that can be inserted in the body to treat diseases or perform a surgical procedure. Nexto deals with 5 sub-products including syringes and needles (2, 5 and 10 ml), Foley catheters and water/blood giving sets.
- f) **Nurse caps:** This category includes surgical caps and face masks.

This report has been prepared by GFA Consulting Ltd (Ghana). Your GFA Consulting Ltd contact for any question related to this document is:

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