Roha Health BV
Javastraat 10
3016CE Rotterdam
The Netherlands

Roha Medical Campus PLC
379 Cape Verde Street
Woreda 03/05, Bole Subcity
Addis Ababa, Ethiopia

Environmental, Social, and Governance (ESG) Policy Statement

Ourphilosophy:StewardsofPeople,Nature,andSystems

Roha Health's mission is first and foremost to provide affordable, high-quality healthcare to its patients. Our ESG philosophy is to create a surplus of good to communities as well as the natural, social, and governance systems we operate in, supporting healthy lives, while also mitigating the negative impacts of providing healthcare services. Specifically, Roha is working towards a net zero emission campus, anchored around an urban forest with 12,000 trees we planted, providing public good and high user experience, while future proofing the campus to provide long-term value to our stakeholders. Roha's campus will be an efficient, healing environment for its patients, visitors, and staff.

Stewards
Protectors, and responsible managers.

People
Are part of the natural ecosystem with specialized need, and impact.

Nature
All livingthings and systemssupporting life.

Systems
Ecosystems, Governance systems, and Social systems

ESGatRoha

Roha has embedded ESG principles in its core business practices. Roha aims to be the leading responsible healthcare provider in the region and break barriers for others to follow suit. We focus on matters that are meaningful to our stakeholders - patients, employees, investors, the surrounding community, and nature - including:

- Developing a green campus and working towards carbon neutrality with green building certification, employing the best water and energy efficient technologies, and waste management strategy during construction and operation.
- Enhancing biodiversity with native plants inside the hospital buildings and in the campus grounds. The commitment to our green policy is demonstrated by the fact that we have already planted a native forest of 12,000 trees in the campus.
- Recruiting diverse talent, paying close attention to gender equity, language, age, and ability, and fostering a supportive environment to maintain diversity.
- Engaging employees on fraud, anti-corruption, and anti-bribery trainings.
- Provision of needs based no-cost medical service to bridge the healthcare gap in the society to those who can't afford it.
- Supporting the wider community of the campus through Roha's charitable foundation with knowledge and skills transfer, job creation, food security, and health education.

Focus Areas

Environmental Priorities	*Social Priorities*	*Governance Priorities*
Biodiversity preservation	Diversity, equity, and inclusion	Risk Management
Soil and water conservation	Employee health and safety	Stakeholder engagement
Carbon sequestration	Decent job creation	Fraud, anti-bribery and anti-corruption controls
Climate risk protection	Knowledge and skill transfer	Transparent reporting
Waste management	Quality service provision	Responsible procurement practices
Energy management and efficiency	Needs based no-cost medical service creation	
Air pollution		

Roles and Responsibilities

Roha's CEO has ultimate responsibility for overseeing the ESG Policy. The ESG team coordinates initiatives, updates to policies, and reporting. Our senior management team is responsible for managing and instilling the guiding principles of our ESG policy. Roha's board of directors review the ESG policy and implementation biannually and revise as necessary.

Principles and Guidelines

Roha is a signatory to United Nations supported Principles for Responsible Investment (PRI), a network of investors committed to investing responsibly and supporting a sustainable global financial system. Our status as a PRI signatory underlines our commitment to incorporating ESG factors into the campus development and operation. Additionally, Roha Health anticipates becoming a member of the UN Global Compact.

Scope

The Policy applies to and covers Roha Health's business activities in all countries where Roha Health operates. All the employees of Roha Health, and non-permanent employees working on behalf of Roha Health, are subject to this Policy. This Policy also applies to all partners, clients and other stakeholders who have a relationship with the company.



Brooks Washington
CEO: Roha Health
01 June 2023