



UN Global Compact Communication of Progress Report 2017-18

Regulus Capital

July-2018



Overview of Regulus Capital (1/3)

A prominent Investment Advisor in the MENASEA Region

2

2015

Founded in late

\$850m

Value of Advised Assets

101

Number of Advised Assets

26

Investment & Advisory Professionals

5

Specialty Sectors

2

Offices

“Regulus Capital is a leading private equity advisory firm operating in the UAE and Singapore.”

Overview of Regulus Capital (2/3)

A Socially Responsible Investment Advisor

3

Sector Coverage

5 Sectors



Healthcare



Education



Logistics



Food & Beverage



Coworking Space Services

MENA Coverage

12 Countries of the MENA Market



KSA



UAE



Kuwait



Oman



Bahrain



Qatar



Egypt



Jordan



Kuwait



Algeria



Tunisia



Lebanon

South East Asia Coverage

10 South East Asia Markets



Brunei



Cambodia



Indonesia



Lao PDR



Malaysia



Myanmar



Philippines



Singapore



Thailand



Vietnam

"We promote socially responsible investments in 5 core sectors across rapidly growing markets."

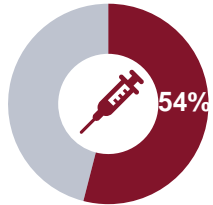
Overview of Regulus Capital (3/3)

We have advised a diverse client base across different sectors, specialties and geographies

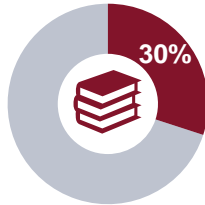
4

Investment Advisory– By Sector

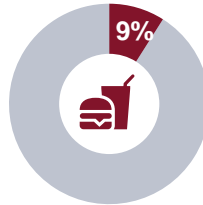
Healthcare



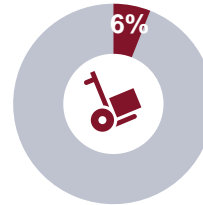
Education



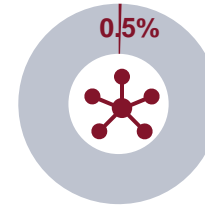
Food & Beverage



Logistics



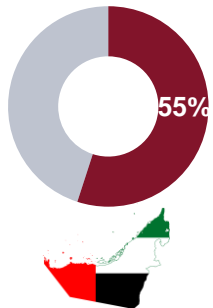
Coworking Space Services



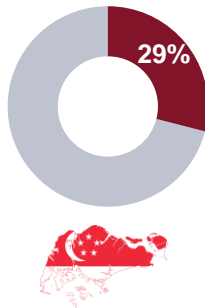
We advise clients to invest in sectors that are defensive, underserved, and benefiting from strong growth potential. Our healthcare advisory portfolio is by far the largest compared to other portfolios as it is the most mature.

Investments Advised – By Country¹

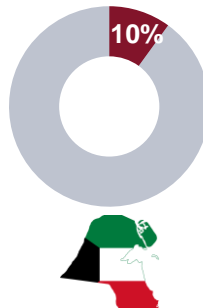
UAE



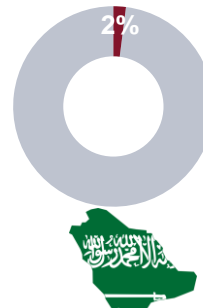
Singapore



Kuwait



KSA



Others²



The UAE and Singapore are two of the most promising markets in the MENA & SEA region. Hence, more than 84% of our clients' investments are concentrated in the UAE and Singapore.

Source: Company data

1. Based on the number of assets in each geography.

2. Includes Oman, Lebanon & Qatar.

Our Portfolio of Clients

5

Healthcare



47 Assets

AVIVO Group was established in 2011 and today is the 2nd largest clinical chain in the GCC with 47 healthcare facilities, covering 1m+ patients and 20 specialties

1m+ Patients

Education



48 Assets

Al Najah Education, established in Mar-2012, owns 48 education facilities, having a capacity of 16,000 students across the UAE, Oman and Singapore

16,000 Student Capacity

Food & Beverage



1 Asset

Diamond Lifestyle became operational in Dec-2014 and today owns 19 outlets (14 diners, 2 Express and 3 food trucks) in the UAE under the brand name Johnny Rockets; an American fast-food burger chain

19 Owned Outlets

Logistics



4 Assets

Established in May-2014, GPL owns 2 logistics facilities, (covering a warehouse area of 18K sqft in Jebel Ali, UAE); a student bus transportation company (servicing 5,700 students) and a courier company (delivering 260K shipments per) annum

5,700 Transported Students

Coworking Space Services



2 Assets

Ourspace Ventures Limited (OVL), has been established to capture the rapidly growing global demand of coworking. Currently, OVL has 2 operational sites under the brand "Our Space" in Marbella and Dubai. OVL plans to open 50 new locations globally over the next 3 to 4 years

27,500 Sqft Of renting Space

Letter from Our Founder & CEO

Statement of Continued Support to UNGC

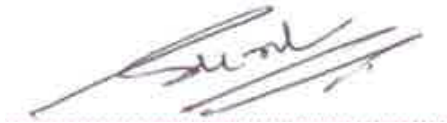
18-Jul-2018

To our stakeholders:

I am pleased to confirm that Regulus Capital reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Shailesh Dash
Founder & CEO
Regulus Capital



Group Highlights

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➤ Highlights of our Advised Clients:



Provided affordable healthcare for

1m+ patients



Provided affordable education for

8K Students



Made notable achievements in all of UNGC's

17 Goals

"We Can't Do Well Without Doing Good"



Employ a workforce of

2,600 Employees



Diverse workforce with more than

54 Nationalities



Provider of equal job opportunities

51% Female Representation¹

➤ Regulus Capital Highlights:



Employs a workforce of

32 Employees



Diverse workforce with more than

12 Nationalities

Regulus Capital Supports UNGC's 17 Goals for Sustainable Development



¹.Based on AVIVO Group, our healthcare client.

AVIVO Group, advised by Regulus Capital, was established in 2011 and today is the 2nd largest clinical chain in the GCC with 47 healthcare facilities, covering 1m+ patients and 20 specialties.

Portfolio Composition



Supporting UNGC 17 Goals

| Initiatives taken | Goal Number |
|---|-------------|
| ✓ Providing affordable treatment for more than 1m patients | 3 |
| ✓ Free medical check-ups for our employees | 3 |
| ✓ Free medical consultancies and basic blood diagnostics for labor camps | 3 |
| ✓ Raising awareness for selected communicable and non-communicable diseases through communication channels | 3 |
| ✓ Continuing medical education for doctors to improve their skills and learn new advancements in medical technology | 3,9 |
| ✓ Investing in a fertility center | 3 |
| ✓ Provide healthcare services for the elderly | 3 |
| ✓ Planning to introduce a new-technology in healthcare services | 9 |
| ✓ Establishing and promoting medical tourism in our client's facilities | 3,8,9 |
| ✓ Renovation of medical facilities | 11 |
| ✓ Ensuring diversity across workforce (there are 54 nationalities across our client's portfolio companies) | 10 |
| ✓ Ensuring Gender equality (female representation is 51% of total employment with no pay gap) | 5 |

Advised Education Portfolio (1/2)

Al Najah Education

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Al Najah Education, advised by Regulus Capital, was established in Mar-2012 and owns 48 education facilities, having a capacity of 16,000 students across the UAE, Oman and Singapore.

Portfolio Composition



Supporting UNGC 17 Goals

| Initiatives taken | Goal Number |
|---|-------------------------|
| ✓ Providing affordable education for more than 8,000 students | 4 |
| ✓ Promoting awareness on various topics for global sustainability through school curriculums | 5,6,7,10,12,13,14,15,16 |
| ✓ A student base of 5,700 students undergo medical check ups on an annual basis and are provided with the required immunities | 3 |
| ✓ Various donations and fund raising activities were conducted by the schools to Dubai Cares. Dubai Cares believes that the end of poverty is through providing quality education | 1,4,17 |
| ✓ One of the schools appointed a Grade 6 student as the school's Environment Ambassador. He was honored by Dubai Municipality as their "Sustainability Ambassador" | 6,7,12,13,14,15 |
| ✓ Ensuring Gender equality (female representation is more than 75% of total employment with no pay gap) | 5 |

Supporting UNGC 17 Sustainable Development Goals

| <i>Specific Initiatives taken under each of the schools owned by Al Najah Education</i> | <i>Goal Number</i> |
|---|--------------------|
| Horizon English School | |
| ✓ Charitable contribution to Dubai Cares of AED17,533 | 1,4,17 |
| ✓ Fund raising for Christina Noble Children's Foundation, a charity whose aim it is to alleviate child poverty in Vietnam and Mongolia | 1,2,17 |
| ✓ Arrangement of donation boxes in our schools in association with Red Crescent to collect quality, second hand, clothing & shoe donations | 1 |
| ✓ School Iftar where monetary donations for Dubai Cares were used to support primary education in developing countries | 1,4,17 |
| Horizon International School | |
| ✓ Supported Team Angelwolf in their quest to raise awareness on disability. The school invited them to its facilities to launch the Dubai 30x30 challenge | 3,10 |
| ✓ Supported Dubai Cares through various initiatives within the school to raise money | 1,4,17 |
| ✓ In support of Breast Cancer awareness, the school hosted the Pink Day where students had attended school dressed in pink with age appropriate activities throughout the day | 3 |
| Sabari Indian School (SIS) | |
| ✓ Children for Children initiative launched by SIS under the patronage of the Indian Consulate, Dubai, wherein 12 schools in the UAE donated clothes, toys, books, stationery and other useful items for the 50,000 refugees in the world through Red Crescent Dubai | 11,16 |
| ✓ SIS Carnival of Giving – AED 10,000 was donated to Dubai Cares to build schools for children in remote areas of the world through a winter carnival engaging all stakeholders and the wider community | 1,4,17 |
| ✓ Dubai Cares Walk for Education – 50 students, staff and parents participated in the walk for education for the noble cause of building Primary schools for the needy | 4 |
| ✓ Unused textbooks and story books were donated by children to the Pencil Man of Dubai. | 4 |
| ✓ Enrolled in the Beach Clean Up Campaign that was organized by Emirates Environmental Group (EEG) in Dubai. The clean up campaign was able to collect more than 21,750 Kgs of waste | 12,14 |
| ✓ 3 endangered animals were adopted for a year from WWF Dubai by paying for their feeding and handling cost. Kindergarten students adopted a – Dolphin, Primary students adopted a Panda and Middle School Students adopted a Bactrian Camel. Our students also linked the curriculum with these animals, researched about them and reflected on how they could conserve these endangered animals | 14,15 |
| A'Soud Global School | |
| ✓ Charity Bake Sale - raising money for Down Syndrome charity | 3 |
| ✓ Battery Recycling Initiative | 16 |

Advised Logistics Portfolio

Gulf Pinnacle Logistics (GPL)

11

Established in May-2014 and advised by Regulus Capital, GPL owns 2 logistics facilities (covering a warehouse area of 18K sqft in Jebel Ali, UAE), a student bus transportation company (servicing 5,700 students) and a courier company (delivering 260K shipments per annum).

Portfolio Composition



Supporting UNGC 17 Goals

| Initiatives taken | Goal Number |
|--|-------------|
| ✓ Transported more than 5,700 students safely from their home to school and vice versa | 11 |
| ✓ Implemented security and safety features such as bus cameras and upgraded safety procedures and training methodologies which resulted in winning 1 st Place in the category of safety of RTA's Dubai Award for Sustainable Transport (DAST) | 11 |
| ✓ Established service agreements and partnerships with multiple agents to increase trade flow through our courier and logistics assets | 17 |
| ✓ Reduced the number of bus accidents from 24 to 2 through implementing best practices. There were no major accidents or incidents | 3 |

Advised F&B Portfolio

Diamond Lifestyle

12

Diamond Lifestyle, advised by Regulus Capital, became operational in Dec-2014 and today owns 19 outlets (14 diners, 2 Express and 3 food trucks) in the UAE under the brand name Johnny Rockets; an American fast-food burger chain.

Portfolio Composition



Supporting UNGC 17 Goals

| Initiatives taken | Goal Number |
|---|-------------|
| ✓ Placed Dar Al Ber donation boxes at all restaurant outlets | 1,2,6,17 |
| ✓ Free meal vouchers & sponsorships with SNF Foundation – an entity working with children with special needs | 10,17 |
| ✓ Ensuring diversity across workforce (there are 9 number of nationalities across our client's portfolio companies) | 10 |
| ✓ Ensuring Gender equality (Female representation is 42% of total employment with no pay gap) | 5 |
| ✓ Segregation of waste into glass, plastic, paper and wet waste. We also have a contract to recycle used cooking oil at all our outlets. | 13 |
| ✓ Installing filters and purifiers for water supply lines for cooking, dish washing and customer/employee usage – drinking water, ice, coffee machine, aerated soft drink dispenser | 6 |
| ✓ Opening of new outlets and renovation of existing ones to meet community sustainability goals | 11 |
| ✓ Discounts to UAE Veterans & people with special needs | 16,17 |

Client Focus



Providing our clients with a consistently high quality service and placing their interest ahead of ours will ensure that those clients become recurring utilizers of our services over the long term

Reputation



We acknowledge the effort needed to build and maintain a reputation overtime. There is no reward high enough that would justify risking our reputation. We simply won't gamble when our reputation is at stake

Employees



Only by hiring the best professionals in the industry and retaining them will we ensure that our clients receive the best service

Diversity



We recognize the fact that a diversity in skill, thought, background, and experience through teamwork provide far superior results than individuality

Responsibility



A great deal of our personal successes are due to the support of our local communities. We are dedicated to serving our society to the highest standards, making the world a better place

"Those values form the core of the Regulus Capital Culture and we go to a great extent to instill this philosophy across everyone of our team members."

Ten Principles of the UN Global Compact

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The Ten Principles of the UN Global Compact

Implementation at Regulus Capital

Human Rights

| | | |
|-------------|---|--|
| Principle 1 | <i>Businesses should support and respect the protection of internationally proclaimed human rights; and</i> | ✓ We follow international proclaimed human rights across our company and advised clients |
| Principle 2 | <i>make sure that they are not complicit in human rights abuses.</i> | ✓ Sector specific policies and guidelines |

Labor

| | | |
|-------------|---|---|
| Principle 3 | <i>Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</i> | ✓ We provide direct access to senior management |
| Principle 4 | <i>the elimination of all forms of forced and compulsory labor;</i> | ✓ We follow international and UAE labor rights |
| Principle 5 | <i>the effective abolition of child labor; and</i> | ✓ Regulus does not engage with any party directly or indirectly that is involved in child labor |
| Principle 6 | <i>the elimination of discrimination in respect of employment and occupation.</i> | ✓ Employs a diverse workforce |

Environment

| | | |
|-------------|--|--|
| Principle 7 | <i>Businesses should support a precautionary approach to environmental challenges</i> | ✓ We advise our clients to follow a socially responsible investment philosophy |
| Principle 8 | <i>undertake initiatives to promote greater environmental responsibility; and</i> | ✓ We advise our clients to follow a socially responsible investment philosophy |
| Principle 9 | <i>encourage the development and diffusion of environmentally friendly technologies.</i> | ✓ Promoting the use of clean-energy |

Anti-Corruption

| | | |
|--------------|--|---|
| Principle 10 | <i>Businesses should work against corruption in all its forms, including extortion and bribery</i> | ✓ Regular internal training held for employees ✓ Oversight by compliance and governance committees |
|--------------|--|---|

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