

REPORT 2018

ON THE ACTIVITIES
OF THE MEDICOVER
FOUNDATION



MEDICOVER
FOUNDATION



MEDICOVER
ASOCIAȚIA

LET'S CARE
MORE!



esms
Elektroniczny System Medycyny Skórznej



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Dear Friends

As in past years, I am proud to present a summary of our Foundation's work and achievements in 2018, all aimed at building a healthier world for future generations. We witnessed significant progress toward this goal.



Over time, I have seen our own Medicovert staff become increasingly interested in helping our efforts, and to encourage more creative ideas for new projects, we launched Let's Care More, a company-wide initiative. This proposal has already generated amazing energy and involvement from every corner of the organization. More than a hundred ideas for new projects aimed at ways we can support our local communities, people in need and the environment, have already been submitted, and the best of those will be chosen shortly. I believe the enthusiasm this program has produced will continue to build as we go forward.

Our diabetes type 2 education program – a major example of working together with our communities – has expanded significantly and is growing in two countries:

The Polish "PoZdro!" Programme successfully screened 25,000 children so far, will complete its phase one objectives in Warsaw and Lublin in 2019, and in Wroclaw in 2020, and prepare them for its phase two successor, ESMS. Introduced in Gdynia in 2018, ESMS takes "PoZdro!" to the next level by streamlining the school health check process, providing statistical health data and becoming the stepping stone for further intervention and a base from which local prevention programs can be developed. It will also act as a communication platform for school nurses and become a source for teaching materials, a key component to increase health awareness to promote a healthy lifestyle. This new

program will also provide parents an overview of their children's health, providing a strong incentive to keep them in better shape.

The Romanian "inCerc" Programme, now up and running in Ploiești and Cluj-Napoca, revealed that more than a third of the children screened are obese or overweight, both major diabetes type 2 risks. While this is quite a shocking statistic, it illustrates how impactful our "inCerc" Programme could be.

Key partners in our desire to improve the health of future generations are nurses. Their knowledge and expertise can be powerful influencers of our children and their parents. To improve their good ideas, and to honor their work, we again hosted the Queen Silvia Nursing Award in Poland, which will be joined in 2019 by awards from the Polish Supreme Council of Nurses and Midwives and the Swedish firm Essity.

Key to our continuing success are the people who work for Medicovert, and who, each year, donate their time and efforts to help the Foundation meet its goals. Some activities they undertake are major, such as the Bicycle Tour through Poland where medical staff screened people at numerous stops along the way. And equally important are the many charity projects engaging volunteers and supporting thousands of beneficiaries in Poland and Romania. And our beloved Medi-COVER Band is growing in popularity and impact.

I encourage you to dig further into this Report to read for yourself how the Foundation is truly making a difference to many people's lives. I cannot emphasize enough how critically important I view the work and contributions of the Foundation. I am indebted to Marcin Radziwiłł and his outstanding team for their drive and energy which continues to build and expand our Medicovert culture.



FREDRIK RÅGMARK
CEO Medicovert



MARCIN RADZIWIŁŁ
Managing Director, Medicovert Foundation

The publication you are holding in your hands is already the sixth report on the activities of the Medicovert Foundation. It presents an overview of all the projects we worked on during 2018, and I am genuinely proud to present this summary to you. It was a year full of interesting initiatives and new challenges, local and international endeavours; a time of satisfaction, excitement and positive emotions. I hope that this report will offer you a better insight into our charity and social work.

When we started to develop the Medicovert Foundation, we knew that there would be a lot of hard work ahead of us, and at the same time we realized it would be the adventure of a lifetime. It is with great pleasure that I can now observe how the range of the Foundation's activities has expanded and how our team has been growing. We are currently managing a few dozen projects, both in Poland and in Romania, and are also engaging in an increasing number in other countries. The Foundation's initiatives are reaching an expanding group of beneficiaries, which is what I am particularly proud of.

Our activity is based on many years of international knowledge and experience in medicine acquired by all Medicovert businesses. We focus on educating and supporting local communities by creating programmes that contribute, directly or indirectly, to improving the health and health awareness of the general public. We believe in the power of disease prevention which can protect us all from the consequences of bad habits. Our Foundation has the appropriate background, infrastructure, knowledge and experience, but in order for our activities to be effective, we need people who are highly committed and willing to cooperate with us to help others. That is why I would like to sincerely thank the entire team of the Medicovert Foundation for their passion, commitment and faith in what they do in their daily work. Of course, the Medicovert Foundation owes its success to hundreds of people. Dear Volunteers and Partners of the Foundation: without your contribution our activities would not have been implemented! Thank you for working with us throughout 2018! Please enjoy reading this Report – and see you on our next projects!



ABOUT THE MEDICOVER Foundation

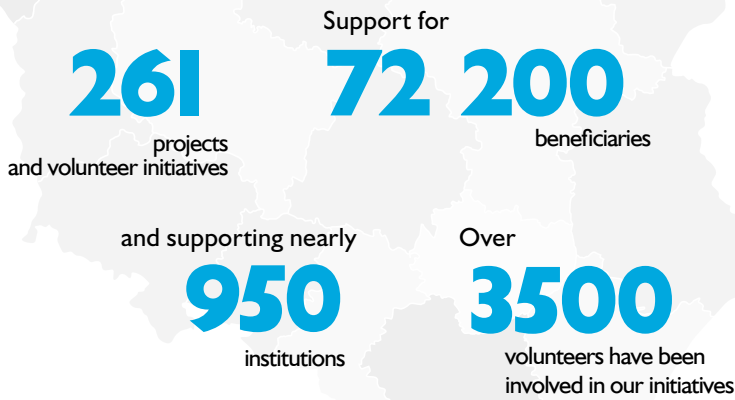


The Foundation was established in 2007 to fulfill Medicover's social mission through the initiation and implementation of projects and programmes aimed at preventing disease through encouraging the adoption of healthy lifestyles, as well as tackling a range of significant health and medical issues.

Each initiative is inspired by an in-depth analysis of the needs of particular social groups, and offers evidence-based, comprehensive methods of disease prevention. The Foundation offers free support, education, care and assistance, and provides the people in our local communities with the tools and motivation to face these challenges on their own.



The Medicover Foundation in Poland:



I would like to thank the Medicover Foundation team for the many diverse social projects implemented in 2018. I would also like to express my gratitude to all the employees and partners involved for sharing their time and expertise to help those in true need. I hope that the Foundation's social mission will continue to grow as vigorously in the years to come as in 2018.

John Stubbington
COO, Healthcare Services



Medicover Foundation's areas of activity:



Promotion of a healthy lifestyle



Education



Disease prevention



Employee volunteer programmes

Medicover Foundation's activity in Poland in 2018:

61

projects

120

institutions

850

volunteers

almost

10 000

beneficiaries

I am very happy to see an increasing number of Diagnostic Services employees get involved in Medicover Foundation projects. Each year, a growing number of our staff participate in social projects, initiate new endeavours and take up new challenges. Together we can contribute to building a socially responsible company. I am also particularly proud of the fact that the Foundation's activities facilitate an excellent integration and inclusion of our employees.

Benedikt von Braunmühl
COO, Diagnostic Services



How do we help?

OUR PHILOSOPHY...

We work comprehensively, providing assistance in many areas, numerous fields and through a variety of means. We recognise that effective support must be cross-disciplinary.



We educate

by offering workshops, lectures and presentations



We provide access to Medicover's and Synevo's professional capacity and facilities

e.g., by offering comprehensive, free-of-charge medical tests and check-ups



We organise fundraising campaigns



We organise volunteer activities

The Medicover Foundation was established to help make the world a better and healthier place. Through our innovative initiatives, we raise health awareness and disseminate knowledge about healthy and safe lifestyles. We promote disease prevention and motivate people to take care of their physical and mental health. The Foundation's particular focus is on projects that encourage self-dependence, mobilise participants to act and persevere, and inspire their personal development to adopt a responsible attitude towards their own health. The Foundation operates using Medicover's extensive medical experience, resources and expertise, which form the basis of all its programmes.

The beneficiaries of the Foundation's projects are limitless and include children, youth and their families, schools, and seniors. We reach out to specific communities through our international prevention, education and volunteer programmes which have been widely acclaimed in Europe. The Foundation also helps care centres and supports groups of vulnerable people in need of specific, targeted support.

THE MEDICOVER FOUNDATION motivates, educates, and integrates.





“PoZdro!”

PROGRAMME



Health Screening

2018 marked the last year of the screening tests offered by the Medicover Foundation in Poland since the program began in 2013/2014. A total of 24 156 children were screened in Lublin, Warsaw, Gdynia and Wrocław as well as in a number of smaller municipalities. The results of the screenings are as follows:

24 156

students of primary and lower secondary schools screened

3426

students qualified for 2nd stage – specialist care

Blood pressure



22,6% of children
WITH HIGH BLOOD PRESSURE

BMI



23,2% of children
WITH OVERWEIGHT AND OBESITY

Body posture



79,4% of children
WITH INCORRECT BODY POSTURE

Cardiorespiratory fitness



60% of children
WITH LOW PHYSICAL CAPACITY

The outcomes of the Health Screening offer a sorry illustration of the state of health of Polish teenagers. Over 20% of children are overweight or obese! The fact that these problems occur so frequently should be of concern to every paediatrician, physician, parent and responsible local government members. On top of that, over 30% of the examined children have very low physical fitness levels, which further reduces their chances for a long and healthy life. Lack of physical activity and incorrect eating habits may also translate into numerous health consequences which can be visible already in the adolescence period. One of them is bad posture, a problem occurring in over 70% of the children screened.

Dr. Michał Brzeziński

Department of Social Health and Social Medicine
Medical University of Gdańsk



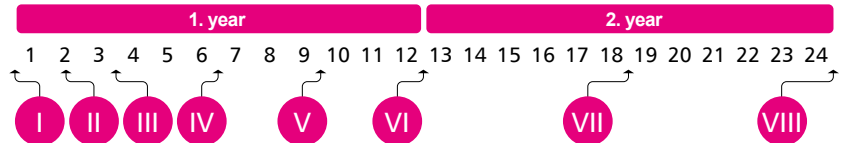
Health Coaching

The “PoZdro!” Programme is a unique scheme designed for children who are obese or overweight as well as for their families. We meet with the participants to help them change their eating and exercise habits over the two-year programme. Thanks to the cooperation of multiple experts (coordinators, doctors, dietitians, coaches, and psychologists), as well as supporting group activities such as sports, cookery classes and psychological workshops, more than half of the participants succeed in changing their old habits, which in turn leads to improved body

composition and a new perspective on life, their future and the quality of goals set. Enhanced self-esteem and a sense of empowerment is what programme graduates have in common, while passion, engagement and the will to inspire others is what determines the “PoZdro!” team. Although the implementation of the Programme and its results give us satisfaction, what ultimately matters is how the Programme is assessed by the participants themselves.

Kamila Szarejko

“PoZdro!” Programme Manager



Numerous successes of the participants are the reason to take part in the “PoZdro!” Programme

I joined the “PoZdro!” Programme in 2016 with a weight of 110 kilograms and a height of 172.5 cm. Step by step, the Programme helped me understand and come to like healthy food. To be honest, “PoZdro!” has changed virtually everything in my life! Thanks to the guidance of my coach, I’ve started to ride an exercise bike at home. I’ve learned to like sports and I’m feeling much, much better now! I’m active, go out a lot and I’ve developed a passion for biking! Since I started to exercise, I’ve improved my physical fitness, lost weight and come to love PE lessons! The Programme helped me lose over 30 kg. I’ve finally accepted, got to know and started to like myself. Thanks to “PoZdro!”, I’m a different man now!

16-year-old **Edwin Wawrzeńczyk** from Pliszczyn (Lubelskie Province), “PoZdro!” graduate, freshman at C.K. Norwid technical secondary school in Świdnik, class with extended curriculum in food technology



At first, I joined “PoZdro!” just because my school took part in the Programme. Now I believe this was a miraculous coincidence! I lost 15 kg over the two years of the Programme, and an additional 3 kg after the Programme was completed. I’ve been vegetarian for almost a year. “PoZdro!” gave me the confidence to modify my diet in line with its principles of balanced eating. Although my new diet does not contain meat it still provides me with all the nutrients needed for a healthy life. Just like we often hear in TV commercials, the fact that I lost weight was just a “side effect”. What matters most is health. It’s easier to prevent diseases if we know how to do that. Thanks to the changes I’ve implemented as a result of the “PoZdro!” Programme, I’m no longer in the type 2 diabetes risk group.

Natalia Tymczyszyn, 17 years old
Student of Secondary School no. 3 in Wrocław, “PoZdro!” graduate



I very much appreciate the entire Programme and all the “PoZdro!” experts. The most important thing for us were the appointments with a dietician who taught us the principles of healthy eating. Also the support of a psychologist was helpful: it was great to have an expert talk about the things I had been trying to teach my child. The example given by an expert was certainly much more convincing and gave my son food for thought. We talked about the changes within the family – not only among ourselves but also with my son’s grandma, who is our “family cook”. It was her cooking habits that had to change. Thanks to educational workshops, she no longer adds cream to soups or pours fat over potatoes.



Marzena Kordaczuk-Wąs, mom of Maciej Wąs, a 17-year-old “PoZdro!” graduate from Warsaw

Each family participating in the “PoZdro!” Programme follows its own path leading to the goals set. Our role is mostly to show the right direction. Being open to others, showing empathy and patience as well as giving the participants space to learn, all help to facilitate the process of trust and relationship building.

Anna Filipiak
Senior Programme Coordinator



Scientific Council of the Programme

In order to achieve the highest standards of the organisation and execution of the “PoZdro!” Programme, the Foundation established a Scientific Council composed of representatives from the Polish Diabetes Association, the Karolinska Institute in Sweden, and the Polish Society for Health Programmes. The participation of experts from the medical and scientific world, combined with experience in health programme execution and knowledge of the Polish health care system, will guarantee the highest quality of Programme implementation.

THE SCIENTIFIC COUNCIL IN COMPOSED OF:

Piotr Soszyński, MD, PhD

Member of the Management Board of Medcover Poland, President of the Scientific Council of the Medcover Foundation

Marcin Radziwiłł

Managing Director, Medcover Foundation

Prof. Leszek Czupryniak

President of the Polish Diabetes Associations

Prof. Małgorzata Myśliwiec

Chief of the Paediatric Section at the Polish Diabetes Association

Prof. Per-Olof Berggren

the Karolinska Institute in Sweden

In 2018, the “PoZdro!” Programme reached maturity. In Gdynia, the intervention stage was completed, and in the remaining cities the last stages were implemented. It is an important moment for the Scientific Council of the Programme as we will collect and analyse data from the past 4 years, which will allow us to prove the effectiveness of the project. The preliminary results already show us that in the group of children participating in the Programme, the BMI (Body Mass Index) has decreased significantly.

Piotr Soszyński

President of the Scientific Council



Michał Brzeziński, MD, PhD

Deputy President of the Polish Society for Health Programmes
Secretary of the Scientific Council

CONSULTATIVE COUNCIL

Jacek Walewski, MD, PhD

Diabetologist, Deputy Regional Director of Medcover Centres for Medical Issues

Monika Lech, MD, PhD

Paediatrician and diabetologist at Medcover Hospital

Marek Jankowski, PhD

Member of the Scientific Council of the Polish Society for Health Programmes

My work is mostly about dealing with people: it is a challenge but also a boost of energy. Every day, I make the impossible happen: I encourage people to take part in weekend activities or try to convince 55 people to do backflips during sporting activities on Sunday morning. In Lublin, we work with two generations: 10-year-olds and lower secondary school students. Each group is completely different. We try to respond to the expectations and needs of all the participants. The families are supported in the difficult process of change by the experience of our physicians, nutritionists, trainers and psychologists.

Agnieszka Skowrońska

Programme Coordinator in Lublin



The “PoZdro!” team of specialists is an important part of the Programme. We know that the success of our patients depends on our internal cooperation, mutual understanding and the creation of an integral group that will be able to help young people and their families go through the difficult process of changing their lifestyle. It is a real pleasure to lead the “PoZdro!” team in Warsaw.

Karolina Kryszkiewicz

Programme Coordinator in Warsaw



Wrocław is the only “PoZdro!” city where we work with two age groups – elementary and lower secondary school students. Each of these groups has its own “style” which we need to get to know. Our meetings are full of emotions – both pleasant and difficult ones – which we learn to get used to. A smile on the face of a rebellious teenager or a lost 5th grade student can make the day sweeter than the healthiest chocolate.

Karolina Rowgało-Daniel

Programme Coordinator in Wrocław





GROUP activities



Sporting activities

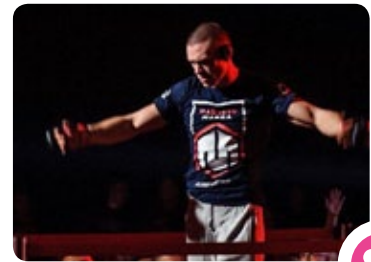
Sometimes we have so much fun that exercising goes almost unnoticed. Thank you for inviting us to cooperate and giving us the opportunity to show that video games can encourage teenagers to spend time in an active way. It is great that the classes with the Just Dance game met with such enthusiasm.

Ania Kubica
Brand Manager Ubisoft Polska



My adventure with martial arts started with Brazilian jiu-jitsu. I've also trained MMA for some time now. On 2 November, I made my MMA debut during the Makowski Fighting Championship in Puławy. For the first time, I left the cage victorious. Martial arts is my hobby and greatest passion. In the "PoZdro!" Programme, I always try to "infect" participants with the passion for sport and any physical activity. I've been engaged in the Programme for 4 years, since the Programme's beginning. What makes me most happy is the fact that the participants are now more aware of the need to exercise on a daily basis and to make sure that they have a healthy and balanced diet. In my opinion, this is thanks to our entire team, so I'm glad I could add my little contribution as well.

Paweł Bartuzi



Cookery classes

"PoZdro!" cookery classes are workshops that allow participants to discover the joy of cooking, make friends and try out new, intriguing ingredients, herbs, spices, recipes and flavours in order to prepare healthy, delicious dishes that make up the daily menu. The children cook for their parents and guests in a space with professional kitchen facilities, alongside culinary masters-enthusiasts. The workshops last for several hours and improve children's skills and willingness to prepare healthy dishes on a daily basis. The children are encouraged to be creative in the kitchen and show that cooking does not have to be tedious and boring!



Healthy eating is like sport – the one who makes fewer mistakes wins. Is this easy? This depends on how much you train, how committed you are and whether you pursue your goals relentlessly. Why are cookery classes so exciting? Each of our participants wants to hear: you can do it, just try, you'll make it, will you let me help you? These words open up the children and teenagers to new experiences and build a relationship based on confidence that they will succeed. And when it turns out at the end that we have prepared a couple of dishes, desserts, and soups; when we need to set a big table; when we invite all the parents and caregivers, everyone is even more confident and proud of themselves that they have succeeded.

Agnieszka Danielewicz
Institute for Nutrition
and Development Eligo S.C.





Parents’ Club

Since 2017, the Parents’ Club has been part of the “PoZdro!” Programme. It is meant to be a space exclusively for parents, who – far from their children’s vigilant eyes – can feel comfortable and safe and are able to talk about things they find most difficult in their role as parents. The first year was the time when we learned the greatest needs of our participants. After

analyzing the parents’ surveys, as well as opinions provided by psychologists, we decided to use some of the techniques of empathic communication in order to help parents establish better, stronger ties with their teenagers. In August 2018, a group of psychologists and coordinators took part in a training tailored to the needs of the “PoZdro!” Programme.

Excerpts from surveys completed by parents of children who are members of the “PoZdro!” Programme after attending the workshop:

“I’ve developed a better understanding of the mechanisms governing my child’s behaviour – I can better understand different messages and emotions now.”

“Concrete ideas concerning how to react in many difficult home/ family situations.”

“Thanks to the workshops, I know how important it is to avoid criticizing and try to define one’s feelings instead.”

„The workshops drew my attention to how easy it is to constantly judge instead of analysing the feelings of the other person – the child.”

Parents’ Club is a place where parents can experience the language of empathy which they learn in NVC workshops. It is universally applicable and improves communication between people, but it also helps to look at oneself, the child or the family from a different perspective. It helps us understand each other, which is very important for parents. I’m impressed by how willingly the participants engage in the exercises and how much they realise the need to improve communication within their families.

Sylvia Piukis
Parents’ Club



I love to work like this! The participants were engaged and eager to explore the art of building relationships with others and among one another. We spent three joyful days together full of challenges in a beautiful place. I saw how much good the “PoZdro!” Programme does and I saw women trying to respond to the health needs of the participants through their work. Those needs are, for instance, the sense of belonging and acceptance, as well as feeling important and noticed without losing the freedom of choice, which can be a great challenge given dietary restrictions.

Emilia Kulpa
empathetic communication coach
NVClab.pl



In the Parents’ Club, we explore the art of empathic communication between parents and children. During the meetings, parents spend a lot of time talking about emotions and needs. They learn how to use a language of facts rather than evaluate, and how to ask rather than demand. They now understand that such activities allow them to look at their children from a different perspective and show more understanding towards their children’s difficult behaviours.

Paulina Staszczak-Janczarek
“PoZdro!” Programme Psychologist



Before the training, we very much wanted to learn the needs of participants as well as the aims and priorities of the Programme itself. We drafted a survey which allowed us to reach every person participating in the Programme. We got to know what works and identified the areas that needed some improvement. What struck me most was the parents’ enormous commitment, which made me realise how much they value cooperation and effectiveness, and, most significantly, how important their children are for them. This has left me with a lot of joy and hope that the people who cope with obesity as well as their families are not alone and have the support of others.

Paulina Orbitowska
empathetic communication coach
Business & Life coach
eduScrum coach





Program ”inCerc” IN ROMANIA



The “inCerc” Type 2 Diabetes and Other Lifestyle Diseases Prevention Program is in its second year in two major cities in Romania.

Begun in September 2017, the “inCerc” Type 2 Diabetes and Other Lifestyle Diseases Prevention Program has become an important health education tool in Romania by reaching many fifth-grade children in two major cities, Ploiești and Cluj-Napoca, with a comprehensive focus on lifestyle practices. Completely funded by the Medicover Association through the generous ongoing support from the Jonas and Christina af Jochnick Family Foundation, “inCerc” has important Romanian partners by its side: The Ministry of Health, the Ministry of National Education, The Romanian Society for Diabetes, Nutrition and Metabolic Diseases, The Romanian Association for Obesity Study. Thanks to our local partners in Ploiești (Ploiești City Hall, Prahova School Inspectorate) and Cluj-Napoca (Cluj-Napoca City Hall, Cluj School Inspectorate) we are able to reach almost all the schools in both cities and their fifth-grade children. “inCerc” targets the fifth-grade and is designed to evaluate each child’s state of health and then to help those at risk of developing diabetes type 2 to lower it.

The program implementation in Ploiești has completed more than a year and we received tremendous support from the local community. We screened 1343 fifth-grade students (84% of all students in that grade) in the Ploiești schools in the 2017 / 2018 school year. The results of the screenings brought to light the risks that the children face and helped us realize that such prevention programs are much needed.

Inspired by the great experience and success that our colleagues at the Medicover Foundation in Poland have had, in 2017 we launched “inCerc” in the city of Ploiești. 2018 proved to be a very important year for Medicover Association in Romania as we now comprehend the reality that we are facing in this city. This prompted us to take an additional step to be closer to more children in Romania by starting the program in a second important city: Cluj-Napoca. By screening more than 84% of the fifth-grade children in Ploiești in the 2017 / 2018 school year, we learned that almost 35% of them have weight-related issues, more than 30% are at risk of developing diabetes type 2 and many of them don’t have a strong enough physical capacity for sustained effort. The reality of these numbers convinced us that now, more than ever, is the time for action. We are confident that “inCerc” has started at the best moment possible as now we can hopefully influence the lifestyle of the families involved in our program and see a better future for children.

Diabetes is indeed one of the largest contemporary challenges and requires a lot of attention. One of the many things that I am proud of is that the Medicover Association, supported by its partners (central and local authorities, important Romanian diabetes organizations and also by Medicover and Synevo), is increasing the level of awareness to the risk of developing diabetes type 2 and other lifestyle diseases through the “inCerc” comprehensive prevention program. Over the next 5 years we aim to screen 12 000 children in these two cities and to provide health coaching for 3000 children and their families. We are confident that “inCerc” will have an important impact in improving the lifestyle of many people.

Through its employee engagement activities, Medicover Association is also trying to bring a smile to many children who are in need. In 2018 we managed to develop strong working relationships with many organizations which are devoted to the care of children, with the extraordinary support from employees from all corners of Medicover and Synevo operations in Romania. As you all know, success is possible only through a team effort. And our small team is working hard to make all this happen. Georgiana, Ana-Maria and Irina, with their immense energy, are making the impossible possible – big thank you to you!

I thank each and every one of the amazing people who work by our side, both for making “inCerc” such a great success and for creating such important volunteer activities for helping so many children!

Together we definitely can do more!

George Istrate
General Director
Medicover Association



31 schools

in the program

Over

1500 children

with consent to participate in the program at the end of 2018

Almost

900 children

already screened by December 2018

In March 2018, we began the second stage of the program in Ploiești focusing on children from the 2017/2018 school year. Those who are at risk have been invited to join our individual counseling program (“Integrated Individual Assistance”) where all the children, together with their families, receive targeted advice from our dedicated teams of specialists which include general practitioners and paediatricians, nutrition specialists, physical activity specialists and psychologists. This stage of the program – aimed at decreasing the risk of developing diabetes type 2 – comprises 6 sessions of individual counseling over 18 months.

In addition to the counseling provided by the specialists, the children and their families benefit from a series of educational workshops where the general practitioners, nutrition specialists and psychologists give them information about the risks they face and the benefits they could have by taking better care of their health.

The children in Ploiești also participated in a couple of sports events especially organised for them, where they had the opportunity to learn that practicing a sport can be fun and that spending quality time together with other children and their own families has only positive results.

For the 2018/2019 Ploiești school year, we are working with all the schools where fifth-grade children are studying and we expect to reach more children than last year.



Photo from the press conference that was held on the 9th of October 2018 in Bucharest (from left to right): Prof. Oprea-Nicolae Angelescu – Head of the School Inspectorate in Prahova County, Prof. Daniela Călugăru – Inspector at the Ministry of Education, Adrian Florin Dobre – Mayor of Ploiești City, Prof. Dr. Maria Moța – member of the Scientific Council dedicated to “inCerc” Programme, George Istrate – General Manager of Medicover Association, Florinela-Adina Cirstina – President of the Scientific Council, Dr. Laurențiu Luca – General Manager of Synevo Romania and member of the Scientific Council, Adrian Peake – General Manager of Medicover Romania, Georgiana Apreutesei – Project Manager for “inCerc” on behalf of the Medicover Association, Marcin Radziwiłł – Managing Director, Medicover Foundation (the initiator of the diabetes prevention programme).

I would like to thank Medicover Association for implementing “inCerc” in Ploiești. The results that we saw after the first year prove the importance of such prevention programs in our schools. Based on these statistics, we are now considering the implementation of more projects that will help our children be aware of the importance of healthy meals and sports for a healthier life and, at the same time, to reduce the number of children at risk of developing diabetes type 2.

Adrian Florin Dobre
Mayor of Ploiești



2017/2018 SCHOOL YEAR*

84%

of fifth-graders (1 343 children) have been screened

30,16%

of those children are at risk of developing diabetes type 2

20,7%

are exhibiting different levels of obesity

13,9%

are overweight

26,3%

had increased blood pressure at the time of measurement

*other statistics will be published in the future



The second city to join “inCerc” – Cluj-Napoca

As it happened in Ploiești, the local authorities from Cluj-Napoca were happy to welcome us and provided great support for the implementation of “inCerc” for the 2018/2019 school year. Even though we started the process a little later than in Ploiești, we were able to screen 700 children by the end of 2018.



Photo from the press conference that was held in Cluj-Napoca (from left to right): Emese Olah – Deputy Mayor of Cluj-Napoca, Georgiana Apreutesei – Project Manager for “inCerc” on behalf of the Medicover Association, George Istrate – General Manager of Medicover Association, Prof. Dr. Gabriela Roman – member of the Scientific Council dedicated to “inCerc” Programme, Prof. Valentin Claudiu Cuibus – Head of the School Inspectorate in Cluj County.

45 schools

in the program

almost

1600 children

with consent to participate in the program at the end of 2018

700 children

already screened by December 2018

”inCerc” dedicated team



Georgiana Apreutesei
Project Manager



Ana-Maria Ciresanu
Local Coordinator for Ploiești



Irina Sandor
Local Coordinator for Cluj-Napoca

SCIENTIFIC COUNCIL

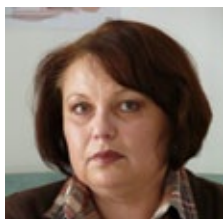
With its dual purpose of overseeing the general implementation of the program, providing scientific and medical support and guidance, “inCerc’s” Scientific Council is composed of advisors dedicated to its important mission:



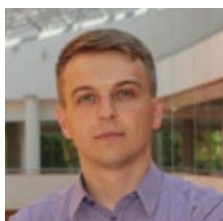
Dr. Florinela-Adina Cirstina
President of the Scientific Council



Prof. Dr. Maria Moța
Primary Care Physician specializing in Diabetes, Nutrition and Metabolic Diseases, renowned and highly appreciated professional from Romania



Prof. Dr. Gabriela Roman
Primary Care Physician specializing in Diabetes, Nutrition and Metabolic Diseases, renowned and highly appreciated professional from Romania



Dr. Michał Brzeziński
Secretary of the Scientific Council



Dr. Laurențiu Luca
Managing Director Romania & South East Europe

” 2018 has been a challenging year. We learned that 30% of the children in Ploiești are at risk of developing diabetes type 2 and we launched ”inCerc” in Cluj where 2800 children are to be screened. I would like to thank the screening teams and the specialists who are supporting us every step of the way, the local coordinators, Ana-Maria and Irina, who make it all possible and also the local authorities and all

the persons from schools who support the ”inCerc” program. Thank you and we look forward to the challenges of 2019.

Georgiana Apreutesei
Project Manager
Medicover Association

” Nowadays, in Romania, reality supports the fact that today’s overweight and obese children will become tomorrow’s overweight and obese adults. You can prevent this only if you can intervene. I salute and support the initiative of the passionate team from Medicover Association as they manage to successfully implement the ”inCerc” program. Obesity is

not a disease „in itself”, it is a major risk for type 2 diabetes, dyslipidemia, hypertension, cardiovascular disease, kidneys etc., but also induces a decrease in the quality of life.

Prof. Dr. Maria Moța
member of the Scientific Council

” I’m glad to be in the ”inCerc” program and part of the Scientific Council. It is a prevention initiative that has proved its effectiveness as we have witnessed in Poland and we already see positive results in Romania. The fact that the first year managed to bring so many children and their families together with us demonstrates that we are

on the right track and that our message has been well understood right from the very beginning.

Prof. Dr. Gabriela Roman
member of the Scientific Council

” ”inCerc” is a pioneering program in terms of approach towards preventive medicine and it will have a long-lasting impact on society. Synevo is proud to be able to contribute to a better future for the younger generation. We hope that the results of the program will become a real barometer of adolescents’ health and be able to use these findings to decrease the incidence of type 2 diabetes in adolescents. It is important to update the

perception of prevention and the yearly laboratory tests should become something routine for each family.

Dr. Laurențiu Luca
General Director Synevo Romania
and member of the ”inCerc” Scientific Council

14TH NOVEMBER 2018 – INTERNATIONAL DIABETES DAY

As we learned last year, the International Diabetes Day offered us the opportunity to invite the professors from Ploiești and Cluj-Napoca to a free body measurement testing using professional medical equipment. This allowed the participants to learn more about their BMI (body mass index) and to discuss details in depth with a medical practitioner. These types of events will be done in the future, as they are most appreciated.

YOUNG DIAB AND OTHER DIABETES – RELATED CONFERENCES

We were honored to be invited to present the ”inCerc” Programme to the diabetes community at the Young Diab conference in July 2018, as a model of positive prevention initiatives implemented in Romania.

It was rewarding to be able to share our experiences with the specialists in the field and to see them respond so enthusiastically to the reports of the effectiveness of prevention programs.

We also appreciate Prof. Dr. Maria Moța and Prof. Dr. Gabriela Roman for their references to the ”inCerc” Programme during the most prestigious diabetes conferences in Romania.

We are thankful and appreciate the members’ constant support, involvement and passion. The Scientific Council is an important pillar in the ”inCerc” effort.

CIVIL SOCIETY GALA – AWARD

The Medicover Association received the Special Award for New Organization Entry category at the 2018 Civil Society Gala. We are very happy to have won this prize from the very beginning of our program and to see that prevention is an important issue for Romania.





ESMS

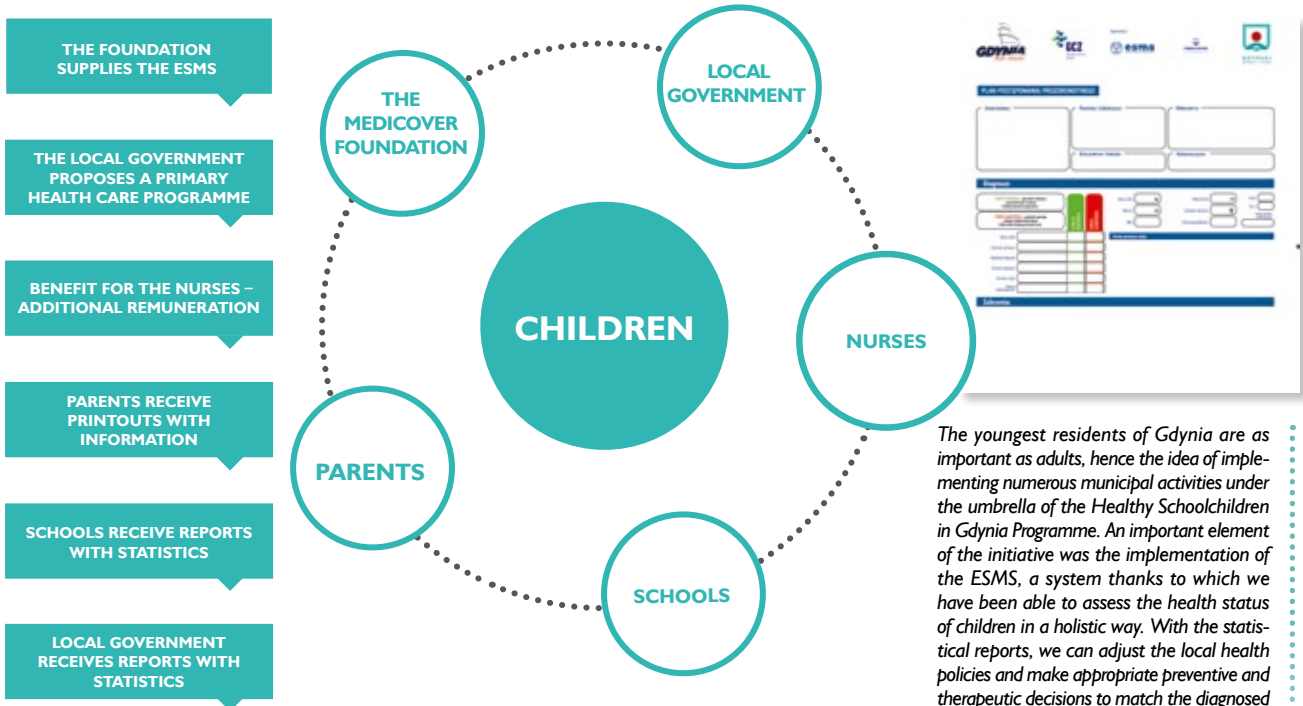
THE ELECTRONIC SYSTEM FOR MEDICAL SERVICES IN SCHOOLS



The Electronic System for Medical Services in Schools (ESMS) is a twenty-first century software solution implemented by the Medicover Foundation to benefit school nurses during the "PoZdro!" Programme. According to the mission statement by the founders of the of Jochnick Foundation, we want to leave a legacy that will serve future generations. In this age of digitisation of schools, it is essential that all students benefit from modern technological solutions and that their parents receive accurate information about their children's state of health. Schools have been computerised: administrators, teachers and parents already use applications and have access to different pools of data, charts and figures. Statistical data helps to better manage schools and ensure a high level of education. In our opinion, school nurses should be able to take advantage of modern technologies to an equal extent. Paper and pencil can still convey knowledge and information but they do not meet the requirements of the twenty-first century. Gdynia, an innovative city, understands the importance of prevention and was the first city in Poland to give the green light to the implementation of our ESMS system. This will allow its users to monitor the children's health as well as developing and supporting their relations with school nurses. The ESMS also informs parents and school personnel about urgent health issues. With this tool, the city can recognize problematic areas, better tailor its health policy programmes to specific needs, and spend public money prudently based on a credible analysis of needs.



Kamila Szarejko
"PoZdro!" Programme Manager
Medicover Foundation



The youngest residents of Gdynia are as important as adults, hence the idea of implementing numerous municipal activities under the umbrella of the Healthy Schoolchildren in Gdynia Programme. An important element of the initiative was the implementation of the ESMS, a system thanks to which we have been able to assess the health status of children in a holistic way. With the statistical reports, we can adjust the local health policies and make appropriate preventive and therapeutic decisions to match the diagnosed health needs of students in any given school.



Bartosz Bartoszewicz
Deputy Mayor of Gdynia

Gdynia was the first city in Poland to implement the ESMS. The Medicover Foundation, in close collaboration with the Regional Chamber of Nurses and Midwives, school nurses and the city's outpatient clinics and schools provided screening for Gdynia's schoolchildren. Such a joint effort ensures a systemic approach to medical check-ups at schools and gives us a clearer picture of the children's current health status. As Gdynia's Deputy Mayor I can say that it is my duty and obligation, the duty of Gdynia's local government, and the duty of directors of clinics, physicians and NGOs – to take care of the health of all residents, but especially the youngest ones whose attitudes to health care are still being shaped. The more information we have about the state of health of our residents, the better we can respond with appropriate action.



Anna Melki
Director of Gdynia's Health Centre

HERE ARE SOME OPINIONS OF AN EVALUATION SURVEY CONDUCTED AMONG THE NURSES WHO USE THE ESMS:

IN MY OPINION THE ESMS IS:

- „A system which helps nurses a lot”.
- „A good method for detecting health issues in children in order to subsequently afford them easier and quicker access to specialist doctors”.
- „A modern system for disease prevention”.
- „A very good idea”.
- „A great tool to facilitate our work and minimize “red tape”.



THE ESMS IS A TOOL WHICH:

- should be present in all schools
- isn't necessary in schools

The biggest innovation is that you can print the results after the test which can instantly be handed to the parents. We need to keep paper files at all times, too, so the results of periodic health check-ups must be recorded and filed. The ESMS system enables us to carry out our examinations faster and print out the results immediately. It is also important that the results sheet be user-friendly – it is colourful and contains more parameters than regular result sheets. For me personally, it was important that I was able to easily pick the recommendations for the student from the list and export them with one mouse click onto the sheet and later pass them on to the parent as a set of guidelines. This definitely improves the workflow. I would very much like to use such a system in the future.

Maria Prochowicz

21 years of experience in nursing,
2 years of experience as a school nurse



The cooperation was very good. I think that the lady who was our ambassador was outstanding. She communicated knowledge and information in a very open and understandable way. Such support is very important at the beginning, when you've just started to use a new system. My biggest concern was the software itself and how to operate it. However, thanks to the support from the supervisor, a few days of hands-on practice was enough to master it. In turn, the equipment and the hardware, such as the bioimpedance scales and some other new pieces of equipment, did not pose any difficulties for me.

Barbara Wyrwas

School Nurse

with 43 years of professional experience



CONFERENCE

A conference was held for Local Authorities on the role of school nurses in the development of tailored public health programmes for children and the use of software tools such as the ESMS.

The aim of our dialogue-based conference was to create a space for the exchange of knowledge and inspiration. Our intention was also to stimulate the cooperation between stakeholders involved in school health care, with the overarching aim of improving children's health. The pilot implementation of the ESMS in Gdynia is a great example of crystallized assumptions resulting from good collaboration and partnership.

Katarzyna Walczak-Szepczyńska

Specialist for Commercial Services



MUNICIPAL DISEASE PREVENTION PROGRAMMES

The results of the screening tests are a red flag and, at the same time, an up-to-date analysis of needs, a roadmap to follow in the years to come for the local authorities and schools. Through the Municipal Programme we will strengthen the health care system for children. Although only some children have qualified to take part in the Programme, I am convinced that if we shape the attitudes and nutritional awareness of young people now, they will carry the message further into their adulthood and bring benefits for the whole local community.

Edwin Gortat

Head of Wólka Commune



We have decided to use the strategy developed by the Foundation because it has proven to be effective. In the face of the alarming results from the screening in our commune's schools, we see a comprehensive, local intervention as a real chance to improve the health condition of the children in our community. The Programme is also an opportunity for them to strengthen their skills and knowledge of food and nutrition, among others, and to fully develop their potential. We believe that the caring attitude of the parents in our community will lead to active participation of entire families in the Programme.

Teresa Kot

Head of Jastków Commune





Volunteer EVENTS



A unique group of people – and unique teddy bears

The Employee of the Year Award promotes attitudes and behaviours consistent with Medicover Values and is awarded to individuals who can become role models for others.

This is a person who stands out thanks to his/her special attitude: such a person is exceptionally cooperative and supportive within the team and translates Medicover's values into practice.

On 13 March 2018, employees nominated by their departments for the award took part in an arts workshop organised by the Medicover Foundation where they made wonderful plush teddy bears under the guidance of animators/experts, who provided all the necessary fabrics and tools. The Foundation donated all the bears to the patients of the AMICUS Rehabilitation Centre during the Foundation's Children's Day event.



Mother's Day and Children's Day in Wilanów

Volunteers from the Medicover Foundation participate in many initiatives for those in need of help. One such event was a picnic on Mother and Child's Day held in Warsaw's Wilanów district, which raised almost PLN 3000 for the Pre-Adoption and Early Intervention Centre in Otwock.

Each person who donated money could take part in a prize drawing. In addition, the fundraising event offered a number of attractions including first aid demonstrations, art workshops for children, a fresh-squeezed fruit juice stand, inflatable slides and a kids playground.



I was happy to take part in the volunteer event on Children's Day. Such events are a fantastic way to spend your free time because you get the opportunity to help others. The event I participated in, the fundraiser for the pre-adoption centre in Otwock, was a success – we collected almost PLN 3000!

Magdalena Zbroch
IT Licensing and Maintenance
Contract Specialist
Medicover



Onkobieg – Run Against Cancer

Known as the Onkobieg and first organised in 2008, "Together for Health" is Poland's first and oldest charity run focusing on oncological diseases.

The runners participating in the Onkobieg come together to support oncology patients and their families. The size of the event and its character make it a major event for cancer patients as well the participants who run to support the cause. By completing the 1560 metre-long-loop, the runners express their solidarity with cancer patients.



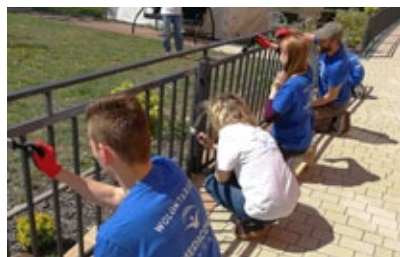
The Medicover Foundation's tireless volunteers helped in the preparations for the event, and supported and cheered the runners alongside the musicians from the Medi-COVER Band who performed live during the run.

Support for the Nursing and Care Association “With Trust Into the Third Millennium”

SPRING CLEAN-UP

The Nursing and Care Association "With Trust in the Third Millennium" in Częstochowa is one of the care centres supported by the Medicover Foundation.

On 28 April 2018, volunteers from the Medicover Foundation went to the Association's headquarters to help with their spring renovation and cleaning on the premises. Twenty-two volunteers took part: they painted fences and planted seedlings. The event ended with a barbecue with the Association's staff and the children.



WINTER RENOVATION PROJECT

Assistance for the "Trust" Preadoption Centre in Częstochowa is already a tradition with the Medicover Foundation's volunteers.

Between 26 November and 1 December 2018 the Medicover Foundation and professional builders helped renovate the therapy and storage rooms in the "Trust" Preadoption Centre. The work consisted primarily of two tasks: Prior to the renovation, a group of volunteers helped empty the rooms and prepare them. Then, when the renovation was complete, another group carried out the final cleaning tasks such as assembling and arranging the new furniture, washing the windows, and bringing the necessary equipment into the renovated spaces.



In my case, taking part in the volunteer event was a matter of instinct because I am a mother of two teenage sons. I talked to the Medicover Foundation about the Centre and I just wanted to help. The "Trust" Centre is a unique place where vulnerable infants, abandoned, sick and often hurt, find shelter and a substitute for their families. The little ones at the Centre aren't very likely to have a real home and a loving family in the future – most of them will remain in various care facilities for the rest of their lives. At the Centre they receive a great deal of warmth and love: it's their "seed capital" for their further struggle with the challenges of life, particularly demanding in their situation. Of course, the children impressed me the most, they are wonderful. The second biggest impression was the whole team at the Centre: its director and the nursing personnel. I could clearly see the warm and loving bond they developed with each child. I admire them for their perseverance and courage in overcoming many problems and deficits on a daily basis. I keep my fingers crossed for them. The event I took part in was certainly not my last volunteer effort at the "Trust" Centre.

Kamila Skorupińska
HR Director
Medicover



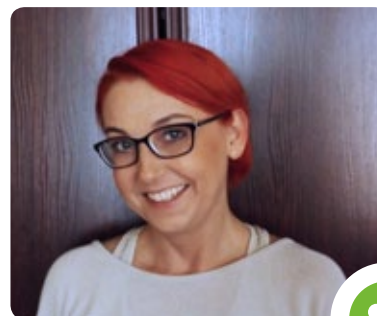
The day at the Centre was a fantastic experience. I am very impressed by the extraordinary work that the organisation does. I am proud of all the volunteers of the Medicover Foundation. Each of them spends his or her private time to get involved in an important cause. I highly applaud their commitment and extraordinary positive energy. The Medicover Foundation has done so much for the Centre over the last few years – it has carried out renovation works in the Centre itself, as well as outdoor gardening works. I am glad that my family and I were able to participate in that project. I hope that we will be able to further expand the activities of the Medicover Foundation also in other regions of the country. We can all be proud of the Medicover Foundation's initiatives.

Fredrik Stenmo
President of the Board,
Medicover AB



The Nursing and Care Association "With Trust into the Third Millennium" was established in December 1999, and in October 2000 it established a care institution for abandoned infants and little children with significant health deficits up to age 4. At our institution we provide the children with a feeling of home, love and affection, but most of all we ensure specialist medical care and therapy. We need support in many areas, and one of our immediate needs was the individual therapy room and its equipment. The effects of the renovation effort implemented in December are amazing. We would like to thank all the volunteers for their active support.

Magdalena Szymczyńska
President of the Nursing and Care
Association "With Trust
into the Third Millennium"



Each of us is in a constant rush. We have many duties at work and beyond, so for me it is incredibly valuable to be able to press "pause" in this race, forget about myself and look at what others might need, especially the most vulnerable ones. I am most pleased that we can see the immediate effect of our work in the form of, for example, opening a new therapy room for children, or a new garden space that the children can enjoy. These are concrete achievements. The "Trust" Centre is an institution staffed by fantastic people who are fully committed to their work and the children they look after. Their work is extremely demanding as it requires patience and mental resilience. I have great respect for those people. Such centres are often run by NGOs and their activity is possible mainly thanks to the support from foundations such as the Medicover Foundation. Every little help counts and it's fantastic that I've been able to contribute, too – with my time and skills – to the maintenance and development of the "Trust" Centre.

Ula Marszko
Manager of System Reporting
and Maintenance Teams,
Medicover





Acting FOR OTHERS



Go Away, Germs!

Go Away, Germs! is a comprehensive educational project for schoolchildren that addresses the issue of hand hygiene and aims to shape positive behaviours and healthy attitudes. In the 2017/2018 school year, the project's educational kits were made available to 26 primary schools which signed up for the project. The educational

workshops were attended by 2155 students. After the workshops, about 47% of the participating teachers declared that they would pay more attention to hand hygiene at schools. Importantly, thanks to the "Go Away, Germs!" project, on average 28% more children said they will remember to wash their hands.



Proper hand hygiene plays a huge role in the prevention of diseases, which is why I believe that health education from an early age is essential. During the development and coordination of the project I noticed that the parents, their children and the schools are genuinely interested in the initiative and recognise the need for action in this area.

Kinga Lipka

Specialist for Disease Prevention and Health Promotion
Medicover



Niepołomice Run

For the fourth time the "Niepołomice Run" Association, headed by Edward Kowalski from Medicover Kraków, organized the 4Rest Run for teams of runners in the Niepołomice Forest. The Medicover Foundation has been involved in the 4Rest Run from the outset. Each year, our volunteers offer blood sugar level tests and blood

pressure check-ups on the day of the run, with 150 people tested for free during the 2018 Run. For many of those people the test was the first opportunity to learn about the impact of physical exercise on their body's metabolism. Medicover Emergency Services are a regular provider of medical support for the run.



Disease Prevention Day in Łęczany

In March 2018, volunteers from the Medicover Foundation organised a Disease Prevention Day in Łęczany. Children and youth from the local primary and lower secondary schools

took part in the event. Małgosia Grela and Edward Kowalski from Medicover Kraków conducted a first aid course for 700 people.

Bone Marrow Donors' Day in Spytkowice

In April 2018, in the municipality of Spytkowice in Wadowice County, we co-organised a bone marrow donor search event in collaboration with the DKMS. The initiative's primary goal was to find a donor for Filip, a leukaemia patient, but the event was also an opportunity to organize a Disease Prevention Day aimed at all the residents of Wadowice County. Volunteers from the Medicover Foundation, together with representatives of the Medicover Ambulance Service from Kraków, took part in the project. They carried out free first aid training and demonstrated how to help a choking child. The event was supported by the local town authorities and attended by 250 people.





First Aid Training at a Children's Summer Camp in Nawiady

From 7 to 21 July 2018, the Association for Family Support in Wyszaków organised a canoeing sports and recreation camp for 120 children and teenagers aged 11-20 in the vicinity of the Krutynia River. The participants were children from poor families, orphaned children, intellectually or physically disabled children, as well as children from foster families and educational and care facilities. They took part in, among other activities, medical first aid workshops for emergencies and traumatic injuries (including drowning treatment), fainting and insect bites. The classes were conducted by Adam Pataluch from Medicovert's Emergency Services. The young campers practiced their resuscitation skills on manikins. The initiative was developed from a project proposal submitted to the Medicovert Foundation's "I act for others" programme by Wojtek Modzelewski, Business Strategy Analyst at Medicovert.



First Aid Training in Smolice

In May, a request for support was submitted to the Medicovert Foundation by the Primary School and the Voluntary Fire Brigade from Smolice near Zator. Again this year, our volunteers conducted a first aid training during a family picnic at the fire station. Thanks to the event, attended by 300 people, local residents had the opportunity to learn about and practice the key components of first aid.



Collection of Baby Care Products at Invimed

This year, the Medicovert Foundation worked together with Invimed's employees on a campaign to collect baby care items and food for the infants and children residing at the Ufnosc Centre. An initiative of President Agnieszka Kaszuba, the project took place in 5 Invimed clinics where we collected jars and containers of baby food, baby care products (diapers, wipes, bathing and washing lotions) and clothing.

"One Day" Christmas Party

In 2018, the Medicovert Foundation supported the One Day Foundation for the third year in a row to prepare a Christmas Party for children from orphanages across Poland.

The purpose of the party is to distribute Christmas gifts from the children's wish lists. During the Party they enjoy many games and see live performances. The Medicovert Foundation provided medical assistance for the event, and our volunteers helped to wrap the gifts.



Training in Niepołomice

During the May Day holidays, volunteers from the Medicovert Foundation took part in a Scouting & Family Picnic in Niepołomice. The picnic was organised by the Friends of Scouting Association and the "Puszcza" Scouting Group.

The event offered many sports events and other attractions, including a first aid training for the local community. The training was carried out by Medicovert Foundation volunteers and was attended by 70 people.

Support for the AMICUS Centre

CHILDREN'S DAY

As every year, on Children's Day, the Medcover Foundation's team prepared a delicious fruit treat for the patients of the AMICUS Rehabilitation Centre in Warsaw. The children enjoyed freshly squeezed juices and fruit cocktails and made their own "fruit shashliks". They also received teddy bears made by Medcover's employees during the workshop organized as part of the Employee of the Year competition.

COLLECTION OF TEDDY BEARS AND SOFT TOYS

During November and December we organized our annual collection of teddy bears and soft toys for children. Medcover's employees donated 160 plush toys which were then passed on to the children from the AMICUS Rehabilitation Centre in Warsaw during a Santa Claus kids' party.



The "I act for others" programme is a unique opportunity for our employees to implement their own CSR projects with expert support from the Medcover Foundation. For me, the implementation of such projects is a source of huge joy and inspiration.

Marta Liszewska
Project Coordinator
Medcover Foundation



SANTA CLAUS DAY

On 6 December we arranged a Santa Claus event for the children from the AMICUS Rehabilitation Centre in Warsaw. A delicious snack prepared by the Foundation's team awaited

the kids at the beginning of the party, and later the children also received the teddy bears we had collected in Medcover's headquarters and medical centres.



Support for Medical Centres in Africa

AID TO AFRICA

In May, as part of the "I act for others" programme initiated by Anna Hamielec-Machaczka, we carried out two social campaigns for local communities in Mongoumba (Central African Republic). New volunteers joined the project (Małgosia Grela, Ania Buszydło and



Agnieszka Kołton) and helped organise a large-scale collection of reading glasses. The African communities also received wound dressing products and medical equipment. The project was carried out in cooperation with the lay missionaries of the Combonian Order and with the support of the Central Purchasing Department of Medcover and Damiana Medical Centre.

SUPPORT FOR THE RWANDA CENTRE

The originator of the project, Maria Miłek, works in the Medicover Hospital. In 2017 she graduated from the Medical University of Warsaw with a degree in obstetrics. Soon afterwards, as a volunteer from the Pallottine Missionary Foundation Salvatti.pl, she left for an 8-month voluntary mission in Rwanda, where she worked in the delivery room at the Health Centre in Masaka. While there she witnessed the enormous needs of the local medical centres, and after returning to Warsaw she applied for support from the Medicover Foundation.

In response to Marysia's initiative, we organized a collection of clothes for new-borns at the health centres in Masaka and Kibeho. The event was carried out at Medicover's centres and was very emotional: the generosity of the employees exceeded our expectations! Thanks to the involvement of 160 donors, we managed to collect as many as 3147 baby clothing items and accessories at 28 collection points.

Additionally, in December, medical equipment was delivered to both these health centres in Rwanda, together with the donated clothes. The facilities have been equipped with treatment beds, ultrasound and ECG equipment, couches and storage chests for drugs.

The implementation of the project was possible thanks to the invaluable help of our Procurement Department, in particular Piotr Szczęch and Magdalena Mika, and courtesy of Bożena Jastrzębska, Regional Director of Medicover Centres, and Dariusz Kowalczyk, Medicover's Director of Operations.

The idea behind the campaign was conceived spontaneously, when one of our patients returned from the mission where she supported medical centres in Africa. We supported two missions, one in Central African Republic, in Mongoumba and the other one in Cameroon. The transport included the basic medicines, wound dressings, small medical equipment, pharmaceuticals and reading glasses. Thanks to the Medicover Foundation, we were also able to send professional medical equipment for newborn babies and infants. The scale of the project exceeded our most optimistic expectations.

Anna Hamielec-Machaczka
Head of Kraków-Ruczaj
Medicover Centre



Thank you very much to all the donors for their generosity and selflessness. We managed to collect clothes for at least three thousand children! We have made a real contribution to improving the quality of the first days in the lives of little ones from Rwanda. Now, the patients who require the most support will receive complete newborn supply kits. Thank you for all the donated baby onesies, bodysuits, long-sleeve shirts, shorts, blankets, diapers and many other accessories!

Maria Miłek
Midwife, Medicover Hospital Wilanów

I was deeply moved by the photographs from Africa which showed me the conditions under which women give birth there. The pictures stuck in my head for a few days – until I finally decided to act and change something. I arranged a collection of the most necessary medical equipment and medical furniture. I'm very happy we were able to donate a professional delivery bed which replaced a rotten wood board, as well as ultrasound and ECG monitors and other pieces of equipment. The items we donated had been withdrawn from use by our company for various reasons, and that is where I got my idea. In addition, I organized access to free storage space where the equipment waited for the next leg of its long journey.

After hours I have been a volunteer firefighter for 20 years now, and I personally believe that it is the most demanding form of volunteering: it requires full commitment without any expectation of material remuneration. What do I think about helping others? Well, that's something you are born with. Helping others is a gift and an approach you can't give up. The selflessness, the readiness to help and to be where someone needs you, where you can do something good – that's certainly ingrained in me. I guess there is nothing wrong with how I've decided to spend my free time. I put in a lot of effort and commitment into my activities for others. There are selfless people around us – you might actually be surprised how many there are!

Piotr Szczęch
Medical Procurement Leader
Medicover Sp. z o.o.
Damiana Medical Centre Holding Sp. z o.o.





Wellbeing TEAM



Our employee-driven Wellbeing Team was created in 2017 to both promote a healthy and friendly workplace here at Medicover, and encourage members of our communities to adopt a healthy lifestyle as well.

It is comprised of representatives from a broad section of Medicover departments, and is headed by Aleksandra Mielniczuk, Development Project Manager at Medicover. One of the Team's major internal programmes is the "Health all year round" campaign.

In 2018 Medicover Poland won first prize for its WELLPOWER 2018! programme in the first nationwide competition for companies implementing wellbeing projects. The competition aims to promote the concept of wellbeing and the relevant best practices across organisations.

In 2018 the Medicover Foundation and the Wellbeing Team collaborated on two Medicover employee community campaigns: "Medicover Bookworms" and "Your Blood Helps Others", both of which attracted many employees who became actively involved in their implementation.

MEDICOVER "Bookworms"

Six minutes of reading is enough to reduce stress hormone levels by up to 60%. Amazing impact, isn't it? Reading has a remarkably positive influence on our mood, which is why we encourage our colleagues to read and join our nationwide "Medicover Bookworms" campaign.

The campaign comprised several initiatives, including meetings with experts, volunteer events, collecting second-hand books, providing discounts for books, and "bookcrossing". We must emphasize the unique nature of the latter initiative, which provides readers an opportunity to share or exchange books, and makes reading possible for those who cannot afford to buy books. Thanks to bookcrossing, books are always circulating. Our bookcrossing ambassador was Kamil Skorupińska, HR Director at Medicover.



On November 2-16, 2018, as part of this campaign, we organised a Big Book Donation Day where we encouraged employees not only to read books, but also to share them. We collected about 5000 books, an impressive amount!

sent to libraries in hospitals to be distributed in the children's wards.

On 24 November and 8 December 2018, volunteers sorted, counted and packed 111 boxes of books collected on Big Book Donation Day. These books reached almost 18 000 people!

They were then sent to storage at the Zacztyani Foundation, and from there they were



It turned out that we hit the jackpot with our wellbeing initiative "Medicover Bookworms"! Not only did we set up bookcrossing spots, but we also managed to organise a huge collection of books that will supply libraries in children's hospitals. Additionally, as part of our volunteer work, we managed to pack a total of 111 boxes with books, which reached a total of 17 760 people. Those numbers are impressive and fill me with great pride. I hope that 2019 will be at least as successful, and that volunteering for book collection and sorting will become a regular activity at Medicover.

Anna Budzikowska
Training Coordinator, Medicover
Coordinator of the Wellbeing Team's
"Medicover Bookworms" campaign



“Your Blood Helps Others” Campaign



The Medcover Foundation's Wellbeing Team organised the “Your Blood Helps Others” campaign, consisting of two separate initiatives: "Donate Blood for Christmas" and "Get tested!"

On 5 December 2018, at the NIMBUS Conference Center, a blood donation campaign ("Donate a Piece of Yourself for Christmas") took place, and at the Medcover Office we offered preventive health checks ("Get tested!") for our employees.

The blood donation event was organised in cooperation with the Regional Centre for Blood Donation and Blood Treatment, and was accompanied by professional wound dressing demonstrations conducted by the robust and reliable Medcover Rescue Academy.

Forty-seven employees volunteered to donate blood, of whom 28 qualified, resulting in 12.6 litres of donated blood.

The "Get tested!" campaign promoted pro-healthy behaviours and habits, as well as early detection of lifestyle disease risk factors, with a focus on cardiovascular diseases. The key risk factors include abnormal body weight (mainly overweight and obese), increased blood glucose level, high total cholesterol and high blood pressure.

As part of the campaign, our employees underwent the following tests:

- Measurement of blood pressure.
- Glucose level and total cholesterol count using the strip method.
- Analysis of body mass composition and BMI determination with a TANITA device.
- Ninety-nine employees took advantage of the opportunity to undergo medical check-ups. In addition, depending on the indications, the participants could meet with a dietician to seek advice.



I have been donating blood for about 10 years. Honorary blood donation gives me incredible satisfaction: I help others, and there's that bar of chocolate for donors as a bonus, too. During the donation process I always gossip with the nurses, so I don't even think of the process as unpleasant at all. Drawing blood takes only 5 minutes and can save lives, so there's no need to give it a second thought! Simply go and donate your blood!

Grzegorz Stępień
Application Support Specialist
Honorary Blood Donor



For me personally, this initiative was a dream come true, a combination of beautiful cooperation and commitment to a noble cause. Why is it worth it? The statistics speak for themselves – 40 people got up from desks to donate a piece of themselves, a piece so precious that it cannot be replaced by anything else. I still get the shivers when my thoughts go back to the event!

Maria Łankowska
Training Team Assistant,
Medcover Coordinator of the “Your Blood Helps Others” campaign, Wellbeing Team



There is nothing more precious for those in need than your blood. It can really save someone's life. Anyone who contributes in any way to saving another person's life or health is a superhero. Blood donors in particular deserve to be called superheroes because they give up a piece of themselves in order to save another human being's life or health.

Ireneusz Urbanke
Medcover Emergency Rescue Manager,
Campaign Ambassador for the
“Your Blood Helps Others” campaign





Other PROJECTS



DENTAL CARE EVENT – EIP



The Medicover Foundation and DentaCare joined forces to help children have healthy smiles. On Saturday 8 September, in the DentaCare Ursynów facility, we offered dental check-ups for children supported by the Charytatywni Foundation (an EIP company), whose mission is to improve the quality of life for children whose families are in a difficult financial or family situation. All of the children have at least one parent or guardian, and some children receive support because of dysfunctional behaviours within the family such as difficulties in adapting to the environment due to low self-esteem, psychological violence, etc. As a result of insufficient care, the health status of these children often requires medical intervention. The event was a day full of joy and smiles.

Thank you for your professional services and your warm reception of the 16 brave young patients aged 7 to 17.

Health education is no less important for children and young people in need than providing them with a warm meal or proper footwear for the winter. The free dental check-up day was a great opportunity to encourage both children and adolescents to look after the health of their teeth and gums. It was also a great way to educate them about the importance of their diets and why it is important to avoid sugar.

Anna Stadnicka
Fundraising Foundation
Coordinator EIP Sp. z o.o.



A PERFECT CHEF

In 2018, the Medicover Foundation supported the Open Doors Association in organizing “A Perfect Chef”, a culinary skills competition for people with intellectual disabilities. It was the 12th year of the competition and the 3rd time the Foundation has participated. Our assistance included organizing a healthy nutrition workshop and providing medical assistance for the event’s 30 participants.



JANUSZ KORCZAK CHILDREN’S HOME

As usual in December, the Janusz Korczak Children’s Home organised a Christmas party to which representatives of the Medicover Foundation were invited. During the party, the children from the facility gave a performance of nativity scenes. The artistic part was followed by a festive dinner for the Home’s children, staff and the invited guests. Medicover has been providing medical care for 70 children residing in the Home for more than 20 years.



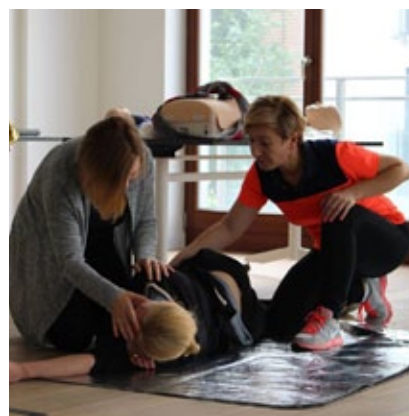
We are delighted to cooperate with the Medico-
ver Foundation. Our joint activities are constantly
expanding. In 2018, in addition to Children's Day
and Santa Claus Day, we also organised and car-
ried out first aid workshops. Similar workshops
are only offered commercially, and our initiative
was free-of-charge, which is why the parents ap-
preciated it very much. The parents we educated
during the event often have to deal with childcare
emergencies such as apnea, choking on the child's
own saliva, or the need to remove objects from the
skin. The knowledge passed on during the work-
shops will allow them to properly respond in such
situations. An extremely important added value
of the training was the fact that the parents also
have acquired general first aid skills, which means
they can now be more self-confident and ready for
the surprising challenges of parenthood.

Maria Małecka-Rzodkiewicz
Director of the AMICUS Centre
"Help on Time" Foundation for Children



FIRST AID TRAINING FOR PARENTS OF CHILDREN WITH DISABILITIES

In March 2018, a series of first aid training sessions was launched with the Children's Foundation "Help on time" and the Medico-
ver Rescue Academy. The workshops for parents of the disabled children took place on the last Thursday of the month at the Cemicus Centre on Grzybowska street in central Warsaw. The series of training events was very popular with the participants – each session had 100% attendance. A total of 8 workshops attracted nearly 100 parents. Due to the remarkable interest, the project will continue in 2019.



1% OF INCOME TAX DONATED TO EARLY INTERVENTION AND PRE-ADOPTION CENTRES

The Medico-
ver Foundation help two Early In-
tervention and Pre-Adoption Centres (IOPs)
in Otwock and Częstochowa by donating the
tax collected from Medico-
ver's employees and
friends. We would like to thank all those who
generously added the Medico-
ver Foundation's
registry number on their tax returns! In 2018, we
managed to collect PLN 8716.90.



In order to donate 1% of your tax to the children in need, simply fill in the box at the end of your Personal Income Tax return with Medico-
ver Foundation's court registry number (KRS number): 0000283132.

SCHOOL FOR CHILDREN WITH AUTISM

For the third year in a row, the Medico-
ver Foundation has been supporting the "Step by Step" Edmund Bojanowski Private Elementary School in Warsaw's Wilanów by providing medical care to the teachers working in the school. The facility educates children with learning difficulties and challenging behaviours (such as destruction of property, disobedience to parents and educators, fits of anger, self-aggression), as well as those with impaired communication skills.

NORKA MOUSE

The Norka Mouse Club, part of the "Help on Time" Foundation for Children, organized a ticket-free outdoor event entitled "Little Firefighter's Day with Norka Mouse". The event took place on 3 June at the Main School of Fire Service on Słowackiego street in Warsaw. The aim was to facilitate social inclusion and integration of children with disabilities with non-disabled people. There were many activities for everyone, including animations with Norka Mouse, crafting workshops, face painting, balloon twisting and other performances. Representatives of the Medico-
ver Foundation organized end-to-end medical assistance for this unique event.



COOPERATION WITH MEDICOVER BENEFITS

In December, the Medico-
ver Foundation collabo-
rated with Medico-
ver Benefits to create a unique
opportunity for the employees to purchase a shop-
ping voucher from Smyk children's supplies store
and then donate it to children who are suffering
from serious diseases. Thanks to the initiative, the
children from the "Trust" Centre received vouch-
ers worth PLN 6000. The project was organized
for the first time and it immediately became very
popular with Medico-
ver employees. Each employ-
ee with access to the Medico-
ver Benefits platform
could use their points to purchase a gift voucher.
All they had to do was to log in to the platform,
buy a voucher using the points and then send it to
the indicated e-mail address.

Thanks to the vouchers, the "Trust" Pre-Adoption Centre in Częstochowa was able to buy many items for infants, such as bed linen, pajamas and clothes. We would like to thank everyone who supported the project.



*There is nothing better than helping others and receiving something in return – their positive emotions and joy. It is worthwhile doing something for others because even small gestures, including seemingly inconspicuous things, can work wonders and make people happy. In my case, the beneficiaries were the children from the "Trust" Centre in Częstochowa. We are proud that the Medico-
ver Benefits team could get involved in this noble initiative which was implemented via our Benefit Platform, a tool for motivating employees and a great way to help those in need.*

Agnieszka Wojtarek
Team Coordinator for Cooperation
with Partners
Medico-
ver Benefits





Volunteer projects in Romania



Medicover Association in numbers in 2018 in Romania:

27
projects

445
volunteers

Almost
1500
beneficiaries

Runners at the races where Medicover Association was partner:

31 500

PLANTING TREES IN LIPĂNEȘTI

This year the Medicover Association continued its partnership with the “Se Poate” Association through two important volunteer activities for the “New Trees for New Life” project.

On 24 March 2018, the Medicover Association volunteers planted trees on the left bank of the Teleajăn river, in Prahova County’s Lipănești Commune, where 50 children from their Secondary School learned useful rules and measures to help them stay healthy.

The second activity took place at the end of November, when we returned with the volunteers to see the amazing growth of the young trees planted in 2017 and 2018, and also to plant acacias on the adjacent land parcel.



We will gladly return in 2019 to continue the planting of this green belt for a healthier and a more environmentally-friendly future.

PARTNERSHIP WITH ATCA

“Together, we can do more”. This is the motto that drives us to help people in need, which is easily seen in our growing partnership with ATCA – Applied Behavioural Therapy Association, an organisation which helps autistic children through specialised therapy. There were four separate events which brought us together in 2018 that allowed us to directly help many children and adults. The Medicover Association, together with dr Mihaela Roșu and many skilled volunteers, supported ATCA in April and July by

equipping seven therapy rooms at their new headquarters in Bucharest. We are glad to have made people smile and to have helped with the children in their care.

Moreover, we were happy to join the volunteers of the ATCA Super Team at the Bucharest Half-marathon in May and Marathon in October. The Medicover Association volunteers manned the water stations at kilometre 15 and on the children’s track, cheering on the runners when they needed the most support.



COOPERATION WITH HOSPICE – CASA SPERANȚEI

Another one of our key partners is the Hospice – Casa Speranței, with whom we joined forces in 2018 in two volunteer events.

In April, at its Bucharest headquarters, the volunteers of the Association helped the children from the Palliative Care Centre at Plumbuita Park in a creative workshop to design bags with patterns inspired by nature. At the same time, we cleaned and cared for the garden and whitewashed the trees.

In July, we went to the new Adunații Copăceni Hospice centre to furnish it and to enhance the garden with small trees, lavender and black-berry shrubs, hoping to provide a friendlier environment for the children who benefit from the Hospice services.



RUN FOR AUTISM

One of the partners who brought us closer to this world of children with special needs is the Marea Neagra Psychological Centre, one of the most important centres of this type in Dobrogea. Given their desire to create an active and friendlier environment for the children, each year they attract as many passionate volunteers as they can.

The sports event “Alerg 24h Autism Marea Neagră” (24h run for Autism at the Black Sea) took place on the 5-6 May 2018 in Mamaia, which was held to raise funds for the development of the Therapeutic Beach, to benefit children with autism and persons with disabilities. This Romanian project is unique in Eastern Europe. The Medicover – Synevo team ran a total of 1242 km in 24 hours, and ranked twelfth out of the 40 participating teams.

We are proud of our colleagues and we are happy that we could be part of this project. Medicover and Synevo were partners in this event and donated RON 1 for each kilometre run by the 40 participating teams, totaling close to RON 40,000 donated.

At the end of June, we returned to Mamaia to continue the project begun in May. The Medicover Association team, together with 20 volunteers from Synevo and Medicover – lowemed, had two very satisfying days helping to build the Sensory Garden and the playground at the Black Sea Psychological Centre’s Therapeutic Beach. The garden was filled with colourful flowers and aromatic plants, a multicoloured labyrinth, a hopscotch pad and other decorative objects. Now the children will be able to enjoy them!

Together, we can do more!
Thank you, everybody!



PARTNERSHIP WITH THE ST. DIMITRIE FOUNDATION

We have developed a growing tradition in our partnership with the St. Dimitrie Foundation of Bucharest, returning to them again in 2018.

In August, the Medicover Association members, together with our generous volunteers, cleaned their study room, dining room, hallways and the stairway within the Foundation’s centre.

In addition, the children of the centre took part in a hygiene and prevention workshop and received 35 fully-equipped backpacks for the new academic year.



Together we can do more, be closer to our beneficiaries and increase the number of grants to support a chosen cause. Besides the regular volunteer actions, we supported regular runners, planted trees and made Easter and Christmas letters from children become reality. Thank you for your involvement! You are making the difference with every action that you do.

Claudia Vaduva
Volunteer Coordinator,
Medicover Association



SUPPORT FOR BUȘTENI

In January, the Mountain Rescue Service received a donation of first aid kits and the children from the Bușteni Secondary School benefited from a first aid and prevention workshop which we carried out with the help of Dr. Alexandru Moruz and the Medicover and Synevo volunteers. We believe the event's activities helped raise awareness in these children of the importance of learning first aid.



SUPPORT FOR LETCA NOUA ASSOCIATION

In March, we joined the children and families from the Letca Noua Association in Giurgiu County. Children of all ages and their mothers participated in a very engaging hygiene course where they learned many things. Our volunteers donated food and necessary goods to the Letca Noua Association to help them carry out daily activities. This grant was coordinated by Mrs. Valerica Ciocoi, Sales Trainer, Synevo Romania.



OTHER EVENTS:

In March, we visited the 5th and 6th grade children in the Sangeru Commune, Prahova County. They learned about hygiene and nutrition through games and practice by actively taking part in the workshop; they also received kits containing toothpaste, toothbrush and soap.

In April, we offered a prevention course at the Dor Mărunt School where we brought messages from the Easter Bunny for 50 children who had written it letters.

Also that month, we met with the students from two 4th graders groups from the Dante Alighieri

CHARITY EVENT AT APCA GALAȚI ASSOCIATION

In May, the Medicover Association and our volunteers from Galați equipped a kineto-therapy room at the APCA Galați Association, which was set up with a Swedish ladder, mattresses, stepper, medical bicycle and medicine balls.

PREVENTION AND HYGIENE WORKSHOP

In July, 120 children aged 4 to 14 took part in a prevention and hygiene workshop held by the Medicover Association volunteers; the mothers of the young ones also received instruction by Dr. Cristina Florescu-Moraid, on behalf of Synevo Central Lab. At the end of the workshop, all those present received hygiene kits, food and toys. We were happy to be able to contribute improving the quality of life in this community.



Medicover Association has had a wonderful and steady growth since its beginnings in November 2016, through the increasing number of volunteers involved, number of events and grants they offered. I am proud that my team and I actively assist in their volunteering activities aimed at children who need our help, their ongoing projects and the tree-planting events which support communities in Romania. All these are an important asset for the Medicover.

Adrian Peake
General Manager, Medicover Romania

HYGIENE AND BASIC FIRST AID – WORKSHOP FOR CHILDREN

In November, we joined with the Dapyx Scouts, Medgidia Scout, where Aurelia Condrea and the team of volunteers from Iowemed Constanța spoke about hygiene and basic first aid with approximately 50 enthusiastic and very intelligent children. In addition, we donated some necessary equipment to the scouts for their activities.



SUPPORT FOR CHILDREN FROM CONCORDIA PLOIEȘTI

Before Christmas, Anca Coman and the Medicover Association volunteers visited the children from Concordia Ploiești and talked with them about hygiene and prevention. Also, a few children from the "inCerc" Programme joined us and we gave gifts to the children from the Centre.



of the United Kids Association at the Extreme Park Cernica.

In June, the Medicover Association held a prevention and hygiene workshop for 30 teenage girls who are in the care of the Create Yourself Association.

In December, Medicover Association volunteers managed to brighten up the day for the children in two towns and helped Santa Clause bring them gifts: 81 children in the Ciuperceni Commune (Teleorman County) and 118 children in Jilavele (Ialomița County) received donated gifts.



Medicover RUNNERS



I joined the Medicover Runners team in March 2018. I had no plan but I knew that I wanted to make two runners' dreams come true: to complete my first triathlon and marathon run. I've done both things after just a few months of training, also thanks to the constant support I received during the breaks between workouts at RKS Skra stadium. The Medicover Runners team led by our coach offers the best motivation for putting in hard work, adding more kilometres, and delivering better results!

Maciej Malenda

Innovation and New Business Director
Medicover



Over the 6 years of the project's duration, our employees have covered a total distance of over 40 000 kilometres during training sessions and competitions – this means that they have already run around the Earth! Due to its complexity, flexibility and creativity, Medicover Runners is a project which encourages staff members to exercise and makes sure each person is approached in an individual way. We have developed a unique model of

exercise promotion thanks to the professional supervision offered by our coach to all runners, regardless of how advanced they are. Members of Medicover Runners share and radiate their positive energy not only during training sessions and competitions but also in every-day life. They are the best ambassadors of our healthy lifestyle brand, and living proof of how you can improve your health and well-being in a very simple way.

Medicover Runners in numbers:

60 runners

11 team sports

38 group training sessions

over **10k** kilometres covered in one season

The Medicover Runners training sessions, as well as joint participation in the runs, have boosted my motivation to go running on a regular basis, which I did not manage to do when I used to run on my own. It is thanks to the training skills of Jacek Wichowski and the great atmosphere within the Runners team that I started running again after 15 years. In 2018, I successfully participated in 5 km and 10 km runs. I'm looking forward to the next season!

Justyna Markowicz

Engagement-Building and Employer-Branding Specialist
Medicover



It is amazing when you realise that time passes so quickly. We've been running together for 6 years, and the enthusiasm of our members isn't fading. I'm proud to cooperate with such positive people who are crazy about running, and extremely happy that the Medicover Runners brand we've been building for years has gone international. In 2018 I prepared a concept for relay runs for Medicover employees from different business units in Europe under the umbrella of the Run Medicover Run project. Relay runs motivate and integrate runners even more. It's such a joy to look at the smiling faces of our runners after a good workout or during runs. I believe I will be able to initiate and develop lots of other interesting sports projects within our company.

Jacek Wichowski

Project Coordinator
Medicover Foundation
Medicover Runners Coach





BICYCLE Rally



On 23 June 2018, we launched "Together Against Type 2 Diabetes", the 6th Medicover Foundation Bicycle Rally.



In Poland, almost 3 million people suffer from diabetes, and as many as a third of these aren't even aware of their disease. According to experts, the low awareness of diabetes among Poles impacts the effectiveness of prevention. Consequently, the number of new cases may significantly increase over the next years. In order to change existing unhealthy habits, it is necessary to increase people's knowledge about healthy lifestyles, the importance of exercise and regular medical check-ups. That was the mission of the Medicover Foundation's 6th "Together Against Type 2 Diabetes" Bicycle Rally. The Rally's slogan was "Let's Roll Against Diabetes". En route, as every year, we organised free medical check-ups and consultations with nutritionists in our "Blue Cities."

The Riders

Two teams of bicycle riders, who are volunteers from Medicover in Poland, Germany, Ukraine, Romania and Sweden, set out from both Zakopane and Berlin. The first team, headed by Agnieszka Matusik (Specialist in Corporate Documentation, Medicover's Legal Department), left Zakopane on 24 June 2018 while the second one, led by Daniel Hefel (VP Business Development, Commercial Excellence and eCommerce Diagnostic Services, Medicover) departed three days later from Berlin. Both teams were accompanied by Medicover Ambulances to ensure the maximum level of safety for the cyclists. In total, the teams travelled over 1600 kilometres! All participants in the Rally are Medicover employees. Under the guidance of our skilled coach, Piotr

Szmyt, they began training early in the year. Both teams converged in Słupsk, where they also met with invited guests, including Medicover's Senior Management representatives from all over Europe. Escorted by the police, all the riders cycled the final leg of the Rally together and reached the finish line in Gdynia on 1 July.

It was a great pleasure for me to take part in the Bike Rally from Berlin to Gdynia, and a great opportunity to promote diabetes prevention and active lifestyle to the local communities in the cities we passed on the way. The Rally is also an excellent occasion for international integration which would not have been possible without this initiative. Thanks to the Rally, the cyclists (volunteers from Sweden, Ukraine, Germany and Poland who work in various capacities across different Medicover companies) spent an exciting week of fun, motivation and experience-sharing. Thank you for that precious time!

Adam Guzenda

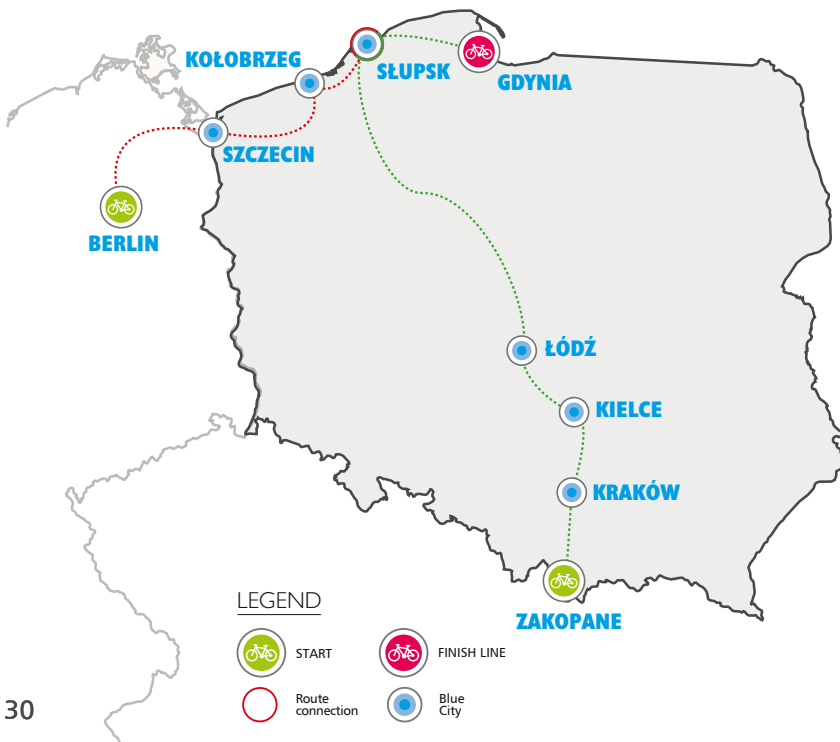
Assistant to Institute Director
Controlling, Hospital Labs,
IMD Labor Oderland GmbH
MVZ Ärztliches Labor
Dr. Berthold & Kollegen
Rider on the Berlin team



The Rally was organised very well: a carefully-planned route, the Blue Cities working like clockwork, and the unique support from the other riders!

Dominik Starachowski

IT Infrastructure Specialist
IT Department, Medicover
Rider on the Zakopane Team



Medicover's "Blue Cities" in 8 cities across Poland

The "Blue Circle" has long been the symbol of diabetes. Following on this theme in the hope of increasing awareness, the Foundation designated 8 towns along the route as "Blue Cities" where Medicover's medical personnel offer diabetes check-ups to measure blood pressure and blood sugar level, as well as individual sessions with dietitians. Housed in "blue tents", the visitors were also able to have their body mass composition and cholesterol checked. The interactions with the local community presented a perfect opportunity to talk about the impact that a healthy lifestyle has in the prevention of type 2 diabetes, which affects up to 90% of all diabetic patients. According to experts, screening for risk factors and a healthy, active lifestyle are powerful ways to prevent the disease so we strongly encouraged the local residents to visit the Rally's Blue City located near them.

Medicover Foundation volunteers and health care professionals welcomed local visitors from 10 a.m. to 3 p.m. in the following cities:

- **23 June, Zakopane**
Józef Piłsudski Municipal Park,
- **24 June, Kraków**
Plac Wolnica,
- **25 June, Kielce**
Plac Artystów,
- **27 June, Łódź**
Pasaż Schillera,
- **28 June, Szczecin**
Aleja Kwiatowa / The Sundial,
- **29 June, Kołobrzeg**
Skwer Pionierów,
- **30 June, Słupsk**
Park Kultury,
- **1 July, Gdynia**
Skwer Kościuszki.

The Rally was an unforgettable experience for me. In the Blue Cities I had the opportunity to meet hundreds of wonderful people from all over Poland, listen to their stories and answer all the questions about a healthy lifestyle, type 2 diabetes and its prevention. I hope that I will be able to participate in other Medicover Foundation projects because they offer a great opportunity to meet interesting people and integrate with other employees, not to mention feeling the benefits of a huge surge of endorphins, too!

Aleksandra Paszkowska
Customer Opinion Specialist,
Medicover, Dietitian



BIKE RALLY STATISTICS

50
RIDERS FROM
5 COUNTRIES

8
BLUE
CITIES

1600
KILOMETRES

2
TEAMS

2800
CHECK-UPS
COMPLETED

Celebrity athletes join the Rally

A major aim of the Rally is to attract the public's attention to the serious health problems posed by diabetes. To help in our efforts we invited famous athletes to join us in the Rally. Last year Iwona Podkościelna and Aleksandra Teclaw – three-time world champions and gold medalists in tandem cycling at the 2016 Rio Paralympics – cycled the entire route. Kamil Kuczyński, track cyclist and three-time Olympian, joined for part of the course. All of them encouraged visitors and fans to take part in diabetes screening. The "Together Against Type 2 Diabetes" Bicycle Rally had the honorary patronage of the following local authorities: Mayor of Zakopane, Mayor of Kraków, Mayor of Kielce, Mayor of Łódź, Mayor of Szczecin, Mayor of Słupsk, Mayor of Kołobrzeg, Mayor of Gdynia.

I heard about the initiative for the first time in 2017 from Ola Teclaw. I thought it was a great way to promote exercise and screening for diabetes. The Rally combines two elements that are crucially important for health: physical exercise and medical check-ups. So when I was invited to take part in the project, I did not hesitate for a moment. I would like us all to be healthy, because then we can enjoy life to its fullest. When I can make a small contribution to health promotion by spending a few hours on my bike together with some fantastic people, it is nothing but fun and pleasure. I hope that the Rally against diabetes will continue in the years to come. You can always count on my help and cheerful mood during the ride.

Kamil Kuczyński
Three-time Olympian, track cyclist



The Bike Rally "Together Against Type 2 Diabetes" is a unique project. Over the last 6 years, it has grown from a small, local initiative, to a major international endeavour: dozens of cyclists, hundreds of committed people, thousands of people screened in our Blue Cities. On behalf of the entire Medicover Foundation I would like to thank all of the Bike Rally volunteers for their support and involvement. Without you, this project simply wouldn't have taken place!

Dagmara Iwaniak
Project Manager
Medicover Foundation



Project partners:





Queen Silvia NURSING AWARD



The Third Annual Queen Silvia Nursing Award in Poland took place in 2018

The scholarship was founded in 2013 by Swedish Care International as a gift to Her Majesty Queen Silvia of Sweden on her 70th birthday, and the award in Poland is managed by

the Medicover Foundation. This exceptional scholarship is available exclusively to nursing students and nursing graduate trainees.

The award is granted annually and currently candidates from Sweden, Finland, Poland and Germany can apply.

QSNA GOALS:

- **DEVELOPMENT**
To enable engaged and creative participants to develop.
- **DIALOGUE**
To encourage the exchange of ideas and dialogue about elderly and dementia care.
- **SATISFACTION**
To show nursing as a satisfying and attractive profession.

Swedish Care International

Over 20 years ago Her Majesty Queen Silvia of Sweden established the Stiftelsen Silviahemmet Foundation which is represented internationally by Swedish Care International (SCI) whose mission is to provide best-in-class education and the tools necessary to support the elderly and those with dementia. SCI and its partners have trained over 130,000 people since 2006 in various European and Asian countries.

Paulina Pergol, a first-year nursing MA student at the Medical University of Warsaw, was the recipient of the scholarship in 2018.

Her idea is to establish a postal service which will enable a regular exchange of correspondence between nursing home residents and volunteers. This initiative can help to improve the emotional wellbeing of senior citizens who might otherwise feel abandoned and lonely.

In the 2018 QSNA in Poland, additional awards were granted for the first time.

The idea of Letters to a Friend emerged from my observations and personal experience. While volunteering in Columbia I saw a boy who was very moved by a routine letter he got from his family. His emotions reminded me of the elderly patients I look after on a daily basis. When they see that somebody is interested in them and when they are able to connect with another person – it means a great deal to them. This inspired me to submit a project addressing nursing home residents who are usually lonely, with no friends or family. The potential exchange of correspondence with volunteers will enable them to share their problems, opinions and memories, which will make them feel valued and appreciated by younger generations.

Paulina Pergol
2018 scholar of the QSNA in Poland



Members of the selection committee recognized a strong need for an initiative addressing the problem of loneliness among seniors. The proposed project is a simple way to help the elderly bond with others. The exchange of letters takes little time and it is not constrained in any way – letters can be exchanged between different cities or even countries. Everyone knows the joy of opening a long-awaited letter and the subsequent sense of well-being has a positive impact on the medical treatment of the elderly.

Małgorzata Kiljańska, MD
Chairwoman of the Selection Board, Business Process Director at Medicover, Programming and Education Quality Assessment Board Member for the Study Programme in Nursing offered by the University of Physical Education and Medicover



The Supreme Council Of Nurses And Midwives proudly granted its honorary patronage to the QSNA in Poland for the third time. We hold dear the idea of the award, which emphasizes the importance of nursing as a profession. This is why the Supreme Council Of Nurses And Midwives has decided to grant its own extra recognition and sponsor a prize in the form of a tablet. Daniel Górnowicz, a student of the Witold Pilecki University of Applied Sciences in Oświęcim, has proposed to open an online platform called 'Integrator' where senior citizens can post their needs, such as shopping, transport to a medical appointment, etc. On the platform, volunteers ready to help the elderly will offer their availability on a daily basis. Daniel's idea has drawn our special attention as he himself actively supports the elderly and his dream is to build a first-class nursing facility. We wish him all the best in his pursuit!

Zofia Małas
President of the Supreme Council Of Nurses And Midwives



By establishing the Queen Silvia Nursing Award, we wanted to emphasize the importance of nursing as a profession. We wanted students of nursing to feel just as important as students of business and technical universities who have had their professional awards for some time.

The objective of the Queen Silvia Nursing Award is to improve elderly and dementia care. We worked with the Medcover Foundation to establish the Award in Sweden in 2013, so it was a natural step for us to continue our cooperation also in Poland where it began in 2016.

Dr Karin Lind-Mörnesten
CEO of Swedish Care International.



We believe that the passion and energy of young contributors to QSNA will bring about positive changes in elderly and dementia care. We are happy that nursing students submit ideas related to incontinence technology, e.g., products offered by Essity or Tena. We have happily granted an additional award of PLN 5000 to Anna Kołodziej, a graduate of Jagiellonian University Medical College, who is currently pursuing a specialization in surgical nursing.

Anna Grześkowiak
Medical Expert,
Brand Manager at Essity Poland



Rebecca Eriksson, the Swedish QSNA scholar during a visit in Poland. Meeting with representatives of the QSNA's partners.



2018 Polish QSNA scholar with scholars from Sweden and Germany during the Springer Nursing Congress in Berlin.

QSNA in numbers:

45
Chambers of nurses
offering nursing specializations

82
colleges
informed about the project

2
additional awards
granted in the QSNA in Poland for the first time

220
applications received



QSNA 2018 finalists with the Medcover Foundation team members.

THE AWARD:

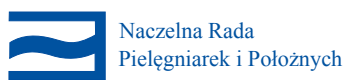
The participants compete for a single scholarship of PLN 25 000 with an accompanying apprenticeship. During the apprenticeship, QSNA scholars gain precious

experience and develop connections which they will use in their future careers. The scholar participates in trainings and conferences, connecting with representatives of the competition's

partner organizations. In addition, the winners of the QSNA from Poland, Sweden, Finland and Germany are able to share their experiences with others in the field.

Our goal as the organizer of the QSNA in Poland is to stimulate the dialogue and the exchange of ideas of how to improve elderly care and services. A rapidly ageing society is one of the world's greatest challenges. The scholarship is meant to address this challenge by introducing innovative solutions and ideas for elderly and dementia care.

Agnieszka Karasińska
 QSNA Project Coordinator,
 Medcover Foundation





QSNA's INTERNATIONAL OUTREACH



In September 2018 Swedish Care International organized the first QSNA Network Meeting, an idea which was born from the need to add more value to the nurses affiliated with the QSNA. Each year many talented and engaged students take part in the competition and reach the finals, and Swedish Care International intends to facilitate further development for those individuals.



The QSNA alumni network consists of QSNA scholars and finalists from all the countries where the competition is organised. Recently, the alumni from Sweden, Finland, Germany and Poland took part in a two-day event at Ulvsunda Castle in Stockholm. It was an excellent opportunity for the participants to establish direct contacts or further expand their competences as well as professional knowledge. The event offered several workshops to show the alumni how they can develop and implement their QSNA project proposals. The participants also got to know one another and exchanged experiences thanks to networking sessions. They had the opportunity to attend talks delivered by inspiring speakers, too. All in all, the 2-day-long get-together with 25 alumni from all four QSNA countries was a success,

and the feedback from the group during and after the event was very positive.

During the first QSNA Network Meeting, Swedish Care International requested alumni to consider becoming QSNA ambassadors, and received a positive response from 8 volunteers – among them Radosław Romanek, a Polish alumnus and finalist of the Polish QSNA in 2017.

QSNA AMBASSADORS' RESPONSIBILITIES INCLUDE:

- being a spokesperson for QSNA alumni,
- communicating regular updates on the QSNA and supporting the main partner in organizing events and activities promoting the competition,

- organizing internal events within the alumni network,
- actively contributing to the QSNA's Facebook group.

Swedish Care International invited its special partners as well as organizations supporting new ideas and businesses to the event.

Thanks to their involvement, the alumni may turn to SCI for concrete support and guidance in implementing the ideas to improve elderly and dementia care.

The partners can contribute financially to support future events as well as the finalists and scholars of the QSNA. Another alumni meeting is planned for 2019, perhaps in a different QSNA country.



Our pride: Medi-COVER Band



Medi-COVER Band is a unique initiative of the Medicover Foundation. The music band consists of employees from various departments and companies within the Medicover. The combination of great talent, passion, professionalism and strong rapport with the audience have made the Band very successful. All funds raised during their concerts are donated to charity. The Band was launched early in 2016, and so far it has given 16 concerts, with 2018 as its busiest and a breakthrough year for the musicians. In February 2018, the Band was invited to attend a one-day music workshop at the Rock Academy. The event was facilitated by Piotr Pniak, a distinguished



“Musical Guide to Health”

Implemented thanks to donations collected during the Band’s concerts, the “Musical Guide to Health” initiative delivers music classes (including music therapy) to single mothers in their homes and at orphanages.



academic teacher and also a drummer of a popular rock band, Proletaryat. The day was filled with heightened emotions, but most of all it enabled Medi-COVER Band members to develop musically.

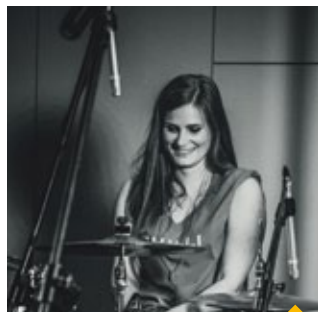
In March the Band embarked on a fresh round of concerts and clocked as many as 8 live shows by the end of 2018! Apart from the concerts for Medicover employees and performances at conferences, the "Sarcoma" Association invited the Band to perform live at an open-air charity concert after the

Onkobięg charity run. For the first time in its history, the Medi-COVER Band played twice for an international audience: in Poland, at the international Medicover Talent Days, and in Bucharest, during a Christmas event for 1300 employees of Medicover and Synevo. They toured like rock stars!

The musicians of the Medi-COVER Band in 2018 were:



Grzegorz Wiśniewski



Agata Kwapińska



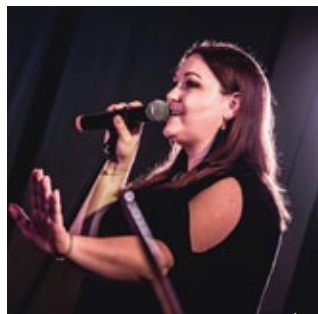
Łukasz Krawczyk



Ireneusz Urbanke



Maria Łankowska



Ela Tomaszewska



Adam Popowicz

- **Grzegorz Wiśniewski**
Head of IT / Invimed (bass)
- **Agata Kwapińska**
Coordinator of the Office of the Board / Medicover (drums)
- **Łukasz Krawczyk**
Data Analyst / Medicover (guitar)
- **Ireneusz Urbanke**
Emergency and Hot-Line Manager / Medicover (guitar)
- **Maria Łankowska**
Training Assistant /HR/Medicover (saxophone)
- **Ela Tomaszewska**
Medicover Hot-Line (vocal)
- **Adam Popowicz**
Volunteer of the Medicover Foundation

The Medi-COVER Band is more than just a "project". It is above all a group of wonderful people who share their passion for music and help others. When I joined the company, I did not expect that I would be lucky enough to become a part of this great initiative that would allow me to realise my dreams at the same time. For us, each live performance carries a high emotional charge and must be preceded by many hours of rehearsals. Thanks to the Foundation I've met amazing people, and I've become a part of a band that performs in Poland (e.g., at our Christmas Party in Palladium), and even in Romania! We play music and we help other people. Can it get better than that?

Agata Kwapińska

Coordinator at the Office of the Board of Medicovert, drummer of Medi-COVER Band



One day I read a mysterious advertisement with information about the search for musicians among the employees. I was very curious, and as music is my passion, I decided to apply. I'm very happy I did, because as a result I met the members of the Medi-COVER Band and was able to perform live with them. They are really talented musicians who know how to entertain the audience with their energy and positive attitude! We played the entire set together and I had a great time with them on stage. Our concert will remain an unforgettable experience for me!

Claudiu Gal

Medic Veterinar, Synevovet

Medi-COVER Band's concerts in 2018

<p>7.02 Medicovert Talent Days Sound Garden Hotel, Warsaw</p>	<p>6.03 Provision Conference Plaza Hotel, Warsaw</p>	<p>17.05 Grizzly Gin Bar Warsaw</p>
<p>2.09 Onkobieg Warsaw</p>	<p>13.10 "Innovations in Dentistry" Conference Plaza Hotel, Warsaw</p>	<p>08.12 Invimed Christmas Party Radisson Hotel, Warsaw</p>
<p>12.12 Palladium Club Warsaw</p>	<p>15.12 Medicovert and Synevovet Christmas Party Beraria H Bucarest, Romania</p>	

When we were organising the first Medicovert Dentistry conference, we wanted a band to play live at the event in order to make the evening unique. We decided to invite the Medi-COVER Band, and it was a perfect choice! Wonderful musicians, great atmosphere and their unique contact with the audience – that is how the band can be described in a nutshell. All the guests were very impressed and could not believe that this was a band fully made up of our employees, music aficionados! I have to add that Medicovert Dentistry was also represented on the stage, which was an additional reason of which to be proud. Thank you once again for agreeing to perform for us!

Maria Nowicka

Business Development Specialist, Dental Services





Let's Care MORE

LET'S CARE MORE!

Over the course of several years of the Foundation's activity in Poland and Romania, we have seen that many of our Medicover employees want to do something useful for others. That is why we introduced the Let's Care More challenge which encourages initiatives tackling social issues. In September and October, employees from all the Medicover companies (both Healthcare and Diagnostic) companies submitted proposals aimed at supporting local communities or protecting the environment. Thanks to their creativity and enthusiasm as well as the support of ambassadors and

coordinators, over 130 projects from 10 countries were submitted. The choice we had to make was not easy as the projects involved many valuable and interesting ideas. However, the selection committee established specific criteria to make the final decision. The highest scoring projects were those that provide support for disadvantaged persons, help to develop the experience and knowledge of employees, and engage them in their implementation. The year 2019 will pose interesting challenges, too: the winning ideas will be implemented and then we will reap the rewards after the work is done.



I would like to sincerely thank all the people involved in the organisation of the Let's Care More project and those who have supported it. I'm immensely impressed with how many applications we got from numerous countries. I'm proud that our employees are sensitive to the problems of the world that surrounds us and want to share their knowledge and experience by providing support to those who need it the most.

Richard Sands
Group Strategy Director
Medicover



I submitted my project to the Let's Care More challenge along with Justyna Markowicz, Employer Branding Specialist. We had been planning to do something good for young people from orphanages for quite some time. We share the passion for career coaching and counseling, which is why our project focuses on supporting young people as they enter the labour market. While working on our application for a couple of weeks, we consulted a foundation working with orphanages to maximise the benefits for the young people concerned. We also drew up a project schedule and a detailed cost estimate.

I think that engaging in any form of volunteering brings tangible benefits to the recipients of our actions and gives us, the volunteers, enormous satisfaction resulting from the fact that we have done some good and gone the extra mile.

It is great that the Medicover Foundation provides opportunities to execute our ideas through both financial and organisational support. With such solid backing the opportunities for doing good things for the community, environment and co-workers are virtually endless.

Monika Tadeusik
Supporting HR Business Partner
Medicover



Let's Care More in numbers:

134

applications submitted from 10 countries

10

projects awarded

16

ambassadors and coordinators

hundreds

of beneficiaries of our efforts

This year I've had the rewarding opportunity to coordinate the Let's Care More project in Ukraine, which was an invaluable and unique experience for me. The project is extremely interesting and worthwhile. It inspires you and gives you so much that you engage with other participants with all your heart and soul. The initiative makes it possible to implement ideas that support people in need. I am pleased that so many employees have become involved in the project. This shows how diverse our team is and how many of our colleagues want to make the world a better place.

Galyna Pytlauk
HR Director at Intersono





Thank you



Another year of dedicated and absorbing activity has passed – a year filled with creative ideas, interesting initiatives, socially important projects and passionate live performances. To a large extent, many events that took place in 2018 were a continuation of our on-going projects. However, we embarked on many new initiatives, too. Beyond doubt, these activities would not have been possible without volunteer involvement. It is thanks to your willingness to help, your commitment, your passion and warm hearts that "We can do more – together!". Thank you for your support!



Join the "Friends of the Medicover Foundation" FB group!

- Would you like to be kept up-to-date with the Foundation's activities?
- Would you like to be the first to learn about our charity campaigns or fundraising for a worthy cause?
- Would you like to follow the Medi-COVER Band musicians as they get ready for their next live performance?

We invite you to join the "Friends of the Medicover Foundation" on Facebook. The group is where we publish news on interesting events and scheduled activities. Our volunteers can post their comments, too – which makes our fb group a great platform for communication.

Search for "Friends of the Medicover Foundation" on Facebook (or select the name of the fanpage) and click on "Join". We're looking forward to seeing you there!





MEDICOVER
FOUNDATION

www.medicover.pl/fundacja