

REPORT 2024

ON THE ACTIVITIES
OF THE MEDICOVER
FOUNDATION



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About the Medcover Foundation

The Medcover Foundation is a Public Benefit Organisation (PBO), established by Medcover in 2007 to pursue its social mission in the field of health. We help those in need by organising charity volunteer activities carried out by the employees of Medcover and Synevo. The Foundation's operations are based on Medcover's global experience and knowledge in medicine and public health.

The Foundation focuses on **lifestyle disease prevention programmes** based on scientific evidence and individual work with patients carried out by a team of specialists. Diverse and tailored to the target groups (children, adults, families, seniors and people with disabilities), our projects contribute to improving health and quality of life, as well as promoting healthy habits.

Innovative digital tools developed by the Foundation for schools, teachers and school nurses support children's health through more efficient diagnosis and increased levels of physical activity among schoolchildren.

Our mission



We promote a healthy future for children through education and disease prevention. We believe in developing health-conscious generations of individuals who take care of their own health.



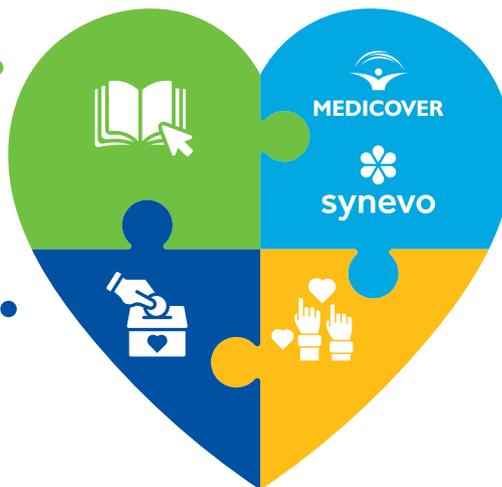
Part of the Medcover Foundation is **Asociația Medcover (the Medcover Association)**, our charity in Romania. Established in 2016 in the spirit of social responsibility, it draws on the experience of the Foundation. Initiatives undertaken by the Association are inspired by the Medcover Foundation's projects and adhere to similar methodologies and standards. The Association also develops its own projects. Together, we work as one organisation operating in Poland, Romania and internationally.

How do we deliver support?

We know that effective support must be comprehensive

We train and educate people, we provide educational materials

We carry out fundraising campaigns



We share the resources of Medcover and Synevo

We organise volunteering projects

2024 in Numbers

90 projects

682 volunteers

more than **310K** beneficiaries

4 countries where projects are implemented on an ongoing basis

Poland Romania Ukraine Sweden

The Medcover Foundation's project areas



HELPING OTHERS

Organisational, in-kind, and financial support



VOLUNTEERING

Employee involvement: Medcover companies, Synevo, and partner companies



SPORTS

Organisation and participation in sporting events



DISEASE PREVENTION

Health screening and promotion of a healthy lifestyle



EDUCATION

Dissemination of knowledge and best practices, exchange of experience

At the bottom of the pages of this Report you will find letters which will show what areas a given project represents.



“ The world is evolving rapidly, bringing both challenges and opportunities in healthcare. Amidst this, we remain deeply aware of the ongoing war in Ukraine and its profound human impact.

This year, the Medicover Foundation continued supporting the Repower project, providing essential rehabilitation for Ukrainian medical professionals coping with PTSD. Being part of their recovery journey is both a privilege and a responsibility we take to heart.

Our commitment to health prevention drives continuous innovation. We are expanding FitSchool across Poland, Romania, and Sweden, equipping young students with lifelong healthy habits, alongside ESMS and other initiatives that promote children's well-being.

I want to express my deep gratitude and respect to all our people, staff, and volunteers who are engaged in supporting our Foundation's activities across our geographies.



Fredrik Rågmark
CEO Medicover Group

“ For years, we have proudly partnered with the Medicover Foundation to provide free laboratory tests in Poland. Our commitment extends to supporting infants at the **Early Intervention and Adoption Centre in Otwock** and individuals experiencing homelessness at the **We Are Hope NGO clinic in Warsaw**. Our volunteers also dedicate their time and expertise to supporting schools for children with autism.

In 2024, we strengthened our collaboration with **Asociația Medicover in Romania**. For seven years, Synevo Romania has proudly sponsored the **Autism24h** ultramarathon, benefiting children with autism. This year, our volunteers achieved an impressive milestone, running a total of **8,740 kilometers**.

We also support rural schools, creating spaces for creativity and learning.

Synevo's social engagement embodies the Medicover Foundation's belief: **Together, we can achieve more**. We are grateful for the dedication of everyone involved and encourage ongoing efforts to uplift communities.



Staffan Ternström
COO, Synevo

“ The Medicover Foundation experienced significant growth in 2024, leveraging technology to extend our reach and amplify our impact.

FitSchool, featuring interactive training videos, launched in Sweden and expanded in Romania. Enhanced with mindfulness and nutritional education, it fosters children's physical and emotional well-being—an investment in the health of future generations.

Interest in the **Queen Silvia Nursing Award's** winning idea was particularly strong: Adrian Nowakowski's AI-based patient communication training is transforming healthcare by enhancing interpersonal skills and patient care.

Equally inspiring was the dedication of our volunteers. **The Volunteering Days** programme launched with overwhelming enthusiasm across Medicover Poland. We are eager to build on this momentum, creating lasting positive change.



Marcin Radziwiłł
Managing Director,
Medicover Foundation

“ Medicover employees demonstrate extraordinary dedication, as seen in the **Volunteering Day** program launched in 2024 across nine Polish cities. Thanks to their commitment, 3,600 beneficiaries have received support.

The **Acting for Others** grant program continues to foster change in Poland and Romania. It is truly an honour to work with such compassionate and driven individuals. We also proudly support the **Queen Silvia Nursing Award**, which nurtures future nursing professionals and highlights their invaluable role in healthcare.

In 2024, the Medicover Foundation expanded **FitSchool**, an interactive digital platform that empowers primary schools with engaging lessons on health and wellness. Fostering healthy habits from an early age is not just an initiative—it is a shared commitment to future generations.



John Stubbington
COO Medicover

“ 2024 was a year of remarkable progress for the Medicover Foundation. **FitSchool** is now active in Poland, Romania, and Sweden, reaching nearly **300,000 children**. This initiative demonstrates how physical activity not only strengthens health but also sparks joy and enthusiasm among students.

We continue developing the **Electronic System for School-based Medical Services (ESMS)**, providing authorities and school nurses with vital tools for early health diagnostics. This year, we had the honour of presenting **ESMS** results to the **Polish Parliament and Senate**, emphasizing its potential for national integration.

The Medicover Foundation's health initiatives align with WHO recommendations, reinforcing our mission to expand and sustain long-term impact.



Richard Sands
Group Strategy Advisor,
Medicover

“ **Asociația Medicover**, the Romanian branch of the Medicover Foundation, made significant strides with **FitSchool in Cluj**. Partnering with the **Ministry of Education and the Faculty of Physical Education and Sport (B.B. University) in Cluj-Napoca**, we are excited to expand this program and empower more children to lead healthier lives.

In 2024, **Asociația Medicover** reached over **2,700 beneficiaries** through **20 impactful charitable actions**. Each project carries its own story of transformation, and we deeply appreciate our volunteers and team for their unwavering dedication.

The **CSR** awards we received in 2024 reaffirm our commitment and inspire us to push boundaries, making an even greater impact in the year ahead.



George Istrate
General Manager,
Asociația Medicover

30 years of Medcover

In 2025, Medcover celebrates its 30th anniversary.

Congratulations!



Shaping a healthier tomorrow

30 years of Medcover's impact on health



FITSCHOOL

Ready-to-use and free-of-charge PE class material for children from primary school grades 0 to 3. Innovative exercise programme developed by doctors and physiotherapists



FitSchool is a simple tool with a dedicated online platform where the teacher selects a training video and the students exercise by mimicking the movements of the virtual trainer.



Addresses the urgent need to increase exercise levels among young children



Strengthens students' health potential



Supports the teacher without replacing him/her



Makes use of new technologies that engage children



www.fitschool.pl/en



Learn more



FITSCHOOL

Ready-to-use and free PE class plans



Creating good habits and reducing health risk factors is our social responsibility, which is why the FitSchool project was created.

- FitSchool is a ready-to-use, free and comprehensive tool for effective health education.
- Thanks to the FitSchool platform, teachers have access to a digital library of materials to help them deliver lessons on physical activity, healthy recovery and mental wellbeing.
- The programme has been developed by doctors, physiotherapists, and educationalists.

The challenge posed by the need for health education for the youngest is not unique to Poland. The same need has been recognised by organisations in Romania and Sweden, which have decided to implement the FitSchool.



Poland

Education in Poland is currently undergoing change. From September 2025, a new subject, Health Education, will be introduced in schools.

The basic directions for the implementation of the state education policy include the formation of healthy attitudes, the development of physical fitness and the habit of regular exercise, as well as fostering children's and young people's well-being and mental health.

A ready-made tool for achieving these goals is offered by the FitSchool project, which is available free of charge to schools throughout the country.



FitSchool
in numbers:

1,900 schools

5,050 teachers

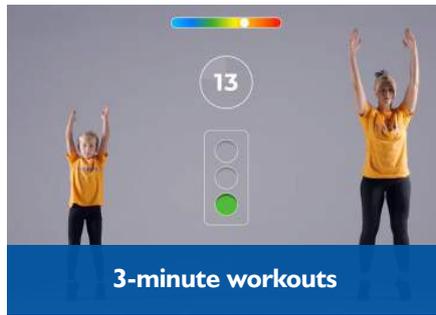
220,000 students

67,000 exercise sessions and workout replays

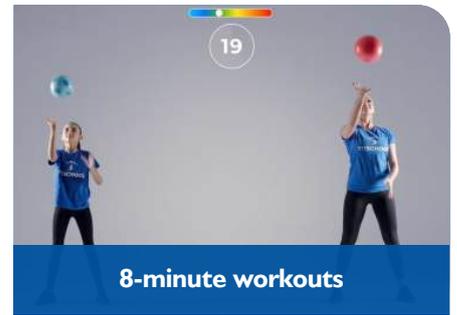
FitSchool is:



30-minute exercise sessions



3-minute workouts



8-minute workouts



Certified training



Mindfulness training



Interactive healthy nutrition workshops

Romania

At the start of 2024, the **Medicover Asociația** worked hard on the FitSchool project, which has brought exercise back into schools across the country in an interactive and engaging way.

The “inCerc” programme for prevention of type 2 diabetes and lifestyle diseases, which has been running for several years in Ploiești and Cluj-Napoca, has shown us the importance of introducing physical activity into children’s lives as early as possible.

The FitSchool project has come at the right time and has helped us continue our work to promote healthy lifestyles so that children today – and adults tomorrow – can incorporate positive habits such as exercise into their daily routines.



www.fitschool.ro

Cluj – the first “headquarters” of the FitSchool platform

The national Fitschool project was launched for the first time in Cluj County, thanks to the cooperation between the Ministry of Education, the Cluj-Napoca City Hall and the Department of Physical Education and Sports of Babeș-Bolyai University. It is now active in more than 26 counties across Romania. We are grateful to the Ministry of Education for its support.

“ I am delighted that FitSchool is available in schools, helping pupils to develop harmoniously, while adopting healthy habits from an early age. The support of local authorities, Education Boards and schools has been crucial in promoting FitSchool in over 26 counties.

The positive feedback we have received, as well as the rapid increase in the number of teachers registering on the platform – more than 2,182 teachers and educators – confirms the great need for such tools in Romania.



Irina Șandor
FitSchool Project Manager

FitSchool in numbers:



Created by experts

When we set up the FitSchool project, we focused on younger children because people create habits at a young age.

We wanted to instil something in children that will stay with them for years to come and pay off: the good habits and the need to take care of their own health.



Dr hab. Dorota Goffik
Professor at the Academy of Physical Education Katowice

One of the Ministry of Education's guidelines for the 2024/2025 school year is to focus on students' mental wellbeing.

FitSchool's mindfulness trainings are a ready-made tool to help students better regulate their emotions, increase their attention span, and build more supportive relationships with their peers.



Ewelina Adamczyk
Mindfulness Coach

Exercise is natural for every child and it plays a key role in their development.

Regular physical activity helps to improve the child's mood and reduce symptoms of anxiety and stress. Studies show that physically active children have higher self-esteem and better social skills.



Marta Hnatyszyn
Psychologist,
FitSchool Ambassador

Teachers appreciate it

Being a teacher requires constant development to ensure that students have what they need to explore the world. FitSchool is like a friend supporting my students.

After using their energy in a healthy way during the exercise sessions, they are able to concentrate better and do their schoolwork more easily. I'm glad we have this kind of support in schools.



Roxana Pinteia
Physical education and sports Coach,
Dăbâca, Cluj



It is a growing challenge to combat the consequences of low levels of physical activity in children, such as overweight, obesity and poor general fitness.

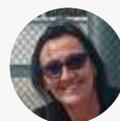
Exercise oxygenates, improves overall fitness and supports learning, which is particularly important in the age of electronics and screens.



Marta Sobocińska
Paediatric Physiotherapist,
NDT Bobath and sensory
integration Therapist
and FitSchool Ambassador

I like the variety of exercises and the fact that I can choose a particular exercise type.

I also often ask the students what they would like to do, so they have a choice. Because the exercises are varied, I can choose and adapt them to the needs and abilities of each class.



Iwona Korbus
Teacher from Primary School
no. 5 in Nysa

Exercise is our natural medicine, increasing our vitality, prolonging our lives and improving their quality.

FitSchool helps prevent and treat problems caused by physical inactivity. The project's pillars - health, learning and innovation - help teachers to identify the specific needs of children and to reach them in an accessible language, in a creative, interesting and accessible way through today's digital technology.



Leon Gomboş
Dean of the Faculty of Physical Education and Sport, Babeş-Bolyai University,
Cluj-Napoca

I chose the FitSchool platform to improve the health of my students. FitSchool helps children overcome fatigue and improves their concentration at the end of the school day. The ready-to-use 3-minute brain breaks are a great help for teachers.



Veronica Enache
Early education Teacher



I use FitSchool especially during the 3pm break to stimulate the students.

It's a time when their learning efficiency drops due to fatigue and a short exercise session helps a lot. FitSchool is a real help.



Liana Popescu
Early education Teacher,
Cluj-Napoca

“ When I chose FitSchool, I was guided by the high quality of the workouts developed by the programme's experts.

Nowadays, children often have postural problems due to excessive use of computers. By using tools like FitSchool, we want to contribute to the correct development of the musculoskeletal system and prevent health problems in our students.



Mariana Stan

Director of Primary School No. 1
Dor Mărunt, Călărași

“ The exercises are well adapted to each level so that any age group, primary or secondary, has the right intensity.

FitSchool is particularly helpful in winter when space for physical activity is limited and lessons have to be held in the classroom. The sessions increase physical activity levels, improve concentration and also support the immune system by improving circulation.



Ion Geamănu

physical education and sports teacher, primary school No. 1,
Dor Mărunt, Călărași

Kids love it!

“ FitSchool is fun for me. It's fun to see other kids enjoy their exercise.



Zosia, 9



“ FitSchool is an incentive for children to get into sport.

Tadzio, 7

Sweden

Most children and adolescents in Sweden today do not get enough exercise and have poor eating habits. There are also significant differences between children growing up in different parts of the country and in different social situations. Physical inactivity and unhealthy eating habits increase the risk of depression, type 2 diabetes, sleep disorders and cardiovascular disease.

To reverse these changes, Generation Pep aims to create a people's movement to promote more physical activity, better eating habits and an increasingly equal health situation for children and youth.

“ It is a priority for both Generation Pep and the Medicover Foundation to shape good habits and health education for the youngest, which is why we are happy to introduce the FitSchool project to schools in Sweden.

We believe that this ready-made and free tool will increase physical activity among school children and thus improve their health.



Carolina Klüft
operations manager
at Generation Pep



Generation Pep is a non-profit organisation that aims to give children and young people the opportunity and desire to lead an active and healthy lifestyle. It is part of the Swedish Crown Princess Couple's Foundation and is led by former elite athlete Carolina Klüft.

Generation Pep was founded in 2016, at the initiative of the Swedish crown princess couple, to promote the health of children and young people. The organisation involves the whole of society – kindergartens, schools, companies, organisations and local authorities – in activities to promote an active lifestyle. Experience shows that change requires a concerted effort, which is why Generation Pep works with a variety of organisations to give children the best conditions for healthy development.

The initiative is funded by contributions from companies and foundations, as well as donations for specific projects. We will continue to promote a healthy lifestyle so that today's children – and tomorrow's adults – can incorporate positive habits such as exercise into their daily routines.



www.fitschool.se

Volunteering and helping others

We bring help to those in need by organising volunteering projects for Medcover and Synevo employees. We cooperate with foundations, associations, and partner companies.



We provide support in a variety of ways, including:



Long-term support for children's homes, care institutions and relief centres for disadvantaged communities, e.g. for people with disabilities



Volunteering projects and in-kind donation initiatives



1,5% Support for Early Intervention and Pre-adoption Centres for abandoned infants, also through 1.5% charitable income tax donations

In 2024, our aid projects reached beneficiaries in:



Poland



Romania



Ukraine

 **84 projects**

 **682 volunteers**

 **6,298 beneficiaries**

Learn more 

Open access volunteering projects



An important part of the Medicover Foundation's activities are the volunteer activities that we organise on our own or in cooperation with our partners. These initiatives are open to anyone interested in joining our efforts.

The Foundation's volunteering projects are organised after working hours and some of them are particularly suitable for families. We have a busy schedule of projects that involve hard work - you will get dirty and sweaty, but satisfaction and good energy are guaranteed.

Every year our community grows as more staff (often with their whole families) join our activities. The spirit of solidarity allows us to respond together to the great needs of our beneficiaries and to help more effectively. Each volunteering project is not only about tangible help, but also about building special bonds.

Thank you for being part of this effort.



Support project at the Residential Care Home in Orunia

On 13 April a motivated team of volunteers from the Tricity met at the Orunia Nursing Home in Gdańsk to work in the facility's garden.

The volunteers worked hand in hand with the staff and residents of the home.

The result? A fruit and vegetable patch with currants, raspberries, strawberries, blueberries, lettuce, radishes and rocket. The team also built a beautiful flowerbed. Additionally, a group of volunteer painters re-coated the garden furniture.

Support for children's homes in Warsaw

The Medicover Foundation has been supporting children's homes in Warsaw for more than a decade. 2024 was a special year for us – thanks to the enormous commitment of our volunteers and the support of our Partners, we were able to implement further important projects.

Our special thanks go to NatWest Bank, which has been a strong supporter of our social activities for many years.

In 2024 we supported the following facilities:

- 📍 **Children's Home at Al. Zjednoczenia**  *4 projects*
 painting of rooms, gardening and cleaning work at the facility
- 📍 **Children's Home at ul. Jaktorowska**  *2 projects*
 painting of rooms, gardening and cleaning work at the facility
- 📍 **Children's Home at ul. Płocka**  *2 projects*
 painting of rooms at the facility
- 📍 **Children's Home at ul. Ogrodowa**  *2 projects*
 painting of rooms at the facility

“ There is a very warm, family-like atmosphere at the Orunia Nursing Home, which you feel from the very first minutes of your stay. We feel that we have become part of this special family. Each of us will remember this day for a long time.

We returned home satisfied, happy and definitely better people. This was our first project implemented with the Medicover Foundation in Gdańsk, but certainly not the last. You are welcome to join our group of volunteers.

I would like to thank from the bottom of my heart all the volunteers from Medicover Forum Gdańsk and Lucyna from Medicover's Purchasing Department. Thank you for choosing to spend this Saturday morning with us.

Joanna Gołuchowska

Nursing Team Coordinator, Targ Sienny Medicover Centre in Gdańsk, initiator of the event



↖ Children's Home at al. Zjednoczenia
 📍 Warsaw



The “Ufność” Centre

The “Ufność” Pre-adoption Centre in Częstochowa has held a special place in our hearts for over a decade.

With a group of dedicated volunteers, full of smiles and positive energy, we set about cleaning and gardening. We were joined by the facility’s staff who need to work in the garden on their own if no external support is available – on top of providing high quality care for the home’s residents.



Educational Garden at “Przyłądek” School for Autistic Children

In 2024, we joined forces three times to continue an extraordinary gardening project at the “Przyłądek” school for children with autism. The institution’s educational garden is a unique space that will soon become a place for students to develop, learn and discover the world in a way that is tailored to their individual needs.

The garden combines aesthetic, educational and therapeutic qualities. For children with autism, it is a place where they can explore the world through their senses – smelling the flowers, hearing the rustling of the leaves or touching the earth. This space allows them to learn through experience, develop social skills and find a moment of peace surrounded by nature.

The collective work of the volunteers, full of commitment and positive energy, proved once again how strong we are when we work as a team.

“ I really enjoy being a manager and developing teams. I like it because I am motivated by getting results from people and helping them to succeed. In psychology, this is known as ‘socialised power motivation’.

At Medcover I can realise this in a different way: by participating in the valuable volunteer activities of the Medcover Foundation. The Foundation’s initiatives are simply excellent: they offer tangible and cleverly organised help for the needy, coupled with a sense of purpose and the joy of helping others as a team (and thus also integration)! I would recommend anyone to take part in such projects.

Katarzyna Stasińska
Director of Marketing, Medcover



“ Volunteering is a great break from the daily grind in the office.

It is also a chance to meet people with incredible energy and passion for action – both among colleagues and staff of the facilities I have had the opportunity to work with.

Our shared commitment shows that everyone can help and change the world for the better. It doesn’t take much, just a little bit of your time.

Przemek Ruchlicki
In-house lawyer, Synevo



“Przyłądek” - September 2024



Volunteering Day

In July 2024, together with the HR department, we launched a unique series of volunteering activities as part of the Volunteering Day project. As part of this project, we organised seven social responsibility initiatives in different cities in Poland, which were very well received by our employees.

Volunteering Day was an opportunity to swap the daily grind of office or clinical work for a day of hands-on service, directly benefiting facilities in need. During office hours, our volunteers shed their business attire, donned comfortable tracksuits and T-shirts emblazoned with the word “volunteer”, and worked together on activities such as painting, cleaning and organising.



Care Home at ul. Karmelkowa



3 July **Wrocław**

gardening works, renovation and cleaning works

Children's Home at ul. Jaktorowska



31 July

Warsaw

painting children's rooms, assembling furniture, gardening works

Care Home at ul. Tarnowska



23 August

Kielce

gardening, renovation and cleaning works

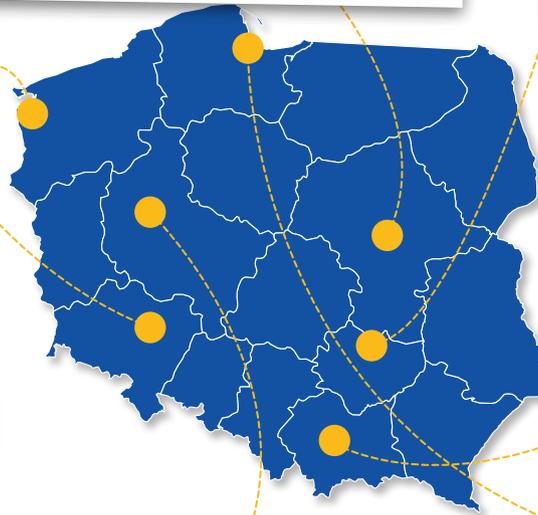
The Hospice at ul. Pokoju



27 September

Szczecin

gardening works



Self-help Club for Senior Citizens, ul. Krowoderskich Zuchów



29 October

Kraków

disease prevention for seniors, gardening and renovation works

Each of these events was not only an opportunity to help, but also to integrate teams from the various facilities and companies that are part of the Medcover family.

The combined effort, positive energy and a good cause made the project a great success. Thank you to everyone who took part in this initiative and together showed that there is power in giving!

Palium Hospice



7 - 8 November

Poznań

painting of the rooms for volunteers working in the Hospice

The hospice in Puck established by Father Jan Kaczkowski



6 December

Tricity

disease prevention class, Christmas workshop, cleaning works



Dominik Wieczorek
Director, HR Medcover
Healthcare Services

My sincere thanks go to all employees who took such an active part in the Volunteering Day. It is not only an opportunity to help others, but also a way to develop ourselves, the team and the organisation we are part of. I am delighted to see volunteers from all over the country and from different Healthcare Services companies getting involved in social activities.

Their dedication, time and effort produce tangible results and demonstrate the incredible power of working together. I am proud that we have employees in our organisation who are so passionate about participating in social initiatives and helping others. **Congratulations – together we can do more!**

Volunteer and community worker of the year



Grzegorz Wiśniewski, Volunteer of the Year 2023

Social engagement is an integral part of Medcover’s mission and an important element in supporting the well-being of our employees. Social activities not only integrate teams, but also influence personal development and enrich professional and private lives of Medcover staff.

We have truly exceptional people in our organisation who are passionately involved in many social initiatives – both individually and as a team. The awards highlight the importance of these activities, draw attention to their positive impact and allow us to recognise the commitment of Medcover and Synevo employees across Poland.

Grand Prize: PLN 5,000 Grant

Additional Prizes: PLN 2,000 Grants

Volunteer of the Year* 2023



Grzegorz Wiśniewski

until 2024: IT Manager, Invimed

Distinctions:



Danuta Jakubiak

Expert on the Development of Nursing and Midwifery, Medcover



Monika Sobczyk

Manager of the Information Security Department, Medcover



Community Worker of the Year** 2023



Paulina Czutko

Senior Specialist for Medical Service Providers, Medcover

Distinctions:



Agnieszka Kołacińska – Wow

Doctor, breast surgeon and professor, MML



Jakub Drzewiecki

Manager of Dentim Clinic, Katowice



Paulina Czutko, Community Worker of the Year 2023

Special Award, Grand Prix



Małgorzata Grela



Małgorzata Grela, Special Award, Grand Prix



Helping others gives my life a deeper meaning. Every day I meet people who are facing many problems, and this makes me a more sensitive person, who approaches other people with more empathy and understanding.

Thanks to the Medcover Foundation we have the means and opportunities to put our ideas into practice, and for this I would like to thank the entire Medcover Foundation team. You are wonderful people and a great inspiration to me. I am delighted to have met you and to have worked with you.

Małgorzata Grela

Hospital Admissions Nurse, CM Kraków Pogórska, Medcover

* a person selected from among those involved in volunteering projects organized by the Medcover Foundation

** a person selected from among individuals who work independently to initiate and implement social activities outside our organisation, e.g. in local communities or schools.

Volunteering Romania



“ Every year brings its challenges for Medcover Association, and 2024 has certainly added to them. New partners, emotional activities, the launch of new projects, the continuation of those from previous years, our much-loved beneficiaries.... these are just some of the highlights of 2024.

We were committed to helping families in disadvantaged areas, continuing the good deeds started in previous years. Whether it was medical kits for schools, therapeutic materials for children on the autism spectrum, clothing and shoes for children in deprived areas, medical equipment for bedridden patients, hygiene products or food aid, it was all delivered to communities where the needs are too great and too hard to bear.

I can only be proud that we were able to do GOOD with other GOOD people in so many ways.



Alina Corneanu

Communications and Volunteering Coordinator
Asociația Medcover

Asociația Medcover – Volunteering projects in Romania in 2024

20 charity projects

Support for **10** regions of Romania

Over **2,700** beneficiaries

Almost **1,000** Superheroes
ran in the Children's Run as part of the Autism 24H ultramarathon, which we have been sponsoring for 7 years now



Clothing and footwear for Pirita Children's Association

In the hustle and bustle of everyday life, we often forget that true joy comes from simple acts, such as providing clothes and shoes for the start of the school year for the children in the care of our friends at the Pirita Children's Association in Baia Mare.

We hope that by supporting them in the coming school year, we will be able to meet their needs and minimise the differences between children from disadvantaged families and their peers.



Support for the beneficiaries of the Bucurie în Dar Association

In September 2024, we donated school supplies to children from disadvantaged families in the care of the Bucurie în Dar Association.

For the children, this act of kindness means a positive start to the school year, with as many school supplies as their classmates, lots of smiles and less negativity.

For years, Medcover has supported organisations that help people with mental and physical disabilities. The challenges and needs of this group of beneficiaries are enormous. We are all the more pleased to be able to help, but also to learn so much and share the joy with our charges.

This year's initiatives included:

- ✔ Purchase of therapeutic equipment for children with autism spectrum disorders from the Centre for the Social Inclusion of Children with Disabilities
- ✔ Purchase of medical equipment for people with disabilities for the Neuro Move CMT Association in Baia
- ✔ Support for the ABA Centre - Puzzle Association in Romania for the early detection of autism



Bonding dolls for little warriors

This was one of the most beautiful initiatives we have ever had the pleasure to carry out. To help premature babies and their parents, we made 150 bonding dolls and toys for newborns in incubators together with Asociația Română pentru Nou-născuții Îndelung Spitalizați (Romanian Association for Newborns Requiring Long-term Hospitalisation).

The dolls were sterilised and given to the mothers to keep close to their bodies for a period of time – so that they could absorb their scent.

The bonding toys were then placed in incubators next to the babies, with the aim of boosting their immunity by transferring good bacteria from the mother to the newborns.



We made **150** bonding dolls and toys for newborns



Santa Claus magic for 100 children

We ended 2024 with a project that has always been close to our hearts – the Letters to Santa initiative. In 2024, we focused on places where the challenges are particularly difficult to overcome.

Nearly 100 gifts, made with great dedication and love by our volunteers in Santa's workshop, were sent to a village near the Ukrainian border in the northern district of Botoșani. The rest of the presents went to a rural school in Ilfov, where a pre-school and early education teacher works tirelessly to ensure the best for her pupils. The children's joy was our joy and made for a successful end to the year.

Other charity projects:

Together with volunteers from Synevo Romania, we bought furniture and teaching materials for children from the Girișu de Jos kindergarten in Bihor County.

We provided all the schools and kindergartens in the village of Dor Mărunt (Călărași County) with first aid kits to create safe and healthy conditions for learning and development. The educational facilities in Dor Mărunt prove that schools in rural areas can offer school children conditions similar to those in the city.



In 2024, we continued to focus on our priority of supporting communities in need. We have enjoyed the valuable partnerships we have forged with various organisations and schools across the country.

These have enabled us to help provide essential materials to support the daily learning activities of children of all ages. We firmly believe that it is through tangible support that we can make a positive difference in the community in areas that require specific help.



Alexandra Moiescu

Director of Corporate Communications, Synevo Romania

Solutions for local communities - Romania



From 2022, **Synevo Romania**, together with the **Medicover Asociația**, has offered grants of up to **€150,000 for up to 10 projects** that make a real difference in local communities across the country in the areas of health, education and the environment, as part of the “Solutions for Local Communities” campaign. The grants support the activities of NGOs and educational institutions.

150 000 €
for up to 10 projects



“ Health, environment and education are extremely important and have a significant impact on the lives of local communities and the organisations working in these areas need continued support to fulfil their important mission.

We are extremely grateful and honoured to have received **over 300 eligible applications** in the first two editions of the campaign, making the selection of the **20 winning projects** even more challenging.

We are committed to supporting these great ideas and appreciate the efforts of all those involved in the programmes.



Laurențiu Luca

Managing director of Medicover Diagnostic Services SEE and general manager of Synevo Romania

Awards for the “Solutions for Local Communities” programme

In 2024, the “Solutions for Local Communities” programme received a **Gold Award in the Grants category of Community Index**, the leading CSR ranking for initiatives from Romania.

Also in 2024, the programme took **3rd place in the Community Support category** at the Romanian CSR Awards Gala.



“Solutions for Local Communities” in numbers

3
years
of activity

20
projects
implemented

410
project ideas
submitted

108,500
beneficiaries

Projects categories:



Ultra marathon Autism 24h



For the past 7 years, Medcover has been a partner of the Autism 24-hour ultra marathon

This fantastic charity initiative aims to raise public awareness and integration of people with autism.

Autism 24h

While last year 132 colleagues from Synevo pushed their own limits by running the 24-hour race for children with special needs, our 2024 team was even bigger.

This time 168 runners (representing Synevo Romania, Medcover Tech and Medcover Diagnostics) took to the start line, showing that by working together we can achieve a lot and help those in need.

Divided into 14 teams, the runners from Romania and other countries managed to overcome every obstacle on the course, undeterred by rain, cold or cramps. All with the aim of covering as many kilometres as possible for a good cause.





Children's Race

Parallel to the main race, a children's race was organised in which many superheroes took part.

More than 1,000 youngsters participated in the 2024 event, running with smiles on their faces in the warm September sunshine, and proving that a healthy exercise habit is best started at a young age.

The youngest participants had the support of their parents, who either carried them in their arms or pushed prams to complete the marathon.



“ First of all, thank you for this opportunity—it was one of the most beautiful experiences of my life.

Each year, I set higher goals for myself, and this time, I aimed to run 100 kilometers for myself and for children with autism. The race had tough moments, with unpredictable weather, but my colleagues' support kept me going.

My biggest motivation was the children—I felt that every kilometer mattered for them. In the end, I exceeded 100 kilometers.

If I had to sum up this experience in three words: empathy, determination, and emotion. This race showed me that I am stronger than I thought—nothing can stop me.



Alina Popescu
Synevo
She ran 132 km

“ Many positive feelings come to mind when I think of the Autism 24H race, as it was a deeply emotional and motivating experience.

It was incredibly interesting and energising to take part in this event for a number of reasons. The main one was that I, along with 167 participants and our incredible support team, became teammates, constantly supporting, inspiring and pushing each other throughout.

This was an experience I had never had before in any race or sporting event. The togetherness and team spirit was just amazing and we really did form an extremely large and strong team.

I love that! Secondly, I was extremely motivated and satisfied knowing that our efforts were helping children with autism. **If, as a group, we can make a difference to children with autism and to the development of the field, then I'd love to be on the START line every time.**



Patrik af Jochnick
Jonas and Christina af Jochnick Foundation



Acting for Others

We would like to invite all employees to participate in the Medicover Foundation's Acting for Others programme. Under the programme, you can submit your social project idea and receive up to PLN 2,000 in grants for its implementation.

Starting in 2024, grants are awarded once a year, and information about opening the applications procedure is published in the first quarter. Volunteers who are awarded a grant to carry out their projects throughout the year.

We encourage our employees to submit project ideas that are:

- ✔ Initiated and implemented by Medicover staff, either in teams or individually.
- ✔ Aimed at supporting local communities.
- ✔ Based on volunteer work.
- ✔ Aligned with the Medicover Foundation's statutory objectives, and concerning, in particular, disease prevention, health training and promotion as well as the principles of effective and safe treatment of disease.

PLN 2000 grant



Children's Day with Sports by Well Fitness,

project initiator: *Patrycja Welnińska, Well Fitness*

In June, volunteers from Well Fitness Gośćów organised a unique Children's Sports Day for the children of the nearby Children's Home No. 4 in Warsaw.

The aim of the project was to encourage the children to exercise more, to show them the benefits of sport and to give them the opportunity to train in a gym close to their home. The day was full of attractions – the children took part in classes with personal trainers and an energetic Zumba class.

At the end of an intense and fun-filled day, each child received a small gift, which was a wonderful way to end this inspiring event.



We are delighted to award grants to volunteers, supporting them to deliver exceptional community projects. We strongly believe in the power of grassroots initiatives, as actions born out of passion and commitment have the greatest impact on the development of local communities. Volunteers understand very well the needs of their communities, and with our grants they can effectively implement ideas that bring real benefits.

By providing financial and organisational support, we create a space where volunteers can develop their full potential and where their initiatives can become more visible and effective. Your passion and dedication inspire us every day. Thank you for your tremendous commitment!



Dagmara Gawęda
Social Projects Manager,
the Medicover Foundation

**TOGETHER
WE CAN ACHIEVE
MORE**



I decided to do this project out of a genuine need and a desire to help others, especially children. The fact that the children's home is very close to our gym further cemented my choice.

My instructors and coaches enthusiastically agreed to get involved in organising the gift collection and running the classes, which further motivated me to carry out this project.

The financial support from the Medicover Foundation was also a huge help, allowing me to achieve all my goals, give presents to the children and see the joy on their faces.



Patrycja Welnińska
Manager, Well Fitness Gośćów





"Brak Barrier" ("No Barriers"), Crossfit competition for people with disabilities

project initiator : *Karolina Kwater*, Sales Department, Kraków

The No Barriers Battle is the **only CrossFit competition in Małopolska and one of the few in Poland for people with physical disabilities**. Almost 30 athletes from all over the country took part in the competition, which was divided into 5 categories. This competition's formula allowed disabled athletes not only to show their sporting potential, but also to fully integrate with able-bodied crossfitters. Karolina was actively involved in the organisation of this event.

Healthy Lifestyle Picnic at a Primary School in Wrocław

project initiator: *Ola Prichacz*, Apteka Wrocław

In June, Primary School 109 in Wrocław hosted a knowledge-packed and engaging Healthy Lifestyle Picnic. The parents provided healthy snacks and sports coaches organised many sports activities, including a hockey obstacle course for the youngest, a volleyball tournament and a frisbee training session.

In addition, Dr Ewa Szuster gave interesting talks on healthy living for both children and their parents. For those interested, books entitled "Why do kids eat junk food?" were available to encourage further exploration of healthy nutrition.



Breast Cancer Awareness

project initiator: *Daria Mejnartowicz*

In 2024 the Medicover Foundation once again became involved in the international Breast Cancer Awareness campaign. Daria Mejnartowicz, the initiator of the project, travelled to Zambia to support the local women through a series of educational workshops on breast cancer and the correct techniques for preventive self-examination.

In Zambia, breast cancer is one of the most commonly diagnosed cancers among women, and access to early diagnosis and treatment is limited. Educational activities such as those led by Daria Mejnartowicz are key to raising awareness and promoting early detection of the disease.

Thanks to the commitment of people like Daria, it is possible to provide tangible support to women in the fight against breast cancer, helping to save lives and improve their quality of life.

Rajd po Zdrowie

project initiator: *Wirginia Stachowiak*, CM Malta Poznań

This event is a charity rally on Lake Malta organised by the CARITA Foundation, which supports patients with plasmocytic myeloma. A large number of volunteers from CM Malta and CM Kolorowa once again supported the rally. Thanks to their work, more than 200 people were screened to detect elevated glucose and blood pressure levels. Body composition scans were also available.

Charity Butterfly Run

project initiator: **Wirginia Stachowiak**, CM Poznań Malta

Volunteers from CM Malta once again joined forces with Palium Hospice in Poznań, combining health education with participation in a charity run. During the event, they organised an educational stand where they promoted disease prevention covering topics like healthy eating, the benefits of exercise, and the importance of regular check-ups.

Both the visitors and the runners were able to have their glucose levels and blood pressure checked. Body composition scans were available, too, as well as a novelty service – a podoscopic examination. Thanks to the commitment of the volunteers, **more than 200 people were screened**, raising health awareness among the runners and those who visited the stands.



First Aid training / cooperation with Medicover Ambulance Service



The cooperation of the Medicover Foundation with the Medicover Ambulance Service and the Rescue Academy (Akademia Ratownictwa) is simply thriving! Together, thanks to the commitment of volunteers, the three stakeholders carried out several initiatives in 2024:

- **Support for the Sports Day for Persons with Disabilities**
project initiator: **Mirek Świdorski**, Medicover Ambulance Services Warsaw
- **Emergency rescue for kids – first aid training for children from kindergartens and primary schools**
project initiator: **Bartek Ranoz**, KCM Kraków
- **Disease prevention campaigns, the so-called “White Sundays”**
project initiator: **Małgosia Grela**, nurse, Kraków
- **First aid training for primary school students**
project initiator: **Anna Hajse – Pisarek**, Rescue Academy, Poznań
- **Support to paramedics/volunteers working in the flood-stricken areas**
project initiator: **Michał Kleczewski**, Medicover Ambulance Services, Warsaw



Yoga for Endo-Women

project initiator: **Małgorzata Zakrzewska**, lawyer, Medicover

In October, Małgosia Zakrzewska and Marta Metylska, two dedicated volunteers, ran a unique project for women suffering from endometriosis.

Led by an experienced instructor, the workshop focused on breathing exercises and deep relaxation to improve the psycho-physiological state of the participants.

The aim of the class was not only to teach self-care techniques, but also to support participants in managing their pain on a daily basis.

Each participant received a copy of a publication entitled “Endometriosis – a guide for women”, a practical guide to treatment options, coping strategies and ways to improve the quality of life for patients with endometriosis.



Healthy nutrition workshop with the children from the Malwa Foundation

project initiator: **Karolina Kryszkiewicz**, dietitian

The Malwa Foundation focuses on supporting people with severe and moderate disabilities, who often need specialised help and care throughout their lives.

During the activities, the participants learned about healthy eating and then, under the guidance of their mentors, prepared meals on their own. These practical activities not only broadened their knowledge, but also strengthened their sense of independence and self-confidence.

Dance workshop for women – cancer patients and survivors

project initiator: **Professor Agnieszka Kołacińska-Wow, MML**

Professor Kołacińska is actively involved in social activities for cancer patients and survivors. One such project is dance workshops (movement therapy, music therapy), which have a positive impact on the quality of life after difficult oncological treatments (surgery, chemotherapy, radiotherapy, hormone therapy, immunotherapy). Volunteers from the MML medical centre were also actively involved in supporting the event.



“Intense Emotions” – creation of a space for empathetic communication at a kindergarten

project initiator: **Monika Sudol, Poznań Malta**

Thanks to the cooperation between the Medicover Foundation and a kindergarten in Poznań, we were able to create an Empathy Corner – a safe space for kids to confront their emotions.

The space was equipped with an emotion communication board and an emotion signalling button. Monika coordinated the activities and delivered social skills training for the children. We believe in the power of prevention, so we take care of children's mental health from an early age.

First aid training for primary school students

project initiator: **Anna Hajse – Pisarek, Rescue Academy, Poznań**



Charity run as part of the Janusz Korczak Children’s Day celebrations in Wrocław

project initiator: **Jacek Wichowski, the Medicover Foundation**

The run is dedicated to the patients of the J. Korczak Paediatric Centre. During the event, patients with reduced mobility could take part in the run thanks to special racing wheelchairs.

The main aim of the project was to organise activities for children from the day rehabilitation centre, to make their long stay in hospital more pleasant, to motivate them to be physically active and to instil in them a sense of caring for their own health. Jacek was actively involved in the organisation of the event.



Disease prevention project in Africa

project initiator: **dr Anna Hamielec-Machaczka, CM Kraków**

Ania has been involved in aid work in African countries for many years and is committed to helping local communities. During her travels, she actively promotes hygiene, organises health screenings for children and young people, and supports health education.

During the 2024 trip, she focused on the prevention and treatment of parasitic diseases, which pose a serious threat to the health of people in the region.





Charity Run in Gdynia

project initiator: **Monika Mitros, CM Gdynia**

The aim of the project was to raise money for the St. Padre Pio Hospice in Puck and to promote an active lifestyle among the residents of Gdynia and the surrounding area.

Together with the organisers of the Gdynia ParkRun, volunteers from the Medicover Centre in Gdynia organised a special run where participants could donate money to the hospice founded by Father Jan Kaczkowski.

Support for Children's Hospital in Szczecin

project initiator: **Monika Zajączkowska, nurse, CM Szczecin**

Monika has been actively supporting the patients of the Paediatric surgery, Orthopaedics and Urology Departments at the "Zdroje" Hospital in Szczecin for many years. She organises fundraising events and supports young patients with great dedication, understanding the needs of her department.

Thanks to her initiative, many projects have been realised and the institution has received significant support. This time, Monika focused on equipping the hospital's isolation room to meet the current needs of the department and help improve conditions for the children treated there.



Pharmacists for local communities

project initiator: **Beata Plewka, Medicover Pharmacy Poznań**

Our volunteer pharmacists were on duty in a specially organised room at the House of Intergenerational Integration in Kórnik, where residents of the facility had the opportunity to consult a pharmacist free of charge and benefit from professional health care support. The main objective of this initiative was to provide health education and advice on disease prevention to help the residents of Kórnik protect their health and raise awareness of disease prevention.



Let's get stronger, girls!

project initiator: **Małgorzata Szlag, Medikor Hospital, Neomedic**

This workshop is for teenage girls and focuses on self-acceptance and development with the aim of building self-esteem, freeing young girls from complexes, giving them the courage for self-realisation, self-confidence and broadening their horizons.

The sessions include a workshop on girls' health called "Attractive She", movement and art therapy classes, photography and psychology workshops.

Volunteering to serve patients and their families

project initiator: **Paulina Czutko, Medicover**

This time Paulina initiated a project to support the volunteers who dedicate their time to the Felician Hospice and care for the terminally ill patients of the facility.

Together we managed to organise a workshop for two groups with an experienced psychologist on the following topic: *Conversations that bring relief. How do we deal with the difficult situations of illness and death of our patients?*



Together we shine brighter – networking meetings for women

project initiator: *Małgorzata Szlag, Medikor Hospital, Neomedic*

This series of workshops combines networking events with interviews with guest speakers from a range of business and professional backgrounds. The aim of the workshops is to increase support, equal opportunities and professional development for women in the community.



Christmas Surprise

project initiator: *Monika Sobczyk*

In December 2024, Monika was actively involved in supporting a children's home in Radom. This time she helped to organise a Christmas event by shopping and preparing food for the home's Christmas party.

Support for Children's Home in Książki

project initiator: *Weronika Pyczak, MedicoCover Hospital*

As in previous years, the dedicated team at MedicoCover Hospital, led by Weronika Pyczak and Małgosia Ostrowicka, supported the Children's Home in Książki.

They organised gift collections and fundraisers for the home, and the children received their presents during a Santa Claus party.



Support for the Amicus Centre – collection of arts supplies and stationery and a Santa Claus party at the Centre

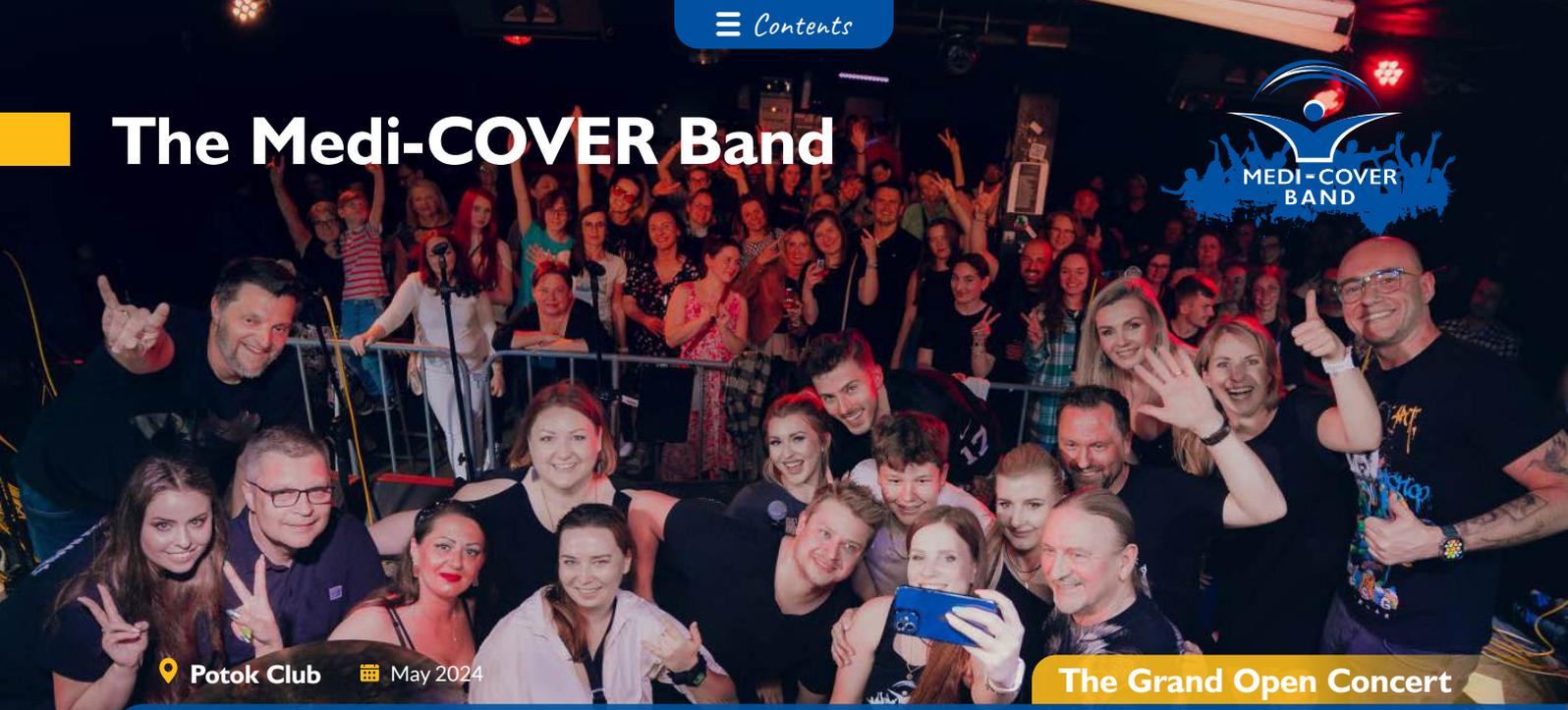
2 rounds - November and December

Together with Randstad, we prepared healthy snacks and different engaging workshops for children and their parents, such as decorating gingerbread cookies, making Christmas ornaments or colourful tattoos.

The highlight of the event was the arrival of Santa Claus, who brought a sack full of presents. We also donated art supplies that we had collected in the preceding weeks.



The Medi-COVER Band



Potok Club May 2024

The Grand Open Concert

The Medi-COVER Band is much more than just an ordinary rock band – it is a unique initiative that blends music, passion and a desire to help those in need. The band is made up of talented employees from different parts of Medcover who volunteer to meet after work for rehearsals, sharing their energy and talent while supporting others.



The band's concerts are a real explosion of emotions – a combination of incredible musical quality, passion and great rapport with the audience. Since its formation in 2016, the Medi-COVER band has played dozens of concerts both in Poland and internationally.

Each of their performances is more than just music – it is a gesture of solidarity, an expression of support and a mission to do good. The Medi-COVER Band proves that by working together and with dedication it is possible to combine joy, music, passion and charity into a beautiful mission.

The Band's core members:

- Grzesiek Wiśniewski** – (until 2024), IT Manager, Invimed – Medi-COVER Band Leader, bass
- Ela Tomaszewska** – Nurse, Medcover Elekronowa Centre, vocals
- Irek Urbanke** – Ambulance Services Manager, Medcover, guitar
- Łukasz Krawczyk** – IT Services Department Manager, Medcover, guitar
- Maria Łankowska** – Specialist for Corporate IT solutions, saxophone
- Agata Tasker** – E-Commerce Project Coordinator, Medcover, drums
- Marcin Trojanowicz** – Volunteer and friend of the Medcover Foundation, drums

In 2024 the Band was also joined by:

- Nicola Muller** – Medcover Szczecin, vocals
- Marek Piekarczyk** – lead vocalist of TSA, vocals
- Perforator** – the band of dentists
- Magda Grzeszczuk** – Laboratory Diagnostician, keyboard
- Anna Karolina Mierzejwska** – Medcover Opticians, vocals
- Dorota Miściorak** – Medcover Sport, vocals
- Bartek Banaś** – Medcover Dentistry, vocals
- Andrzej Piwnik** – Volunteer, vocals



“ Over the years I have had the great pleasure of being involved in community projects and charity concerts.

I believe that music has an extraordinary power to unite people and inspire them to action. This is not only a privilege but also a responsibility.

Thanks to my work with the Medicover Foundation, I am able to give to contribute and offer a part of me to help those in need. Being involved in social initiatives also allows me to create a real bond with people, to share my values and emotions.

This is a unique experience that gives me great satisfaction, especially when I see that our joint activities produce real results.



Nicola Muller

a nurse at the Medicover Szczecin Centre, participant in the Voice of Poland TV show and winner of Szansa na Sukces TV programme featuring Kayah.

The Band's live performances in 2024:

- The Great Orchestra of Christmas Charity (WOŚP), January
- CDT Medicus, Lubin, April
- Błękitny Bal, organised for the school for children with autism “Przyłodek”, April
- The Grand Open Concert of the Medi-COVER Band to celebrate the Band's 8th anniversary – Potok Club, May



Have fun, help others, and be inclusive!

It is not without reason that the above slogan accompanies the charity concerts of the Medi-COVER band. Thanks to the money raised, the Medicover Foundation is able to carry out a number of social projects, one of which is a series of music therapy lessons.

In 2024, we continued our musical cooperation with the Malwa Foundation for adults with disabilities by conducting a series of music therapy sessions teaching songs, rhythms, melodies, and musical arrangements. The result of this series of activities was a meeting with the people with disabilities, their families and friends. We organized it before Christmas and met to sing carols together like one big family.

Such projects not only have a positive developmental impact on people with disabilities, but also strengthen their bonds with their families and loved ones. Music therapy exposes older people to music and song, which has a significant impact on their wellbeing. Moreover, the run-up to Christmas can also a difficult time for people who are lonely, and by working together in this way we can relieve the loneliness and create ideal conditions for interesting encounters.

We support the Polish Doctors' Orchestra

On 13 October, the Witold Lutosławski Concert Studio in Warsaw hosted a unique charity concert by the Polish Doctors' Orchestra. The orchestra is a unique ensemble of volunteer doctors from all over Poland who play together for charity. They have been performing in different cities for several years to help those in need.



This year's concert was a fundraiser for the Iskierka Foundation, which supports young cancer patients.

Our volunteers were actively involved in logistical and organisational activities and supported the event on the day of the concert.

Preparations for this special evening took several months and the result exceeded our expectations.



” I am very much involved in the Polish Doctors' Orchestra and also in similar European orchestras.

I think it's a great combination of engaging with your hobby and doing something good for other people.

We plan to organise more concerts in bigger and smaller cities, because there are many needs that we can at least partially meet in all these places.

At the same time, by bringing together such an unusual orchestra, we can integrate the medical community and support each other, which is crucial when working in such mentally draining professions.



Joanna Chodkowska

Dentist, Medicover Dentistry Szczecin – violin

Medicover's employees and partners are also members of the Orchestra, including:

Agnieszka Zarębska-Duszniak, paediatrician – TeleCentrum Medical Team – flute, vocals

Elżbieta Czechowska, internist, haematologist - partner medical centre in Piła - viola

Joanna Chodkowska, dentist – Medicover Dentistry Szczecin – viola

Magdalena Kuźmińska, laryngologist – MML – violin

Karolina Zwolińska, paramedic and emergency rescue, Medicover Hospital – cello

Professor Andrzej Cieszanowski, radiologist – Medicover Hospital – electric guitar

Other projects



Donate 1.5 % of your income tax to give hope

Every year we have the opportunity to make a small difference to the lives of the youngest by donating 1.5% of income tax to the Early Intervention and Preadoption Centre in Otwock and the "Z Ufnością w Trzecie Tysiąclecie" Nursing and Care Association.

To join this initiative, simply enter the KRS (Court Registry) number of the Medicover Foundation when filling in your tax return: 0000283132.

As well as providing shelter and medical care, the two pre-adoption centres work tirelessly to find adoptive families for the little ones and to give them the chance to grow up in a permanent and loving home environment.

In 2024 we managed to raise PLN 7,771.40.

Medicover Sport supports schools for children with autism



The **Medicover Sport** team is not only successful in the field of sport, but also in social initiatives.

In response to an appeal from representatives of schools for children with autism, these institutions were provided with sports equipment in February. Each school received two or more treadmills.



Social initiatives by Medicover Benefits

Medicover Benefits regularly contributes to social projects run by the Medicover Foundation. Thanks to its unique platform and dedicated employees, we regularly carry out joint activities, such as charity concerts or Christmas charity events.

As every year, we held our unique Christmas initiative at the turn of November and December. Together with Medicover Benefits, we created an opportunity for Medicover staff to give a gift to infants from pre-adoption centres by purchasing a Smyk toy shop voucher on the Benefits platform.



In 2024 we raised as much as PLN 4,450

“**Medicover Benefits** is keen to get involved in charity events, especially those aimed at care centres for young children. We believe that supporting the youngest is an investment in a better future.

Such projects are in line with our values, which emphasise concern for the health and well-being of society. Participating in such initiatives through a simple process of donating points or vouchers on a charity platform also builds bonds within the Medicover teams.

It shows that our work has a deeper meaning that goes beyond business. Through these initiatives, we can share our resources and experience to make a real difference in the lives of people in need.



Iwona Maciejewska
Marketing Team Coordinator,
Medicover Benefits



Support for communities affected by floods

In September 2024, Poland was hit by a devastating flood that left many people homeless and destroyed thousands of homes. In the face of this tragedy, the employees of the Medicover Group once again showed their extraordinary solidarity and commitment.

The spontaneous collection of material aid and financial donations, organised by the Medicover Foundation, resulted in gifts and funds being sent both to the affected employees of the Medicover Group and to other people affected by the consequences of the flood.

Your willingness to help in difficult times is irreplaceable and inspiring.

Thank you for your big hearts – you are amazing!



Support for Ukraine - Repower



For the second year in a row, the Medicover Foundation has continued its active support for military medics from Ukraine who are participating in psychotherapeutic rehabilitation stays in Sweden, Denmark and Spain as part of the Repower project. So far, two rehabilitation stays have taken place, involving around 800 medics and volunteers from the front line.

Project objectives:



Combating burnout



Supporting the mental health



Treating trauma and anxiety disorders



Treating post-traumatic stress disorder

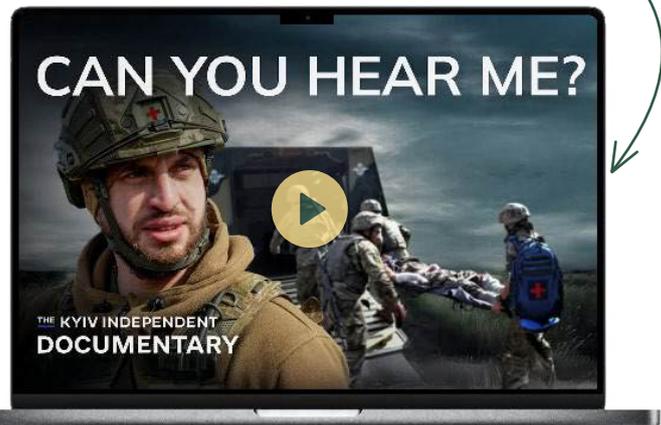


The Medicover Foundation's activities in Poland as part of the Repower Project:

- ✓ Meetings with representatives of the Government of the Republic of Poland
- ✓ Meetings with representatives of the Polish Armed Forces
- ✓ In collaboration with MediDieta Medicover we delivered over 1,000 meals for Repower Project participants

"Can You Hear Me?"

In December 2024, the documentary film *Can You Hear Me* premiered, featuring, among other topics, the Repower project.



Learn more: www.repower.ngo
  /repower.ngo

Disease Prevention Programmes

Effective prevention of overweight, obesity and lifestyle diseases among children and adults



Since 2013, we have been running preventive programs and educational projects in Poland and Romania. Our projects include:



screening



nutritional education



sports education



psychological support



interdisciplinary individual interventions

The programmes are **free** for participants



For more than a decade, the Medicover Foundation has successfully implemented nationwide disease prevention and education programmes, helping local governments across Poland to create a healthy and safe environment for their residents. Our experience and the knowledge we have gained over the years form a solid base of good practice that we are happy to share with our partners, so that together we can build a better, healthier future for society.

In implementing our disease prevention projects, we constantly focus on state-of-the-art solutions, combining scientific approaches with technological innovations that increase participant involvement and adapt our programmes to the needs of today's beneficiaries. We know that digital technologies are now an essential part of prevention activities, allowing us to monitor progress more effectively and build sustainable healthy habits.

We would like to present the results of our programmes implemented in 2024, which demonstrate the effectiveness of the model we have adopted: diagnosis, education, and intervention. Thanks to this comprehensive formula, together we are building the foundations of a health-conscious society, ready to face the challenges of the modern world.

In December, we completed two major health programmes in Gdynia and Lublin, which have had a significant impact on the health of the local communities. In the following pages of this report, we present the results of our work, showing the achievements and the positive impact of our activities on the health of the population.



Agnieszka Skowrońska

Manager of Health Programmes

Health Policy Programme for the prevention and treatment of overweight and obesity in the youth population in the Municipality of Gdynia. Programme continuation for the years 2023–2024.

Gdynia

4th edition

Implementation period: April 2023 – December 2024



By the end of 2024 we implemented:

4 educational webinars on healthy nutrition

8 different sports classes

992 individual appointments with our experts:

- doctors
- dietitians
- sports coaches
- psychologists

2 healthy cooking workshops



Programme outcomes in 2024:

- Lowered blood pressure
- Decrease in BMI score by more than two units
- More exercise
- New healthy cooking skills
- Change in dietary habits
- Lots of smiles and satisfied participants!

Decrease in BMI by more than 2 units

BMI centile - average



Feedback from the participants:

- ” Thank you for your help and for explaining everything in a simple and understandable way. Your recommendations will be put into practice.
- ” We are very pleased with our progress. We have changed our eating habits and introduced more physical activity: swimming, dancing, and more outdoor exercise.
- ” One positive aspect is that blood tests are readily available to project participants, which is not the case in walk-in clinics, despite the need.

Lublin

Health Policy Programme



Target group

- Students of grades 1-3 of primary schools in Lublin
- parents and guardians
- teachers
- school canteen staff
- school management

On-site and on-line workshops for school canteen staff

 **43** schools

 **3,354**

beneficiaries in healthy nutrition training



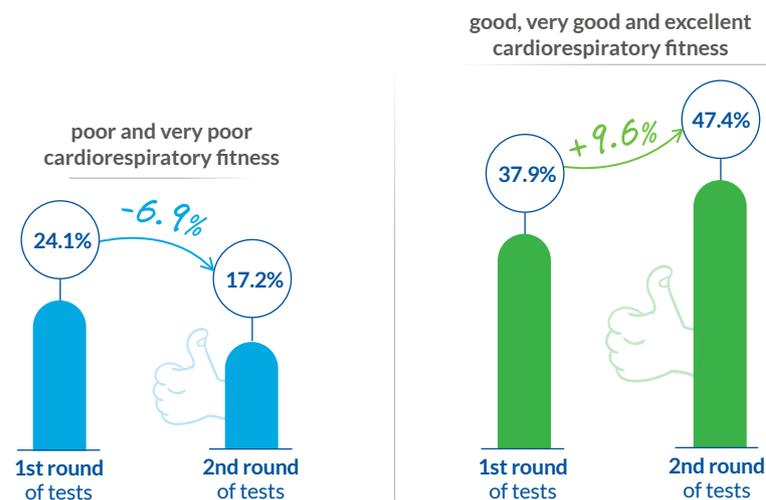
Prevention works!

Decrease in obesity thanks to the "Eat Smart" programme



Better shape!

Significant improvement in students' cardiorespiratory fitness

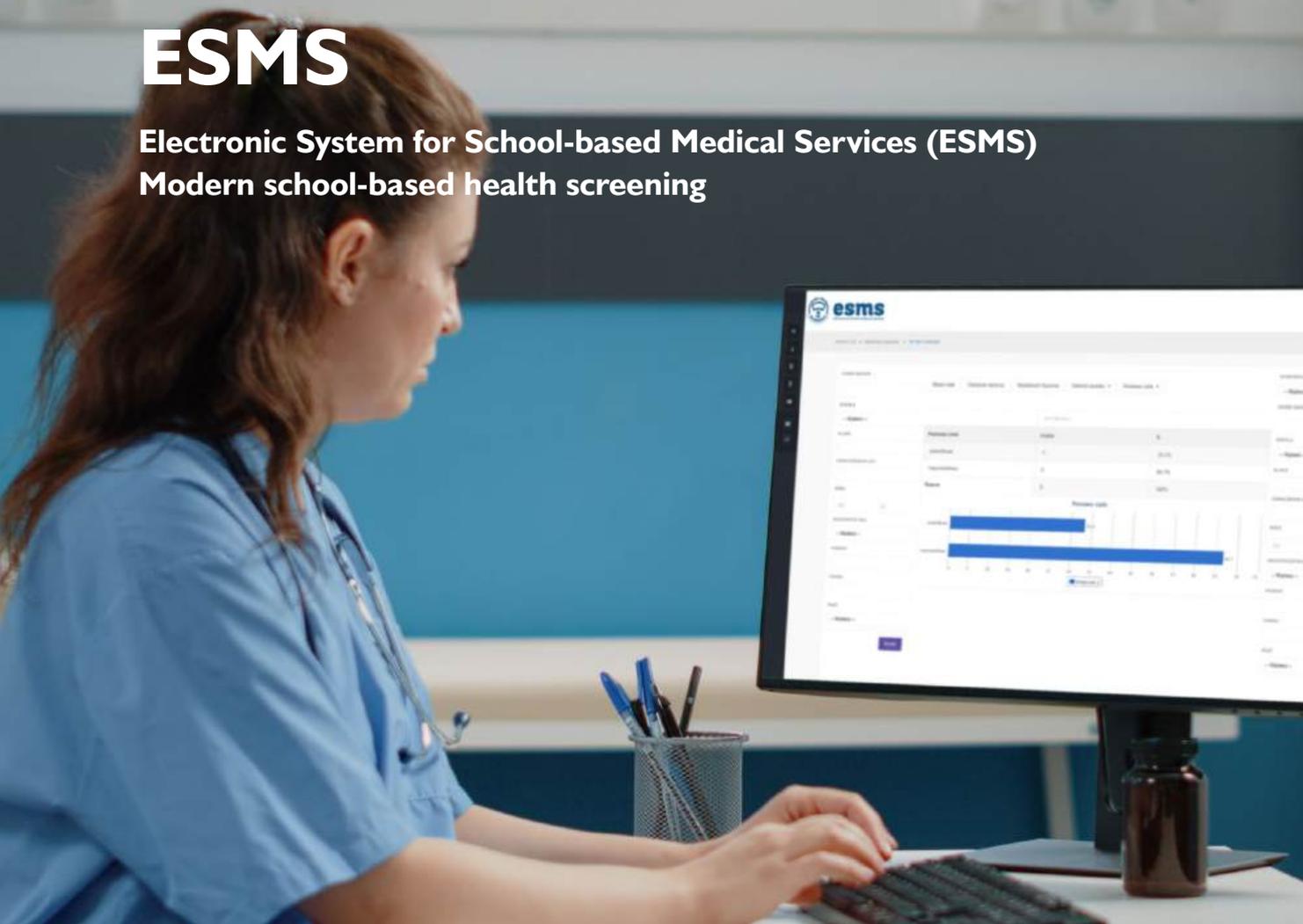


Feedback from the participants:

- “ I am very pleased that the City of Lublin, thanks to the "Eat Smart" initiative, will be able to provide canteen staff with the highest level of knowledge and skills. **Anna Augustyniak**, Deputy Mayor for Social Affairs
- “ Regular training sessions as part of the "Eat Smart" programme have significantly improved the nutrition of pupils in schools in Lublin. The training is a valuable source of knowledge that every catering manager should acquire for the benefit of their canteen staff. **Sylvia Ferenc-Janicka**, Canteen Manager, Primary School no. 6
- “ We were delighted to take part in the "Eat Smart" initiative, which has been a great addition to our school's health education and disease prevention programme. The participation of students and catering staff has allowed us to deepen and test our knowledge and share experiences with other schools. We are glad that the programme has benefited both students and staff of our school. **Dr Jerzy Jarośniński**, Headmaster of Primary School no. 29

ESMS

Electronic System for School-based Medical Services (ESMS)
Modern school-based health screening



The ESMS is an IT tool developed to enable school nurses to implement disease prevention and health status checks as well as screening of children and adolescents in primary and secondary schools.



In-depth diagnosis of developmental disorders and lifestyle diseases



Clear feedback to parents about their child's health status on their Health Status Report



Support for school-based health education

www.fundacjamedicover.pl/esms (in Polish)



esms
Elektroniczny System Medycyny Szkolnej

Learn more



Electronic System for School-based Medical Services



Diagnosis



Education



Statistical data



Disease prevention

“ The ESMS is our future. The school nurse enters the results of screenings and regular check-ups into the system, which is then integrated with electronic patient records and data from general practitioners. For years, the Medicover Foundation has believed that such a comprehensive integration of data can effectively reverse the current negative trends in children's health.

Therefore, in 2024 we focused on dissemination by presenting our solution at scientific conferences, debates and parliamentary working group meetings.

Karolina Kryszkiewicz
ESMS project manager



We promote a digitalised form of child health status screening in both chambers of the Polish Parliament.



We talk to doctors and public health officials about school medicine and prevention of lifestyle diseases in children and adolescents.

We work for the digital transformation of healthcare.



We continue to support the screening of children and adolescents in schools.



We organise training for nurses.



We support local authorities in the area of preventive health care for the youngest.

Training:

Overweight child health care services provided by school nurses

Wrocław
November 2024



“ Lifestyle diseases are affecting younger and younger people, and the role of preventive health care in children and adolescents is becoming fundamental.

This is a challenge for nurses in schools and kindergartens who, in addition to their knowledge and experience, should also have the right tools to identify risks. One such tool is certainly the Electronic System for School-based Medical Services (ESMS).

It is an excellent IT solution that, by analysing the results of health checks and screening tests, makes it possible to identify risks and thus prevent obesity, diabetes and infectious diseases, while at the same time promoting mental wellbeing.



Mariola Łodzińska

President of the Main Council of Nurses and Midwives

12 years

over 65,000 children screened

over 100 schools

10 local governments

over 200 school nurses



Queen Silvia Nursing Award



We listen to the voice of nurses. We help them discover innovative ideas and expand their horizons to solve the most pressing health problems of the elderly.

In Poland, between 2016 and 2024, we received:

 **1,830**
project
proposals

submitted by
 **1,300**
nurses



www.queensilvianursingaward.com 

Learn more 

Queen Silvia Nursing Award



QSNA is a prestigious scholarship for nurses under the patronage of Her Majesty the Queen of Sweden.

QSNA was established in 2013 in Sweden and organised by Swedish Care International to honour the 70th birthday of Her Majesty the Queen of Sweden. QSNA in Poland is organised and coordinated by the Medcover Foundation.



Why did Her Majesty the Queen of Sweden agree to be the patron of the QSNA?

Her Majesty the Queen of Sweden has personal experience of people suffering from dementia. Her mother and brother both suffered from the disease, so HM the Queen of Sweden decided to use her visibility to start a discussion about the need to develop care for the elderly and people with dementia.



What is the objective of the QSNA?



To promote the nursing profession



To foster the development of nursing talents



To facilitate international exchange of experience



To improve care

Who can apply for QSNA?



Students of nursing



Professional nurses

What do you need to do to apply?



Submit your project idea concerning the improvement of nursing, dementia care or elderly care

How is the QSNA Scholar rewarded?



Diploma from HM Queen Silvia of Sweden



Opportunity to participate in the Grand Awards Ceremony in the Royal Palace in Stockholm



Individual development path (e.g. training, participation in conferences, support from QSNA partners)



Scholarship of EUR 6,000



Why is the Medicover Foundation the QSNA's organiser in Poland?

The Medicover Foundation originated in Sweden. Medicover was actively involved in establishing the QSNA in Sweden from the start, so it was a natural next step for the organisers to invite nurses from Poland to apply for the Award.

The grand awards ceremony in Stockholm



[▶ Watch a video from the event](#)

The QSNA Scholars 2024 met at the Bernadotte Library at the Royal Palace in Stockholm to receive the Award from Her Majesty Queen Silvia of Sweden.

Adrian Nowakowski

Queen Silvia Nursing Award Scholar 2024

Adrian's winning idea, proposing the use of **Artificial Intelligence to learn how to communicate with patients**, attracted a lot of interest from the community. The author has given many presentations at conferences on nursing and the use of AI in medicine.

Adrian has also become a member of the Nursing and Midwifery of the Future Team appointed by the Main Council of Nurses and Midwives, the Honorary Patron of the Polish edition of the Award for the past nine years.



[▶ Watch the winning idea video](#)



Aleksandra Kobza

QSNA Scholar 2024

A nurse with 15 years' experience in Poland and the UK, is the innovator behind the winning idea: **BESTCARE app!**

The aim of the app is to ensure the patient's mental and emotional comfort and sense of security. The application makes it easier for nurses and carers to quickly access relevant information about their patients including their needs, limitations, allergies, mobility and even hobbies – to ensure personalised and person-centred care.

With a clear and user-friendly design, BESTCARE solves a key challenge in elderly care: saving time and improving communication.

“ The **BESTCARE** app reflects a strong commitment to improving the quality and efficiency of care, with the potential to support environments such as nursing homes that are in dire need of digital tools.



Mariola Łodzińska

President of the Main Council of Nurses and Midwives, Honorary Patron of the QSNA in Poland



[▶ Watch the video from the final](#)

CSR Awards 2024 – Poland and Romania



Premiul I
Rompetrol – 15 ani de Parteneriat cu SMURD

Premiul II
RCS&RDS SA - Campania "Avem același sânge"

Premiul III
Asociația Medicover - Nutriție pentru SuperEroi
OMV Petrom - Sănătate în vecinătate

Mențiuni
"Oréal România - „Zile Protect” Solare”
La Roch

SĂNĂTATE

Awards at the Romanian CSR Awards ceremony

At this year's CSR Awards Gala in Romania, Medicover Asociația received two important awards:

In the Health category
for "Nutrition for SuperHeroes" programme

In the Support for Local Communities category
for the "Solutions for Local Communities" programme implemented by Synevo Romania and supported by Medicover Asociația.

A big thank you to everyone who has worked for this success and who is helping us to change reality through good deeds – your support really does make change for the better possible!



CSR Award for the Electronic System for School-Based Medical Services

At this year's Business Awards Gala of the Association of Entrepreneurs and Employers, Medicover won the Socially Responsible Business category and received the CSR Award for the Electronic System for School-based Medical Services project run by the Medicover Foundation.



GOLD Award for "Nutrition for SuperHeroes"

Our health programme "Nutrition for SuperHeroes" received the GOLD Award in the Wellbeing/Nutrition category of the Romanian Community Index 2024, a ranking that analyses and evaluates the most important CSR and sustainability projects in the country.



Health category award for the programme "Nutrition for SuperHeroes"

The Medicover Foundation team



Marcin Radziwitt

President of the Medicover Foundation, a driven and dedicated leader who wholeheartedly supports the Foundation's initiatives, always putting people first and helping others. A sports enthusiast whose greatest passion in life is connecting with people and listening to their stories.



Dagmara Gawęda

Dagmara is engaged in social projects and collaborates with volunteers. She enjoys working with others for a good cause and brings enthusiasm to her efforts. Dagmara spends her free time with her family, continues to learn, and develops new skills. When she needs a moment to herself, she laces up her running shoes and heads for the trails.



Agnieszka Skowrońska

Agnieszka has been with the Foundation for 10 years and has done just about everything – from transporting research equipment to creating, coordinating and accounting for disease prevention programmes. Agnieszka is currently involved in the FitSchool project. In her spare time, she takes care of her pet and is probably the most enthusiastic amber collector in southern Poland.



Agnieszka Karasińska

Agnieszka coordinates the Queen Silvia Nursing Award project and is also responsible for communications for the FitSchool project. She has the rare ability to listen patiently. She indulges in her passion for cycling at every opportunity.



Kornelia Ochel

At the Foundation, Kornelia works on the FitSchool project, where she creates fantastic social media posts. She supports volunteering projects and loves to get involved in different initiatives because professional development is important to her. She loves travelling, the mountains and skiing – it's her favourite way to relax. She infects children with her energy, instilling in them a passion for an active life and discovering the world.



Jacek Wichowski

Jacek has always been involved in sports, especially running, which he has been doing regularly for 20 years. He has been working at the Medicover Foundation for eight years, focusing on projects that promote physical activity, health prevention, and social initiatives for children.





Dagmara Babicka

Dagmara supports the FitSchool project by helping to develop training materials. She brings energy and a proactive approach to every challenge, always tackling tasks with a positive mindset.



Karolina Kryszkiewicz

At the Foundation, Karolina oversees the ESMS and Repower projects and supports volunteering initiatives. She balances her work with raising three lively daughters, always bringing dedication and a positive spirit. In her spare time, she enjoys winter mountaineering and scuba diving.



Marzena Turowska

Marzena specializes in accounting and administration. Though often working behind the scenes, she provides essential support for all projects. She enjoys a healthy lifestyle and a good cup of tea.



Agnieszka is a Programme Coordinator in Lublin who enjoys working with people. In her free time, she hones her language skills, plays the ukulele, and explores the Caucasus.



Agnieszka Mierzwa



Iza Potec

At the Foundation, Iza coordinates health projects in the Tricity and supports the FitSchool project. She loves cinema and film discussion groups, rock and electronic concerts, and lets off steam while cycling.



Irina is the Project Manager of FitSchool Romania. Passionate about health and an animal lover, she spends part of her free time volunteering at a public dog shelter. She also enjoys traveling, sports, and outdoor activities.



Irina Sandor



Alina Corneanu

Alina has been with the Medcover Association for nearly six years as a Communication and Volunteer Coordinator. She finds energy in connecting with those benefiting from support initiatives. In her free time, she enjoys family time, traveling, reading, and seeing the world anew through her little boy's eyes.



George is the General Manager of the Medcover Association and has been part of the Medcover Group for over 16 years. Over time, he has supported fundraising efforts for NGOs such as UNICEF, the Swedish Individual Humanitarian Aid Organization, and United Kids. In his free time, he enjoys spending time with friends, traveling, running, skiing, and reading.



George Istrate

We wish to thank our Partners

HONARARY PATRONAGE



MEDIA PATRONAGE



LOCAL AUTHORITIES



Gmina Pruszcz



Gmina Syców

CENTRAL GOVERNMENT INSTITUTIONS



FOUNDATIONS AND ASSOCIATIONS





MEDICOVER COMPANIES



PARTNER COMPANIES





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