



**ADAMED**

For the Family

## CSR Report



## Message from the Owners



Ladies and Gentlemen,

*you have in front of you our latest report on Adamed's social responsibility. When writing about responsibility, we should refer to what happened in Poland and in the world in 2020. The global coronavirus pandemic has become an unprecedented event in recent history – a massive health and social challenge, and also a test of responsibility for many smaller and larger companies. The time for declarations has passed, the time for real action has come – reactions to the pandemic and keeping promises should attest to the true commitment of individual organisations to corporate values.*

*We are one of the largest Polish pharmaceutical companies, present on the market for 35 years, therefore from the very beginning of the coronavirus reports, we have realised that we share our special responsibility in these difficult times for public health. We took immediate action wherever our involvement could translate into real help. In line with its mission 'Responding to the key challenges of modern medicine', Adamed quickly reacted to the pandemic crisis. And most importantly, as a domestic manufacturer, we have ensured access to medicines to millions of patients in Poland. As a donation to hospitals, we have provided drugs necessary for COVID-19 patients. We launched an educational campaign on the prevention of coronavirus infections, and provided 1.2 million protective measures to healthcare facilities. The Adamed Foundation together with experts prepared procedures for doctors for treating patients during the pandemic. For the first time, an international conference for doctors was organised, which allowed for the exchange of knowledge during this difficult time.*

*Detailed information on actions taken by Adamed in relation to COVID-19 can be found further in the report. We would like to assure you that our company remains a socially responsible company that cares about sustainable development – the coronavirus not only did not change our approach in this regard, but even emphasised the role and importance of an organisation truly based on values.*

*We can proudly say that Adamed is developing in a responsible manner, combining economic issues with care for colleagues, patients, local communities and the natural environment. Our cooperation with external partners is based on the principles of fair business practices, we create engaging jobs for our collabora-*

*tors, we promote Polish entrepreneurship, and help in the scientific development of the most talented young people.*

*Adamed is a family business, and our philosophy is reflected in our slogan – 'Adamed for the family'. All Adamed products are part of one big family. What they all have in common is the origin, high quality, and stringent safety standards. Our products have been created out of a deep concern for the diverse needs of all family members and a sense of responsibility for their health.*

*As a company, we respond to the key challenges of modern medicine. We consistently implement our development strategy through innovation and internationalization. We are looking for innovative solutions and improve existing products, making them available on a large scale. Our solutions increase the quality of life of millions of patients around the world – it is a source of pride for us and, at the same time, motivation for further work. We manufacture 500 products in 19 therapeutic areas. Our drugs are available to patients in 76 countries on 6 continents. Adamed's ambition is to introduce original Polish medicines to the market in areas requiring more effective therapies.*

*We are closely observing the dynamic changes taking place in our market environment. Technological revolution is becoming a reality, and we, as Adamed, have also entered the era of automation and digitization. We believe that these changes are for the better – thanks to state-of-the-art solutions, we have become a more agile and flexible organisation able to diagnose faster and respond to market needs.*

*Thank you for reading Adamed's corporate social responsibility report, and we would like to encourage you to share your comments with us. Each remark will be a valuable input for us.*

*Yours faithfully,  
Małgorzata and Maciej Adamkiewicz*



# Adamed is fighting the coronavirus pandemic

WE SUPPLY FREE MEDICINES SUPPORTING COVID-19 TREATMENT

19,000 

Over 19,000 packs of Arechin and Pabi-Dexamethason\* donated to hospitals throughout Poland and delivered free of charge.

\* as at December 31, 2020

1.2 million 

items of protection products for health care workers (masks, gloves and disinfecting gels)

WE SUPPORT THE HEALTH CARE SYSTEM

PLN 100,000 

for the purchase of a ventilator for the Pabianice Medical Center

# WE SHARE OUR KNOWLEDGE WITH DOCTORS AND PHARMACISTS

Launch of the new Adamed Expert Foundation programme



Developing procedures for patients with suspicion of COVID-19



Over 100,000  views of Adamed webinars

6.5k  participants

The First International Adamed Conference 'World medicine in the daily practice amid COVID-19 – the current state of knowledge and clinical implications in medical practice' – 6.5 thousand participants, over a dozen of speakers from nine countries in Europe and Asia.



### EDUCATING POLES

# 25,000

information posters in pharmacies, clinics, churches.

We are conducting a nationwide information campaign on prevention in combatting the epidemic. We distribute educational materials on precautionary measures, the use of which significantly reduces the risk of coronavirus infection.



## CAMPAIGN

promoting responsible behavior during the pandemic



### FOR SENIOR CITIZENS

Instructional videos with sports training for seniors.



Participation in the Legia Warsaw Foundation campaign #READYTOHELP.



### FOR THE YOUNG

ADAMED SmartUP

# 100%

on-line research camp.



Webinars ADAMED SmartUP on molecular biology of 5 SARS CoV-2.



ADAMED SmartUP online workshops and science podcast.

### Online science

game, the plot of which is to fight fake news in the context of health and medicine.



# 1,000



Funding 1,000 hours of online lessons for children whose parents are at the forefront of the fight against the pandemic, as part of #UczęDlaBohaterów (#TeachingForHeroes).

### HELPING EMPLOYEES

- Transition to fully remote operation
- Worker safety in the Production and Logistics Centre
- Anonymous psychological support
- Educational campaigns
- Cancelled trips abroad
- Stay at home and exercise with us campaign
- Online recruitment and training



# Adamed in 2018–2020

# 2,200

Employees\*



\* number of employees hired in Poland and abroad, including Vietnam

about

# 4,000

Polish partners



approx.

# 6.9

billion tablets

# PLN 1.7 billion

investments and R&D since 2001



# 200

patents



# 19

therapeutic areas



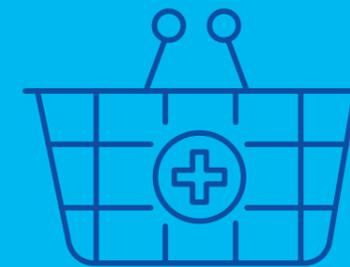
# 9

foreign representative offices



# 76

international markets



# PLN 1.24 billion

spent on products and services from Polish entrepreneurs in 2018–2020

about

# PLN 400 million

paid to the State Treasury in the form of taxes and social security contributions



# 500

products in our portfolio



# Our mission and values

We are answering key challenges in modern medicine

## OPERATIONAL EXCELLENCE

We increase the value of our organisation through effective and timely execution of our tasks. We assume responsibility for our decisions and actions. We constantly improve processes in our organisation and expand our competence.

## OPENNESS AND INNOVATION

We are ready to take on challenges and initiate cooperation that goes beyond our own area of operation.

## QUALITY

We continually strive to expand our knowledge and skills. We pay close attention to every detail of our work in the organisation and we carry out every element of the job with the necessary commitment and diligence. We always adhere to the adopted standards.

## MUTUAL RESPECT

We show empathy and understanding for alternative points of view. We understand other people's emotions and respond to them in an appropriate and responsible manner. We listen to people and give them attention and appreciation. We give and receive feedback.

## FLEXIBILITY AND SPEED OF ACTION

We are able to rapidly implement solutions, analyse the situation, make swift decisions and take full responsibility for them. We accept change and embrace the opportunities it offers. We have the capacity to shift priorities when needed.

## ADAMED'S MANAGEMENT BOARD\*



**PAWEŁ ROSZCZYK**,  
Member of the Management Board,  
Managing Director



**TOMASZ KRZAK**,  
Member of the Management Board,  
Human Resources Director



**SYLWIA BERDZIK-KALARUS**,  
Member of the Management Board,  
Director of Commercial Affairs and  
Business Development



**DR N. EKON. BARTŁOMIEJ RODAWSKI**,  
Member of the Management Board,  
Operational Director



**TOMASZ PODGÓRSKI**,  
Member of the Management Board,  
Financial Director



**MARCIN CELEJEWSKI**  
Member of the Management Board,  
Head of Innovative  
Business Projects

2020 is a year of changes in the management structure of Adamed. The development of our company and plans for the coming years related to the Polish and international market require agile management of the organisation in a rapidly changing and unpredictable environment. The owners of Adamed have decided to employ a decentralised business management system in order to make the most of the knowledge and competence of each Management Board member. In 2020, Maciej Adamkiewicz, the President of the Management Board, and Małgorzata Adamkiewicz, the Vice President of the Management Board, decided to move to the Supervisory Board. This change has enabled them to focus primarily on strategic considerations and directions of Adamed's development.

At the same time, two new members joined the Management Board – Sylwia Berdzik-Kalarus – Director of Commercial Affairs and Business Development, and Marcin Celejewski – Head of Innovative Business Projects.





1. Safe future



## Adamed – development and security

Adamed is a Polish pharmaceutical company, providing patients with the highest quality medicinal products for the last 35 years. Every year, we produce over 2.3 billion tablets sold in 76 markets around the world. We ensure access to medicines to millions of patients in Poland and many other countries. We contribute to the economic development not only of the domestic pharmaceutical market, but also – due to the scale of our enterprise – of the entire Polish economy.

We respond responsibly to the challenges faced by the pharmaceutical industry. We co-create an industry which is of key importance for the development of Polish innovation, allocating nearly PLN 415 million for investments and R&D in the years 2018–2020. We follow and create trends, and our solutions – such as close cooperation with universities and research institutes initiated many years ago – are used by the entire pharmaceutical industry.

We act strategically. We focus on development and key areas for our expertise and patients, and we are able to

adapt to challenges and changing needs. We understand the multidimensionality of the modern world, and engage people from various departments as well as external experts in our cyclical strategic sessions. The latest technology helps us in planning. We are one of the first pharmaceutical companies to use advanced forecasting algorithms. The decision-making process is supported by machine analysis based on databases – this will allow us to focus on responsible calculated decision-making and risk management.

We also introduced changes inside our company. In 2018, we completed a several-year process of consolidating companies within our group. We reduced the number of internal business processes, eliminated administrative burdens and made the organisation more flexible.

10<sup>th</sup>

place among the most innovative companies in the Rzeczpospolita ranking published in 2019

The title of the

**'Most Reliable in the Polish Economy'**

for 2018 in Medicine category, awarded by the ISBnews Agency

**Emerging Europe Award**

in the Global Market Champion of the Year 2019 category

102-7, 103-2, 102-15, 102-10



During XXVIII Economic Forum in Krynica, Adamed won the Healthcare Forum Ranking in the 'Drug Production' category. The Chapter of the Healthcare Forum Ranking, composed of representatives of leading healthcare institutions in Poland, assessed a record number of 230 applications. In order to select the winner in the 'Drug Production' category, the financial results of companies, as well as innovation and pro-social activities were taken into account. In 2017, Adamed recorded an over 12% increase in sales revenues and a 14% increase in employment. The justification also emphasised Adamed's special achievements in 2017 – mainly further investments in research and development, including Pilot R&D Production in Pabianice, and the continuation of advanced works on fully innovative Polish medicines, as well as the largest Polish direct investment in Vietnam, i.e. the acquisition of a controlling stake in the fastest growing Vietnamese pharmaceutical company Davi Pharm.



In 2019, for the second time in a row, we also received a special distinction in the 'Corporate Social Responsibility' category at the Development Vision Forum. The jury appreciated Adamed's involvement in charity, prosocial and ecological initiatives. The Development Vision Forum is a meeting of representatives of the largest Polish enterprises, experts and politicians. During the second edition in 2019, the participants discussed directions that the Polish economy should take.





GOOD PRACTICE

During the 18th forum in Krynica, Dr. Małgorzata Adamkiewicz, MD, PhD participated in the panel on 'Medicine as part of development-oriented economy'. *In order to make investments in research and development, which are very expensive and take a long time in the pharmaceutical business, tax reductions and special incentives are necessary, such as the Reimbursement Mode for Development (RTR), i.e. awarding drug producers contributing to the development of the Polish economy. To this end, a dialogue between the Ministry of Health, the Ministry of Entrepreneurship and Technology and the Ministry of Finance is necessary* – said Małgorzata Adamkiewicz, MD, PhD.



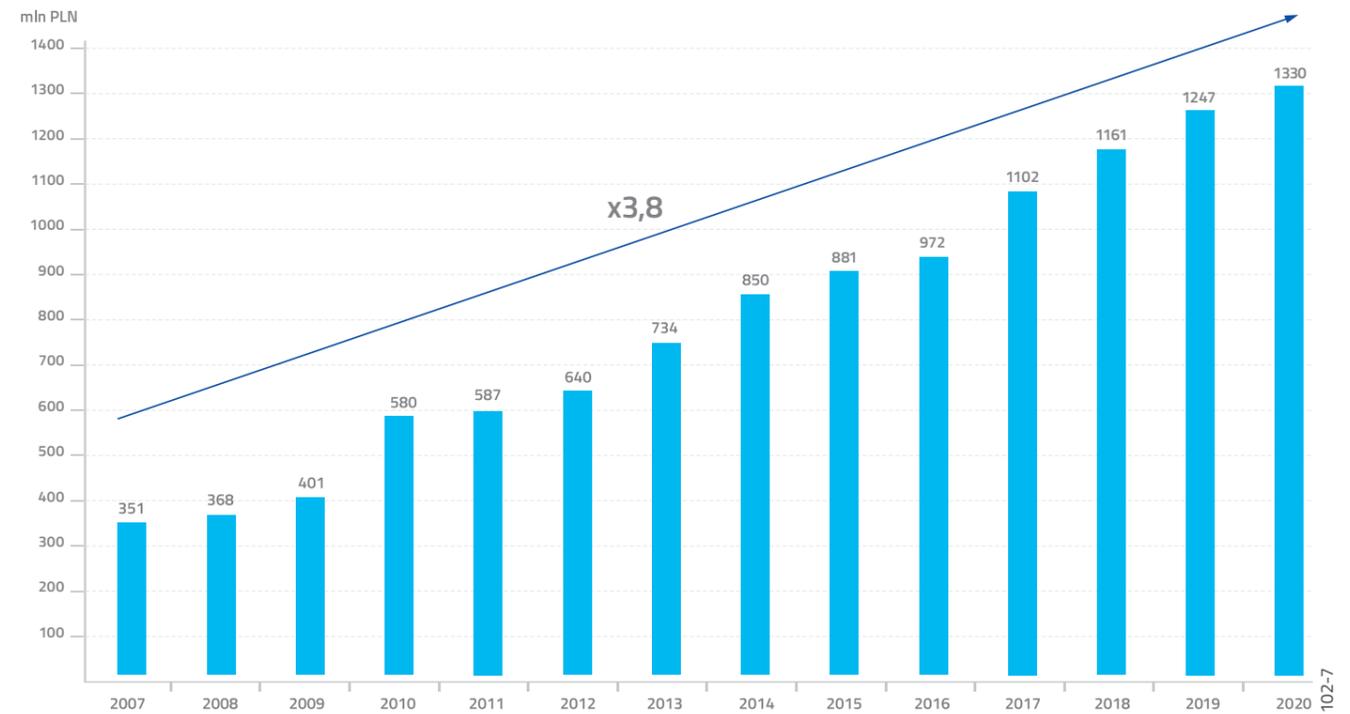
## We support the Polish economy

Adamed was founded 35 years ago on the basis of Polish scientific thought and our own patents. Today, our revenues exceed PLN 1 billion a year. For years, we have been in the top ten largest pharmaceutical companies in Poland. Since 2001 we have invested 1.7 billion Polish

zloty in research and development, and our portfolio currently boasts around 500 products. We have been working with leading universities and research institutes. We employ over 2,200 people in our laboratories, production plants and offices.



Adamed's revenues



# Adamed – economic impact in 2020

## DIRECT EFFECT

Resulting from the company's core business through purchases

PLN **+488,6** million

This is the equivalent of the investment budget of the Capital City of Warsaw for education in 2020.



## INDIRECT EFFECT

Generated among enterprises and households receiving the orders

PLN **+387,6** million

This is the equivalent of funds allocated by the National Health Fund to finance dental treatment in Mazowieckie and Łódzkie voivodeships in 2020.



## INDUCED EFFECT

Generated by the spending of the company's employees and employees of related entities

PLN **+265,9** million

This is the equivalent of funds paid out to entrepreneurs from the anti-crisis shield in Świętokrzyskie Province by mid-May 2021 (which served to protect 71,700 jobs).



## IN TOTAL

PLN **1,142** million

This is the equivalent of around 30 million doses of COVID-19 vaccine.



source: Deloitte analysis, 2021





**MAŁGORZATA ADAMKIEWICZ, MD, PHD**  
co-owner of Adamed



*At Adamed, we invest our profits to drive innovation in Poland – since 2001, we have spent PLN 1.7 billion on investment projects and R&D. We pay taxes in Poland and have an impact on the labour market. We create jobs for highly qualified workers. However, we do not forget about what is the most important in our industry – people. The communication motto of our organisation – ‘Adamed for the Family’ – fully reflects our products and company – we are a family company offering medicines for the whole family, created in an organisation that cares for its collaborators.*

We are a reliable trading partner. Numerous small and medium-sized Polish entrepreneurs base their businesses and create jobs on the basis of cooperation with Adamed. According to Deloitte, thanks to our company,

more than 2.8 thousand jobs are maintained in other sectors of the economy. In 2018–2020, over PLN 1.24 billion from Adamed went to Polish companies and entrepreneurs for purchases of products and services.

| Year | PIT              | CIT                 | social insurance (ZUS) contributions | Investments and R&D activities |
|------|------------------|---------------------|--------------------------------------|--------------------------------|
| 2018 | PLN 26.3 million | PLN 39.7 million*   | PLN 53.6 million                     | PLN 119 million                |
| 2019 | PLN 26.7 million | PLN 38.5 million**  | PLN 61.8 million                     | PLN 121 million                |
| 2020 | PLN 33.4 million | PLN 48.5 million*** | PLN 73 million                       | PLN 171 million                |

\* data as at 01.04.2019

\*\* data as at 01.06.2020

\*\*\* data as at 28.06.2021

**We spent approximately PLN 1.24 billion on products and services from Polish entrepreneurs in 2018–2020.**

204-1



Małgorzata and Maciej Adamkiewicz have been awarded the Medal of the Centenary of Regained Independence, which is presented to individuals distinguished for their services contributing to the development of the Polish economy. The medal award ceremony was held in May 2019 at the Ministry of Entrepreneurship and Technology. The medals were presented by Minister Jadwiga Emilewicz, on behalf of Prime Minister Mateusz Morawiecki. The distinction is awarded to persons making a contribution to boosting Poland's economy and building the Polish brand awareness abroad.



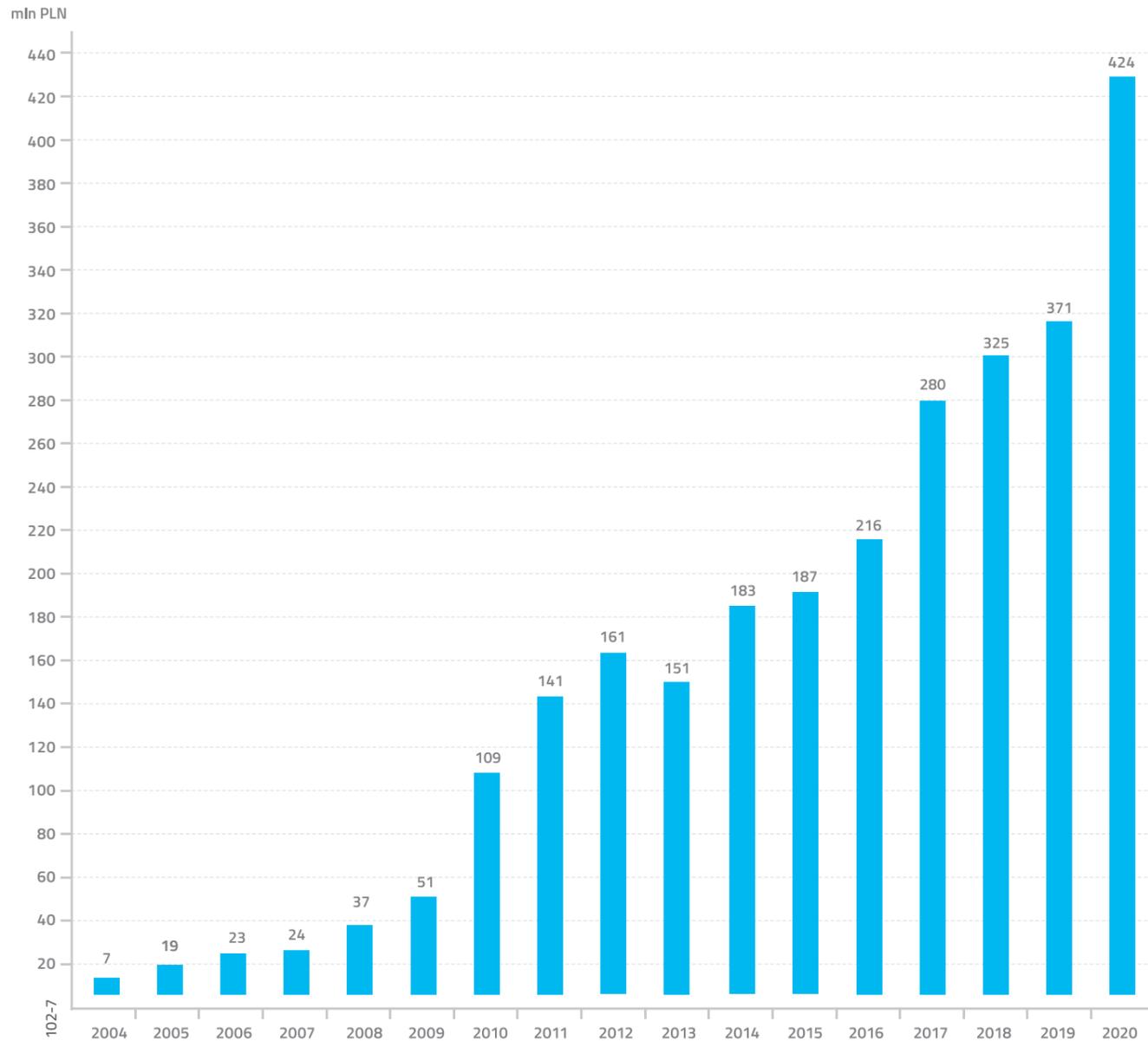
We continuously invest in the development of innovation in our laboratories in order to introduce ever better products to the market. We finance all expenditures as a Polish tax resident. In 2018–2020, we invested over 10% of our revenues each year – many times more than the average for the pharmaceutical industry (2.9% in 2017).

We are also increasing our share in Poland's foreign trade and reducing the trade deficit of the domestic pharmaceutical industry. The value of our exports in 2018–2020 was PLN 1.12 billion. We are a net exporter – the value of foreign sales of drugs produced in our Polish plants exceeds the import of raw materials and products.





Adamed's revenues – Export

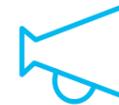


We also help small businesses at the beginning of their business journey. Since 2015, we have been consistently developing the Polish startup ecosystem. We support startups financially and substantively in creating new products and services and starting commercial activities. Adamed is committed to a number of acceleration projects for start-up technology businesses – in 2018–2020, they included:

- Waw.ac, the Warsaw Technology Accelerator – an initiative focused on accelerating the growth of teams from scientific centres whose key assets are the results of research studies. Adamed was a partner of this programme in 2018.
- MIT Enterprise Forum – the programme is based on the know-how of the world's most renowned technical university, the Massachusetts Institute of Technology. Adamed has been a partner of this pro-

gramme since 2016 and has been involved in subsequent editions every year. In 2020, the programme participants included a particularly large number of teams creating technologies for medicinal products, which could be mentored by experts from the Research and Development Division and the Innovation Department.

So far, we have had the pleasure to support the growth of a number of companies working on a variety of technologies, such as: a prostate biopsy needle with a special coating to minimise the risk of infections, an implant emitting alternating electric fields with for future application in the treatment of the most malignant brain cancers, a medical device supporting prostatitis therapy, a solution based on blockchain technology promoting blood donation or the use of honey bee venom collected in a bee-friendly manner in cosmetology and pharmacy.



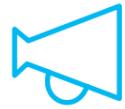
GOOD PRACTICE

Marcin Szczeciński, Adamed's Capital Investment Manager, was among the experts in the mentoring programme of the Polish Development Fund – PFR Network of Mentors, during which 50 teams had the opportunity to meet mentors of their choice and develop competences in five business areas, incl. in the medical and pharmaceutical sectors, such as team building, investor relations, product management, and business development and marketing. In 2019, recruitment to the programme started, and in 2020, cooperation with selected startups began.



203-1





In 2019, during the 11th European Economic Congress in Katowice, Katarzyna Dubno, Public Affairs & Market Access Director at Adamed, was a member of the jury of the Start-up Challenge competition, part of the Scale-up Alley European Startup Days in Spodek, Katowice. Over 100 companies competed, incl. from Belarus, Germany, Poland, Hungary, Great Britain and the USA. Katarzyna Dubno participated in selecting the best Health & Biotechnology projects. The winner in this category was Bioceltix, a biotechnology start-up from the veterinary industry, recognised, among others, for its ambitious plan of clinical trials, a developed business model and scalable solutions.

In addition, during the 4th Health Challenges Congress in Katowice, Katarzyna Dubno was invited to join the jury of the Start-Up-Med competition. It was organised to select and honor the most creative authors of innovative and effective projects covering broadly understood medical technologies



We also support events to integrate startups with the business environment, including:

- **InfoShare** – a session bringing together representatives of corporations, investors and startups to spread

knowledge about global trends in technology and new media. Prizes worth 20,000 euro are planned for participants of the event, and outstanding startups are financially supported from the cash pool of PLN 4 million.



**PAWEŁ ROSZCZYK**

Member of the Management Board of Adamed,  
Managing Director



*Adamed is part of a changing world. We keep track of new ideas emerging in the areas of our specialization. We understand how important it is – not only from a business point of view – to support the best ideas. We treat cooperation with startups as part of realizing our mission – we want to share over 30 years of our experience and help in the implementation of selected projects.*



**GOOD PRACTICE**

In 2018, we participated in the 'Startups in the Palace – Cooperation' meeting organised by the President of the Republic of Poland, Andrzej Duda, and devoted to innovative companies entering the market. The aim of the event was to create a platform for establishing business relations between mature enterprises and startups.

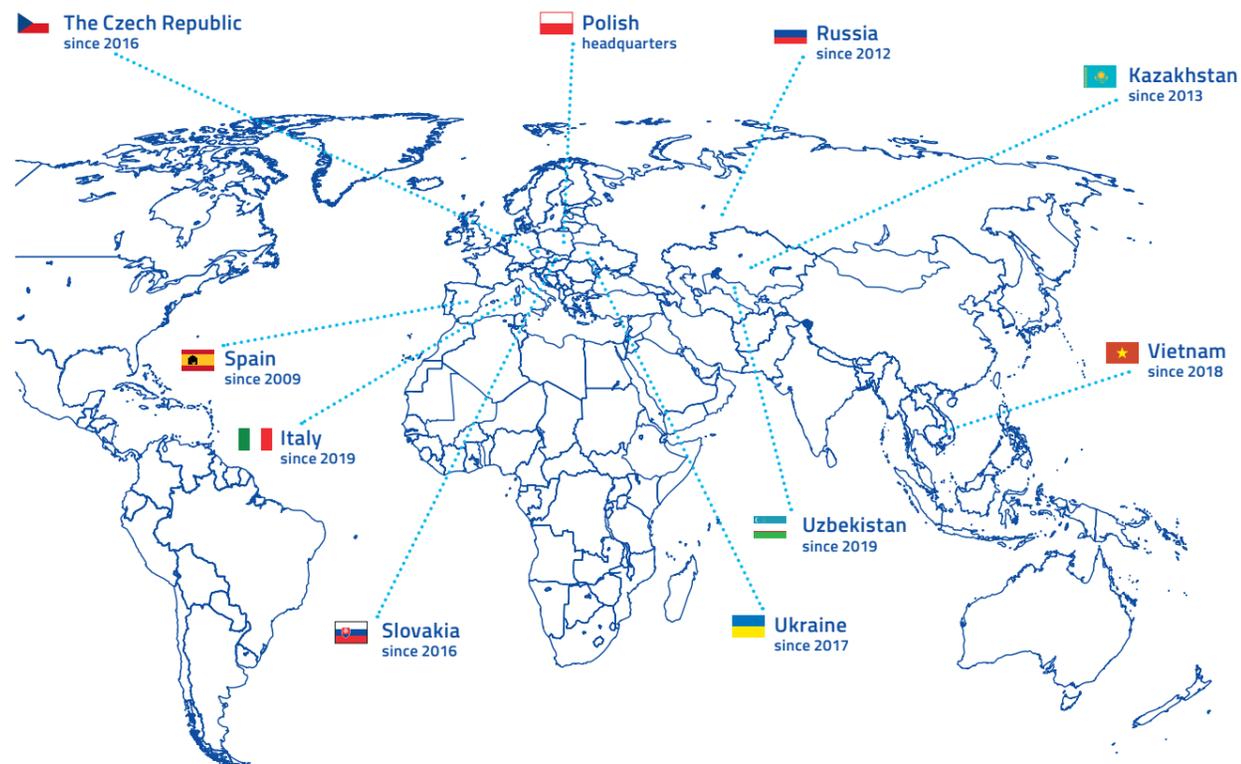


## Global growth

Our medicines are offered on 76 markets. We want each of our medicinal products offered outside Poland to be a showcase of Polish innovation. We started our international expansion in 2003 – today we sell our medicines in Europe, Asia, Africa, Latin America and Oceania. Adamed's representative offices operate in the Czech Republic, Spain, Kazakhstan, Russia, Slovakia, Ukraine, Uzbekistan and Vietnam. In 2019, Adamed entered into a strategic partnership with Ecupharma and opened another foreign representative office in Italy, thereby significantly increasing its presence on the local market. As part of long-term cooperation, Ecupharma will com-

prehensively support Adamed's efforts in developing competence in cardiology. Asia remains an important market for Adamed. In 2017, Adamed made the largest Polish investment in Vietnam, worth PLN 50 million. Our company is a member of the European Chamber of Commerce in Vietnam. In 2018, the Chamber together with the Ministry of Foreign Affairs of Vietnam organised the Meet Europe conference with 700 participants, including representatives of business, the diplomatic corps and state administration. Adamed was represented by Katarzyna Dubno, Public Affairs & Market Access Director.

We have nine foreign representative offices, and Adamed's products are available on 76 markets around the world.



102-4, 102-10, 102-15

102-3, 102-4, 102-6



### GOOD PRACTICE

Our international activity was recognised by independent experts in 2020. In September 2020, Adamed was honoured with the 'Investor without Borders' title awarded by the European Economic Congress in Katowice. The award is given to the most efficient Polish investors pursuing international expansion. The award committee recognised Adamed's consistent implementation of its growth strategy based on innovation and investments outside Poland. On behalf of Adamed, the award was received by Katarzyna Dubno, Public Affairs & Market Access Director.

During the Congress, we shared our international experience. In the panel 'Protectionism, patriotism, market' with the participation of Katarzyna Dubno, experts addressed topics such as the economic potential of Polish enterprises on foreign markets, ways to shorten international supply chains and the meaning of economic patriotism in the 21st century.



A special place on our business map of the world is Vietnam, where since 2017 we have been the owner of one of the fastest growing Vietnamese pharmaceutical companies – Davipharm. In July 2020, Magdalena Krakowiak, Head of Public Affairs & CSR Vietnam in Vietnam and President of the Quality Medicines Sector took part in a meeting with Ho Chi Minh City business leaders, organised by the European Chamber of Commerce in Vietnam. The discussion was devoted to, inter alia, commercial cooperation and investing in Vietnam; and the role of the European business community in Ho Chi Minh City. Throughout 2020, at our plant in Vietnam, we continued works in order to to achieve the European EU-GMP quality standard. Modifications pertain to the manufacturing processes of medicinal products, and the factory machinery is also being modernised.

XXXXXX





In 2018, we were featured in the prestigious report '1000 Companies to Inspire Europe' released by the London Stock Exchange. The report identifies developing and most dynamic small and medium-sized enterprises in Europe, with high importance for future economic growth, innovation and job creation. Adamed has been recognised for its constant, consistent increase in revenues over at least the last three years. Apart from Maciej Adamkiewicz, co-owner of Adamed, Nikihil Rathi, President of the London Stock Exchange and Luca Peyrano CEO of ELITE participated in the debate and the award ceremony.



We share our experiences in international development with other Polish companies. Our experts participate in economic meetings and conferences devoted to international expansion. Examples include our participation in the European Economic Congress and the Economic

Forum in Krynica. Adamed took part in 'Economic Diplomacy – a Foreign Policy Instrument' session on diplomatic efforts to support innovative sectors of the Polish economy and help establish its positive image across the world.



**TOMASZ PODGÓRSKI**

Member of the Management Board of Adamed, Financial Director



*Adamed is an international company offering new generation medicinal products on 76 foreign markets, employing a total of 2,200 people in 10 countries. We are a company focused on investing in innovative solutions, allowing us to gradually increase the scale of our operations. Our responsible financial policy provides security for our collaborators, business partners, and millions of patients. We are proud to spread Polish scientific thought around the world in this way.*



102-15



We are open to different business partnership models, including out-licensing, distribution of Adamed private labels, joint development of new products, and contract manufacturing.

We provide comprehensive support on regulatory and intellectual property matters, market entry strategy for offered products, and open partnership. All of these aspects are aimed at ensuring that all new products are successfully launched with minimal risk while maintaining competitive prices for our customers. Our business partners are provided with a registration dossier for all finished formulations in e-CTD format that meets the most stringent requirements of the national regulatory agencies in their respective countries, including the requirements for stability testing for all climate zones.

Our products are manufactured at state-of-the-art facilities certified for compliance with GMP standards,

both European and those applicable in other countries, including Saudi Arabia, Turkey, and Australia. Having vast experience in business development and out-licensing, the team establishes top-level partnerships based on a win-win strategy as a guarantee for long-lasting, stable cooperation with our business partners based on mutual trust.

**In 2018, Adamed received the Polish Trade and Investment Agency (PAIH) award in the Foreign expansion category.** The consistent strengthening of Adamed's position on foreign markets, our presence on six continents and in several dozen countries around the world, and in particular the investment in Vietnam were noted. The award was presented during the PAIH EXPO Opening Gala, the First Polish Business Abroad Support Forum, with Prime Minister Mateusz Morawiecki as a special guest.



#### GOOD PRACTICE

Maciej Adamkiewicz, co-owner of Adamed, took part in the '2018 High Level Forum on China IP Protection' conference in Beijing, an important part of the annual IP Week in China. The conference was jointly organised by the Chinese Patent Office and the Chinese branch of the World Intellectual Property Organization (WIPO). The main theme of the event was 'Strengthening the protection of intellectual property, supporting a harmonious business environment'. The event was attended by international experts in the field of patent protection, including Shen Changyu, Commissioner of the State Intellectual Property Office (WIPO), Wang Binying, Deputy Director General of the World Intellectual Property Organization (WIPO), Lu Pengqi, Vice President of the China Council for the Promotion of International Trade (CCPIT) and Yann Yves Ménière, Chief Economist of the European Patent Office (EPO), presidents of patent offices from around the world, as well as representatives of international companies.



## Responsible production

At Adamed, we know that in order to be able to compete effectively on global markets, we must focus on the quality of product while maintaining optimal production costs and high customer service standards. We respond to these challenges through our modern Production and Logistics Centre located in Pabianice and Ksawerów. We have experience in technology transfer and contract manufacturing of solid drugs, such as tablets and hard capsules (medicinal products and food supplements), supported by numerous references from around the world. The Centre also includes a closed zone for the production of steroids and cancer drugs, along with the necessary process facilities worth around 40 million PLN.

2020 also marks the beginning of expansion of Production and Logistics Centre in Pabianice. The investment consists in developing the production and logistics infrastructure, in particular increasing the production capacity and storage capacity, automation, and the development of packaging options with simultaneous modernization of these processes. At the same time, development requires the implementation of innovative technological solutions and modern IT systems supporting management of these processes. The cost of the project is estimated at approximately PLN 300 million over the next five years.



**BARTŁOMIEJ RODAWSKI, PHD IN ECONOMICS**

Member of the Management Board of Adamed,  
Operational Director



*Adamed has never compromised when it comes to drug quality. We are aware of the responsibility and meet the strictest quality standards. We are always modernizing our production equipment, using the best European and global solutions. Consequently, Adamed's production plants are able to cope with even the most complex challenges. Our internal control system guarantees that all products are safe and comply with the highest standards.*

In the years 2018–2020, we did not have a single incident of non-compliance with regulations and voluntary codes concerning health and safety impacts of our products. Adamed cooperates with over 220 suppliers from Poland, Europe and other parts of the world. Our purchases include active substances, raw materials, packaging, and

materials for qualitative research. All orders are placed in a transparent manner in accordance with the purchasing procedures and supplier qualification. We conduct audits to verify the suppliers' compliance with procedures and their conformity with the established quality standards on production lines.

 **2 PRODUCTION PLANTS IN POLAND**  
(Pabianice and Ksawerów)

---

 **2.3 billion** tablets a year

---

 **2.3 billion** blisters per year

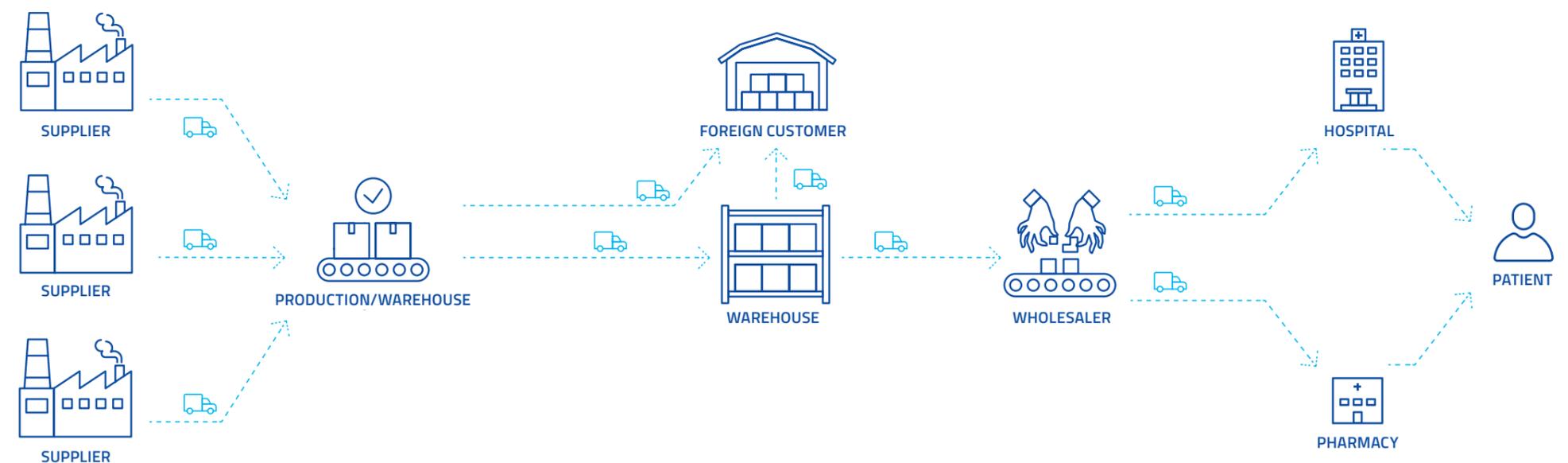
---

 **80 million** packages a year

---

 **QUALITY AND COMPLIANCE**  
Production filters:

- CGMP
- Risk Management
- KAIZEN
- TPM/SMED



GMP (Good Manufacturing Practice) is a combination of effective manufacturing procedures and effective control and supervision of manufacturing, which guarantees that manufacturing takes place under conditions that allow the manufacturing of products that meet the previously established quality requirements.



#### GOOD PRACTICE

Our experts participated in the Global Pharmaceutical Regulatory Affairs Summit in Barcelona. It is a cyclical event organised once a year in various European cities, with the aim to bring people together from the regulatory field and representatives of other supporting industries, such as, for example, telematics, Regulatory Information Management, or IT tools for handling electronic submissions (eSubmissions) or creating the eCTD (Common Technical Document) format for registration of medicinal products.



## Safe procedures

At Adamed, we attach great importance to continuous improvement of solutions and processes implemented in the organisation, and we consider acting in accordance with applicable law, as well as good practices and industry standards and voluntarily adopted ethical regulations, as the basis of our business. The policies, procedures and training emphasise the role of all collaborators in building an effective compliance system in the organisation, and the importance of risk awareness and responsibility for one's actions.

The Process and Procedure Improvement Team supervises the standardization and updating of procedures. The Legislation Monitoring Team keeps track of planned and implemented legal changes, which then, with the support of the Legal and Corporate Services Department and the Legal Department, are taken into account when updating policies, operating procedures and training. The Compliance team ensures that solutions implement and

reflect the values and ethical standards important to our organisation, as well as good practices and industry standards. The Internal Audit Department controls processes for compliance with the law and applicable policies and procedures.

We attach particular importance to counteracting corruption and unethical behavior, and to constantly raising the awareness of our collaborators in this regard. Acting in accordance with the law, transparency and integrity in contacts with public officials and with the medical community are absolute directives for our activity.

In 2020, we implemented a new Anticorruption Policy, and the accompanying training programme included nearly 1,100 people. Regardless of this, anti-corruption training is a permanent feature of educational activities addressed to current and new employees – almost 1,900 participants took part in 2018–2020.



103-2, 102-11, 205-2





### GOOD PRACTICE

We make sure that our values are respected. We have had a Whistleblowing Policy in our company since 2019. We have launched on- and off-line channels where all collaborators can anonymously report potential violations of the law, our procedures or regulations, contractual provisions, good commercial practices, or codes of conduct. Information can be submitted via a dedicated online form or in writing through mailboxes found on our premises.



In accordance with the General Data Protection Regulation, abbreviated as GDPR, which entered into force in May 2018, each company has to create its own personal data protection system adequate to the business, and demonstrate its suitability. In September 2017, a company-wide project was initiated covering all Adamed companies located in the European Union (Poland, the Czech Republic, Spain, Slovakia), divided into three stages:

- Audit of the organisation:
- Development of a GDPR compliance plan
- Implementation of the necessary changes.

A total of 114 people from individual organisational units of Adamed in Poland, the Czech Republic, Spain and Slovakia participated in the meetings related to the audit. The end result was a comprehensive post-audit report, on the basis of which we developed and adopted a plan of adaptation works.

## International COVID-19 Conference

In December 2020, we organised the First International Conference 'World Medicine in Daily Practice. COVID-19 – the current state of knowledge and clinical implications in medical practice'. Almost 6.5 thousand attendees and several speakers from nine European and Asian countries took part.

The objective of the conference was to exchange knowledge on COVID-19 treatments. Experts shared the insights and experience from their respective countries and specialties. The conference was organised online and streamed to countries in several time zones. The lectures were simultaneously interpreted into four languages (Polish, English, Spanish and Russian).

In his opening address titled: 'Does the pandemic pose a threat to the world we live in', Professor Andrzej Fal emphasised that Europe could have been better pre-

pared for the second wave of the pandemic and indicated errors made back in the spring of 2020. According to the expert, other untreated diseases such as asthma, COPD and cardiovascular diseases were also a major problem. On the first conference day, the speakers also discussed the impact of the pandemic on mental health (Dr. Azamat Ibrayev and Dr. Marta Navas Tejedor), how the coronavirus and quarantine redefined pharmaceutical market (Dr. Marina Durmanova), whether we should change our attitude towards diabetes at the time of the pandemic (Dr. Jan Škrha) and whether COVID-19 aggravates cardiovascular risks (prof. Jose A. Garcia-Donaire). The second conference day was devoted to such topics as the importance of sleep in building immunity at the time of the coronavirus (Dr. Mikhail Poluetkov), cardiac care at the time of the pandemic (Prof. Sergio Agosti) and therapeutic challenges in COVID-19 patients with pulmonary diseases (Prof. Andrzej Fal).





## 2. Innovations as a way of responding to the challenges of modern medicine



## Our innovation

Innovation is the strength of Adamed. We are a company that is constantly looking for ways to improve therapy and drug safety. Our main ambition is to find new effective, safe therapies for patients all over the world and to foster knowledge-based innovation. We find new, more convenient forms and routes of administration of medicinal products, introduce new therapeutic indications for

previously known molecules, and produce multicomponent drugs to reduce the number of tablets taken every day. Innovation is the foundation of our strategy and allows us to pursue our mission of responding to the key challenges of modern medicine. Currently, we have several dozen molecules in the pipeline. Value-added medicines make up a substantial share of these.



**ANNA TERLECKA**  
Director of Research and Development



*Innovation itself is not the focus of our research work. This goal is always to help those in need. People and their problems are always at the forefront of all our development activities. We respond to medical challenges with innovation, because we believe that every change of medicinal products for the better is also a change for the better life of patients.*

Innovation accompanies us in practically every sphere of our operation. In the field of production organisation, we have, among other things, an integrated ERP system, document exchange systems, flexible machine retooling system, and a partner supply chain management system. Our Associates also benefit from innovation by par-

ticipating in prestigious training and development programmes as well as managerial coaching. Our marketing and sales activities are also innovative – we use modern platforms and systems to communicate with the medical community as well as special applications for doctors to support the therapeutic process.

103-2



**SYLWIA BERDZIK-KALARUS**  
Member of the Management Board, Director of Commercial Affairs and Business Development



*The pharmaceutical industry is an industry where success depends on people. For Adamed and the entire Polish pharmaceutical industry to develop, we need the best experts and professionals. Their participation is a must for conducting research and introducing innovations in medicinal products.*



Innovation is implementation of\*:



A new product, device or service



A significantly improved product, device or service



A new process



A significantly improved process



A new method of organisation in terms of:

- business practices
- organisation of the workplace
- relationship with the external environment



A new marketing method

\* source: Oslo Manual (OECD/Eurostat)



## Pilot Plant

In 2018, we opened the R&D Pilot Plant, where pilot production of developed drug candidates takes place. This is a vital stage of the research and development process, which determines the feasibility of efficient completion of development activities, and in the longer term – whether marketing authorization can be obtained and the product can be manufactured.

Adamed's R&D area develops prototypes of innovative medicinal products, and the opening of the Pilot Plant enables even more efficient completion of the entire work cycle preceding the release of a drug to patients. Advanced works currently underway on medicinal products used, inter alia, in therapy for oncological and central nervous system diseases. Thanks to Pilot Plant, we can

identify, optimise and validate manufacturing parameters as early as at the development stage. By the end of 2019, as many as 150 R&D pilot series had been produced.

The R&D Pilot Plant was co-financed from the structural funds of the European Union allocated by the Ministry of Development. This support, combined with Adamed's investment, allowed for the introduction of the most innovative technologies, such as double-layer tableting, hot melt extrusion (HME) and improved fluidised-bed granulation. The Pilot Plant enables efficient manufacture of value-added products to provide patients with a wide choice of high-quality medicinal products offering the desired efficacy and safety profile.



### R&D Pilot Plant



- Fast and flexible execution of R&D projects
- Efficient identification, optimization and validation of critical manufacturing parameters
- Development of guidelines for production and quality control processes
- Provision of products for clinical trials



#### GOOD PRACTICE

In 2019, we organised the so-called 'Technology day' – a series of meetings with experts and practitioners in the latest technologies, open to all interested parties. Anyone interested in digitization received not only a large dose of substantive knowledge, but also an opportunity to test the latest devices that improve everyday work. The programme included lectures on machine learning, effective securing of mobile devices, online privacy, confidential communication, and cyber security. Experts also explained the concept of a public cloud and its benefits.



## Research and Development Centre

In 2018–2020, Adamed invested nearly PLN 415 million in investments, research and development. Adamed’s R&D involves approximately 60 development projects carried out in parallel and five original drug development programmes. Our Research and Development Centre is one

of the most advanced facilities of its kind in Europe, where cutting-edge pharmaceutical technologies and diverse drug dosage forms are developed. Thanks to our R&D, it was possible, among other things, to launch three products developed by us on to the market in 2019.

### ADAMED R&D IN 2020

|  |  |   |
|--|--|---|
| <p><b>4</b><br/>late phase clinical trials</p>                   | <p><b>16</b><br/>bioequivalence studies</p>  | <p><b>28</b><br/>pre-nomination processes</p>   |
| <p><b>7</b><br/>co-development projects with other companies</p> | <p>implementation of a new production technology – fluidised bed granulation with the Wurster attachment</p> | <p><b>56</b><br/>development projects (combo, new form/route of administration, reduced dosage, modified release)</p> |
|  | <p>a series of trainings for R&amp;D employees – R&amp;D Academy</p>   | <p>A series of international consultations with Scientific Advice</p>   |





The state-of-the-art Research and Development Centre in Pięńków is the heart of our innovation efforts in Poland. The aim of the research projects carried out at the Centre is to use organic synthesis, new technologies, and physical and chemical analysis to develop value-added medicines and original medicines.

The Centre runs projects in the lab phase and the semi-industrial phase to enable the transfer of technologies to Adamed's manufacturing facilities. Our experts at the research and development labs use the latest technological advances and modern equipment to develop both basic and more original dosage forms.

The two-storey laboratory building is equipped with a

number of systems ensure the effective and safe operation of laboratories, including technical gas distribution systems, contaminated air exhaust systems, and systems for maintaining and monitoring stable climate and fire-fighting conditions.

Recently, the Preformulation Department welcomed a new piece of analytical equipment: a new generation X-ray diffractometer. The device uses x-rays, which strike the sample at different angles and are reflected from it, producing a result in the form of a diffraction pattern. Each substance and its crystalline forms have specific diffraction patterns. This enables identification of the compounds present in the finished drug form.

## Research platforms

Working on original medicines and developing new molecules are highly complex processes. At Adamed, our multidisciplinary team of experts works on original medicines in different therapeutic areas – oncology, diabetology and neuropsychiatry.

Our laboratories provide an agile combination of technologies to select and test drug candidates and transfer them to the clinical development stage. We have the necessary know-how in synthesis and analytics of chemical compounds and biological molecules, biochemistry and biophysics, cell biology, tissue biology, pharmacokinetics, pharmacodynamics, toxicology, and physiology. In our research projects we use advanced mathematical, analytical, and in silico modelling tools.

We are currently running multiple projects as part of four large research programmes with three drug candidate molecules.

- The first one is a selective MDM2 inhibitor which exhibits cancer-fighting activity in sarcomas, lymphomas, and leukemias.
- The second one is a double-specific ligand target-

ing serotonin receptors 5-HT6 and 5-HT2A. In the future, this molecule is expected to be used in the treatment of psychotic and cognitive disorders in patients with dementia.

- The third molecule is a recombinant fusion protein with pro-apoptotic and anti-angiogenic activity. It is a drug candidate for solid tumors of the gastrointestinal tract.

The research is being carried out in close cooperation with leading research centers in Poland, such as Jagiellonian University Medical College and the Institute of Psychiatry and Neurology in Warsaw. The project has already resulted in five international patent applications and a number of publications in international scientific journals. The project was co-financed from the Intelligent Development Operational Program.

Our projects are carried out in close cooperation with leading research centres in Poland. The achievements in the form of specific candidates for innovative drugs are accompanied by numerous publications in international journals and international patent applications.



In 2020, we entered into an exclusive global license agreement with Acadia Pharmaceuticals Inc., an American company developing breakthrough solutions in neuropsychiatry. The agreement concerns the continued development of an innovative molecule developed here at Adamed which has a potential for use in the treatment of psychiatric disorders. Through its funding, Adamed has brought the molecule to an advanced stage of preclinical development. Acadia will make every effort to complete the preclinical evaluation and take the molecule all the way through clinical development up to approval and marketing.

The invention, covered by several patent applications filed by us, was created by Polish scientists, and the intellectual property rights generated so far in molecule development will remain in Poland, taking into account Acadia's rights as defined in the agreement. Adamed will have exclusive rights to the medicine on the Polish market and will be able to launch it in Poland and in other parts of Europe.

We believe that by working with Acadia's experts we are enhancing our competences and building up our experience, thus increasing the innovativeness of Polish medicine and of the economy as a whole.





#### GOOD PRACTICE

In 2019, at our Research and Development Centre, a press conference was organised, during which the Deputy Prime Minister and Minister of Science and Higher Education Jarosław Gowin announced the launch of another two competitions of the National Centre for Research and Development (NCBR) in the Fast Track formula for companies interested in obtaining funding for research and development works. The NCBR will allocate a total of PLN 1.7 billion to support innovative works.

'Fast Track' beneficiaries include Adamed, which has carried out 20 R&D projects with the NCBR in the last 10 years. These were both smaller projects aimed at supporting patent protection (under the Patent Plus program), as well as large innovative drug projects, subsidised at a level of tens of millions zlotys. These projects included one aimed at developing an innovative neuropsychiatric drug. As part of the 'Fast Track' programme, we obtained a grant of almost PLN 26 million.



**KAROLINA CZEKAJ, PHD IN ECONOMICS**

Corporate Finance and Investment Director



*When developing innovations in the company, it is worth taking care of appropriate financing. At Adamed, apart from considerable own outlays, we also use funding from the European Union. Appropriate substantive background and extensive documentation of conducted research allow us to implement advanced projects co-financed by the EU.*



In 2019, for the fourth time, Adamed was one of the funders of the National Science Centre awards, given to the most distinguished Polish scientists up to the age of forty. Grants of PLN 50,000 are awarded to representatives of three research areas:

- humanities, social studies and the arts,
- life sciences,
- science and engineering.

In the area supported by Adamed, the prize was awarded to Dr. Roman Szczęsny of the Institute of Biochemistry and Biophysics of the Polish Academy of Sciences for discovering the mechanism of degradation of mitochondrial RNA in human cells, highlighting the role of mitochondria in regulating non-specific immune response. Dr. Szczęsny's scientific interest is focused on mechanisms that control the quality, quantity and processing of RNA resulting from transcription of the mitochondrial and nuclear genome in humans. The groundbreaking research for which he was recognised broadens the current repertoire of mitochondrial impact on cell function and effects.

The award was presented during the gala ceremony by Maciej Adamkiewicz, President of the Management Board of Adamed. Jarosław Gowin, Minister of Science and Higher Education, also took part in the ceremony.



## Cooperation with academic centres and the scientific community

For many years, cooperation between businesses and universities has been identified as one of the necessary conditions for the development of Polish innovation. We can proudly say that Adamed was a forerunner of this approach in Poland. We have established numerous scientific and research collaborations with leading universities and research institutes in Poland and abroad. The efforts of scientists from Adamed and partners from the academic community resulted in the development of numerous products based on our own patents. These drugs are being used today by millions of patients in Poland and abroad.

Since 2018, Adamed has been a strategic partner of an innovative study programme offered by the Jagiellonian

University in Kraków. The Drug Discovery & Development (DD&D) study programme is intended for those who would like to focus on discovering and developing new medicinal products. The programme lasts four semesters and is addressed to under- and post-graduates in the field of chemistry, biology, pharmacy and medicine. Our experts participated in the development of the programme. The objective of DD&D – both for the university and for Adamed – is to educate qualified specialists who will understand the realities of the Polish pharmaceutical and biotechnology industry. Best students are offered internships in our company. The DD&D study programme is free of charge for the citizens of the European Union.



### Cooperation with research centres

- 
- Medical University of Gdańsk
  - Ludwik Rydygier Collegium Medicum in Bydgoszcz
  - University of Łódź
  - Institute of Immunology and Experimental Therapy, Polish Academy of Sciences in Wrocław
  - Wrocław Research Centre EiT+
  - Institute of Industrial Organic Chemistry in Pszczyna
  - Faculty of Pharmacy of Collegium Medicum / Faculty of Biochemistry, Biophysics and Biotechnology of the Jagiellonian University (Department of Medical Biotechnology and Department of Physical Biochemistry)
  - Medical University of Białystok
  - The John Paul II Catholic University in Lublin
  - Institute of Biochemistry and Biophysics, Polish Academy of Sciences in Warsaw
  - International Institute of Molecular and Cell Biology in Warsaw
  - Institute of Physical Chemistry, Polish Academy of Sciences in Warsaw
  - Maria Skłodowska-Curie Institute of Oncology
  - Institute of Mother and Child
  - Pharmaceutical Research Institute
  - Medical Centre of Postgraduate Education
  - Hematology and Transfusion Medicine Institute
  - Institute of Psychiatry and Neurology
  - Medical University of Warsaw



We also pride ourselves on cooperation with scientific societies and outstanding specialists in various areas of medicine. We closely cooperate with the Polish Gynecological Society and the Polish Society of Lung Diseases.

In 2019, we took part in the XXIII International Congress of the Polish Cardiac Society – the most important scientific and educational meeting of cardiologists in Poland. The meeting offered an occasion to discuss topical problems concerning cardiovascular diseases and present diagnostic tests, methods and the latest achievements in cardiology, cardiac surgery and related sciences. About six thousand guests from Poland and abroad participated in the Congress. Our company has been awarded the prestigious title of Polish Cardiology Partner. For the eighth time, the quality and intensity of our activities won recognition of the Polish Cardiac Society.



POLISH CARDIAC SOCIETY grants the ADAMED company the title of POLISH CARDIOLOGY PARTNER 2019 In recognition of a very good cooperation with the cardiology community



#### GOOD PRACTICE

For Primary Healthcare physicians from all over Poland, we have created an internet platform called iPOZytywni, which enables modern medical conferences using streaming media. With its help, in 2019 it was possible to follow, inter alia, the third edition of the POZytywni Conference, with the strategic partnership of Adamed, under the patronage of the Society of Polish Internists, the Working Group on Cardiovascular Pharmacotherapy of the Polish Cardiac Society, the Polish Pediatric Society and the Polish Society of Medical Communication. Over 2,000 people took part in the meeting. Primary healthcare physicians and pediatricians had the opportunity to participate in satellite and workshop sessions, conducted by a group of outstanding lecturers. The moderators of the conference were Prof. Henryk Mazurek and Filip M. Szymański MD PhD. A group of specialists answered FAQs from GPs. There were also sessions of practical therapeutic solutions and news from Evidence Based Medicine in various medical fields, including cardiology, pulmonology, allergology, paediatrics, ENT, gastroenterology and urology. Experts also conducted medical workshops in the field of diagnostics.



#### GOOD PRACTICE

Research and development are the two main pillars of Adamed's activity. We are looking for innovative therapies in various fields and offer support to scientists who contribute to the development of Polish cardiology. In 2019, we funded a scientific grant to support experimental cardiological research. The grant, i.e. PLN 50,000 was given to the project: 'Measurement of profilin-1 concentration in patients with stable ischaemic cardiovascular disease and concomitant diabetes' and Elżbieta Paszek, MD.



In 2020, the Adamed Foundation received the Honorary Badge 'For Merits to SGGW', awarded by the Academic Senate to entities particularly involved in cooperation

with the university. On July 16, the award was handed over by the Rector to Katarzyna Dubno, Member of the Board of the Adamed Foundation.



## Innovations in environmental protection



**MACIEJ ADAMKIEWICZ**  
co-owner of Adamed



*At Adamed, we do not close our eyes to environmental challenges. We prove that modern medicinal products can be manufactured in accordance with the goals of sustainable development. We implement the green deal and the concept of circular economy, which contribute to a modern approach to planning a health care system with the use of environmental factors. We feel responsible not only for the quality of our products, but also for the quality of life for future generations.*

At Adamed, we know health and we know how important a clean natural environment is for human well-being. We undertake many innovative activities aimed at caring for nature. We think about ecology comprehensively by analyzing the full life cycle of our products – from production to responsible packaging recycling. We have implemented the ‘zero waste’ principle in the field of waste management throughout the company and we want to achieve the highest possible level of segregation

– with the effect to transform ‘waste’ into ‘raw material’. In addition, we have implemented occupational safety and environmental protection systems according to ISO 45001 and ISO 14001 in CPL. In 2018, 2019 and 2020 – as in previous years – no penalty was imposed on our company related to non-compliance with environmental protection regulations.

103-2, 307-1

**In 2019, Adamed decided to replace its cars with hybrid models. The first hybrid vehicles arrived in June 2019 and Adamed plans the changeover of the fleet over the next 4 years so that it consists exclusively of low-emission hybrid vehicles. The new hybrids in the fleet burn less fuel and we save at least one litre for every 100 km travelled, and therefore they emit less carbon dioxide into the environment. Our analyses show that the changeover of 200 vehicles will limit CO2 emissions by almost 120 tonnes annually.**

Our activities in the field of environmental protection do not stop within the limits set by law and external regulations. Wherever possible, we apply stricter criteria and invest in the latest technologies that allow us to maximally limit the impact on nature. Over the past 4 years, Adamed reduced its energy consumption for heating pur-

poses by 37 percent and its electricity consumption by 7 percent. The amount of wastewater has been reduced by 30 percent and CO2 emissions by 22 percent, while the production of waste has been reduced with as much as 81 percent being redirected to recycling and recovery.



**GOOD PRACTICE**

**We saved over 200 MWh of electricity in 2019 thanks to the replacement of lighting with the latest LED technology and the installation of motion sensors in selected places.**

302-4



**GOOD PRACTICE**

**We reduce the consumption of compressed air for wastewater averaging. The installation of modern low-pressure air diffusers reduced the need for compressed air by about 20%.**

Adamed’s goal was to achieve the highest possible level of segregation of plastic, paper and cardboard waste. Project implementation in the factories of Pabianice and Ksawerów began as early as 2016.

Thanks to streamlined segregation processes at both plants, it is currently possible to collect plastics divided into more than ten fractions, as well as segregate paper, cardboard and municipal waste. Care for the environment goes hand in hand with measureable financial savings for the company – already in 2016, the costs of neutralization of industrial waste decreased by over 60%, and of municipal waste by nearly 30%. Implementing the ‘zero

waste’ concept also engages all of Adamed’s employees. In 2020, we installed a modern industrial wastewater aeration system in the company, which facilitates the averaging process. In some plants, we have also introduced a system for segregating industrial waste using coloured bags and containers, and we have implemented a visualization of the correct way to segregate them. We also continued the replacement of lighting with modern LEDs. The changes allowed us to save 156.8 MWh in just one year.

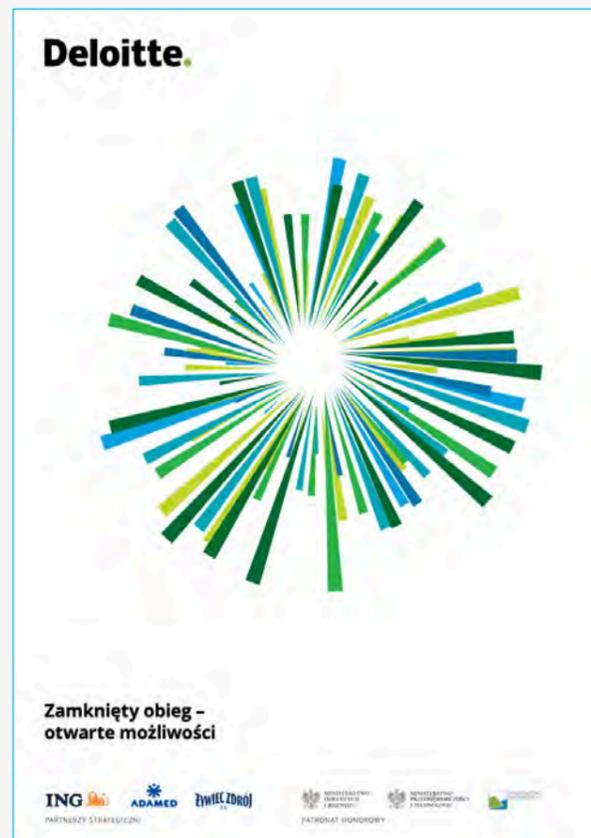




## GOOD PRACTICE

At Adamed, we want to treat waste as raw materials. Our approach is part of the circular economy concept, in which products and materials should remain in the economy as long as possible, and the generation of waste should be minimised as much as possible. The idea takes into account all stages of the product life cycle: from design through production and consumption to waste collection and waste management.

As Adamed, we are a strategic partner of the 'Closed Loop – Open Opportunities' report, prepared by Deloitte and discussed at the Climate Summit in Katowice. Participants of the panel 'Closed Circular Economy – Concept and Practice' shared their experiences in implementing the idea of circular economy. Maciej Adamkiewicz took part in the discussion.



Closed loop – open opportunities



## GOOD PRACTICE

We are aware that, despite all efforts and hygiene and quality procedures, it is not possible to capture pharmaceutical micropollutants ending up in production wastewater. We have made a decision to implement an innovative technology of industrial wastewater ozonation. Ozone has a disinfectant effect ten times greater than chlorine, and the appropriate concentration removes discoloration, micropollutants and suspension, which is of key importance in the context of water permit requirements as well as ever changing EU environmental law.

The first laboratory tests showed that ozonation removes discoloration, and the sewage achieves parameters that allow it to be discharged into the municipal sewage system, from where it is directed to a sewage treatment plant. Our production plants have two ozone generators with a total capacity of 60g per hour. We discharge sewage once a week following eight-hour ozonation.

We also check the generator settings for the most efficient treatment of wastewater from pharmaceutical micropollutants. Through the Technology Transfer Center of the University of Łódź, we established contact with the Department of Environmental Chemistry, whose scientists have announced development of the most efficient ozone generator settings for Adamed products.

By ozonation, we at Adamed aim to stay ahead of the requirements of future legislative changes and reduce the impact of our activities on the natural environment as much as possible.





3. Socially responsible  
for ensuring general  
access to medicines



## Responsible business strategy



**KATARZYNA DUBNO**

Public Affairs & Market Access Director,  
Member of the Management Board of the Adamed Foundation



*At Adamed, we respond to the challenges of modern medicine by investing in science and innovation. We are an indispensable element of the system that ensures access to medicines in Poland – for 35 years, we have been developing our company in a sustainable manner. Responsible production of drugs, ensuring their availability to patients, jobs for highly qualified workers, a positive impact on the economic development and promotion of Poland in the world – these are the foundations of Adamed's operations. Since 2017, the CSR Strategy has been an inseparable element of our company's business strategy.*



Adamed's CSR strategy for 2020–2023

### WE INFLUENCE ECONOMIC AND SOCIAL DEVELOPMENT GLOBALLY

- POLISH
- GLOBALIZATION
- EUROPEAN
- ENSURING ACCESS TO MEDICINES

### WE ARE A RESPONSIBLE DRUG MANUFACTURER

- QUALITY, EUGMP PRODUCTION STANDARDS
- ETHICS
- ECOLOGY
- RESPONSIBLE MARKETING AND COMMUNICATION

### WE CREATE JOBS RESPONSIBLY

- ENGAGEMENT
- SATISFACTION
- SAFETY
- PRO-ECOLOGICAL AND PRO-SOCIAL ATTITUDE

### WE ADDRESS CHALLENGES FACING TODAY'S MEDICINE THROUGH SCIENCE AND INNOVATION

- INNOVATION
- EDUCATION, EXACT AND LIFE SCIENCES
- COLLABORATION
- PROMOTION OF YOUNG TALENT

103-2

Our activities support the UN Sustainable Development Goals – a plan agreed by representatives of UN member states, business, numerous institutions and organisations for sustainable development.

Among the 17 goals, due to the nature of the business and the initiatives taken, the following are of particular importance for Adamed:



**Goal 03**  
Good health and quality of life



**Goal 04**  
Good quality of education



**Goal 08**  
Economic growth and decent work



**Goal 09**  
Innovation, industry and infrastructure



**Goal 12**  
Responsible consumption and manufacturing



### GOOD PRACTICE

In 2018, during the Business Development Forum with the participation of Prime Minister Mateusz Morawiecki and heads of key ministries related to entrepreneurship, education and social policy, economic awards were granted. Adamed received a special distinction in the 'Corporate Social Responsibility' category. The award was granted to companies most involved in charity, pro-social or pro-ecological activities.



102-15, 102-12



## Dialogue with stakeholders

We care about relations with our stakeholders and always focus on an open dialogue. We treat stakeholder opinions as an important and valuable voice that we take into account in our activities. We believe that thanks to them, our company can better implement the strategic goals of CSR. Periodically, in order to get to know the opinions

of stakeholders better, we meet them at a dialogue session. During the conversation, the current Adamed CSR Report is also discussed – comments and conclusions are collected and used in the reporting process. In the work on this report, we used an online tool to collect as many opinions as possible.

### SELECTED ADAMED STAKEHOLDERS:



- patients
- colleagues
- business partners
- local communities
- universities and research institutions
- industry organisations
- non-governmental organisations
- non-governmental organisations
- media
- healthcare representatives
- public administration

## Ethics

We are aware of the special role of ethics in running a pharmaceutical business. Ethical standards, as the basic element of internal regulations, have always been in force in Adamed, regardless of the department, position, or business unit.

In 2018, we adopted the Code of Ethics at Adamed, the aim of which is to unite colleagues around common values and to strengthen the Compliance culture in the organisation. The Code is based on our values: Mutual Respect, Operational Excellence, Flexibility and speed of action, Quality, Openness and Innovation. In their spirit, the Code also systematises more detailed rules that we

want to follow so that company values are reflected in our daily work. These rules are also adapted to the specifics of our company and the industry in which we operate. An important part of the Code are the guidelines for the care of patients and cooperation with the scientific community, it also includes the principle that our decisions should be made with social responsibility in mind. The anti-corruption declaration and the accompanying rules regarding compliance with the gift policy and avoiding conflicts of interest are of strategic importance. The Code also specifies in detail the rules by which we want to shape our work environment to be friendly and engaging. The Code also includes, inter alia, tips on acting in

accordance with the principles of fair competition, care for natural environment, and security of information and personal data. Support in solving ethical dilemmas that we may sometimes encounter at work is provided by the test of ethical conduct included in the Code.

Our ambition is to maintain the highest ethical standards in relations with the medical community by strict compliance with ethical standards, industry codes, local legal conditions and our own internal regulations. We are a member of, among others, the Polish Association of

Pharmaceutical Industry Employers (PZPPF), the Polish Association of Self Medication Industry (PASMI), and the 'FARMACJA POLSKA' Chamber of Commerce. Through the PZPPF, we are a signatory to the Code of Conduct of Medicines for Europe (formerly The European Generic and Biosimilar Medicines Association – EGA). Medicines for Europe brings together the key European producers of generics and bio-substitutes. The ethical norms and standards contained in the Medicines for Europe Code of Conduct are implemented into our policies and procedures.



### Selected areas regulated by the Medicines for Europe Code of Conduct

**1** Meetings and hospitality

**2** Educational support for medical professionals

**3** Sponsored scientific events

**4** Educational and promotional materials

**5** Supplying samples of medicinal products

**6** Cooperation with the medical and patient community

**7** Benefits for local communities

**8** Transparency of activities

In 2018, based on the provisions of the Medicines for Europe Code of Conduct, we published the first Transparency Report containing data on the scope and nature of Adamed's cooperation with the medical community in 2017. Subsequent reports are published annually.



At Adamed, we understand the special responsibility that rests with us in connection with our marketing communication. Our advertising materials undergo thorough substantive, medical and legal verification before they reach the recipients. We also adhere to internal industry regulations, the aim of which is to promote fair and ethical advertising not only in the field of medicinal products. Since 2017, Adamed has been a signatory to the Code of Good Practice in Advertising Dietary Supplements. The Code was initiated and developed by four industry organisations – KRSziO (National Council of Supplements and Nutrients), PASMI (Polish Association of Self Medica-

tion Industry), Union of Producers and Distributors SUPLEMENTY POLSKA, and POLFARMED (Polish Chamber of Pharmaceutical Industry and Medical Devices), which associate the majority of producers and distributors of dietary supplements operating on the Polish market. It is the industry's first self-regulation in Europe. The document introduces high standards and uniform rules in the manner of communication, promotion and advertising of this category of food products. For the consumer, this means a guarantee of reliable and clear information about supplements.

## Kodeks Etyczny



Code of Ethics

1. We care about the patients' well-being
2. We support scientific thought and cooperate with the scientific community
3. We operate in accordance with the principles of fair competition
4. We do not accept any form of corruption
5. We adhere to the gift policy
6. We avoid conflicts of interest
7. We create our workplace with care
8. We care about information security
9. We proudly represent the company
10. We protect personal data
11. We care about the environment
12. We want to set a good example of the success of the Polish economy

## Pharmaceutical security in Poland

Pharmaceutical security is a product of many elements. The most important, by far, is the availability of drugs for patients – understood as fully satisfying the demand for medicinal products, as well as real purchasability through affordable prices.

In this context, the importance of the domestic pharmaceutical industry cannot be overestimated. It guarantees not only access to a wide range of products, even with increased demand for drugs, but also affordable prices. The industry is capable of taking responsibility for ensuring access to medicines in Poland on a daily

basis, under normal conditions, as well as in the event of a crisis. This is extremely important as, in exceptional circumstances, excessive dependence on imports can have catastrophic consequences, as demonstrated by examples from abroad. It is worth paying attention to one more aspect of pharmaceutical security, which is characteristic for the Polish industry. Thanks to the location of plants in Poland, supervision over their operations may be more effective, which translates into a high-quality, safe product. This topic is covered in Chapter II of this report



### KRZYSZTOF KOPEC

President of the Polish Association of Pharmaceutical Industry Employers



*The domestic pharmaceutical industry plays a key role in the healthcare system. It guarantees that Polish patients can count on safe, effective and affordable medicinal products. The Polish pharmaceutical market is still growing and is the largest in Central Europe and the sixth largest in the European Union. This means that our industry has great opportunities for development. That is why we are counting on the implementation of a drug policy by the Ministry of Health that will stimulate an increase in pharmaceutical production in Poland. In addition to guaranteeing health security for citizens, we offer the economic benefits of a developed and sustainable industry. Our industry provides a significant contribution to the economic growth of the country and increasing the level of innovation in the Polish economy.*

At Adamed, we know that ensuring access to medicines in Poland can only be guaranteed through production in the country. For our company, the Polish market has always been and will be a priority. The production of drugs in Poland also has a positive impact on the development of national economy. That is why, together with other domestic manufacturers, we conduct talks with the government about instruments that support ensuring access to

medicines in Poland, i.e. instruments of support and incentives ensuring that money allocated to reimbursement is spent in such a way as to guarantee the availability of drugs to millions of patients in Poland and returns in the form of jobs and various fees, driving the development and innovation of the economy.

Adamed's mission is to keep responding to the key challenges of modern medicine. We conduct innovative rese-

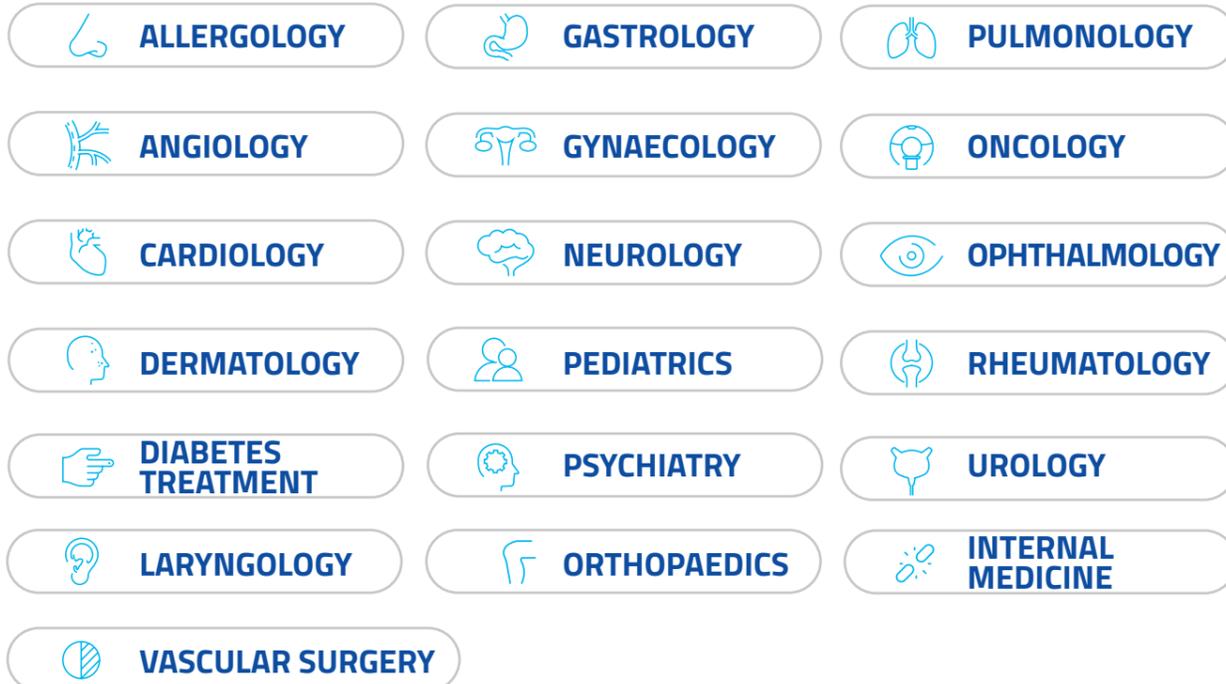


arch projects and improve the formulations available on the market. We base our activity on research and development, and we make our products available on a wide scale. We do not stop at what we have already done. We constantly observe and react to changes taking place both on the Polish and international market – we grow, and we look for inspiration and unconventional solutions.

We operate in 19 therapeutic areas, and our portfolio includes almost 500 products. We are present wherever we can help patients – products with the Adamed logo include both prescription drugs (Rx), as well as over-the-counter (OTC) preparations, dietary supplements and dermocosmetics.



## 19 therapeutic areas



102-2, 102-7

Thanks to innovative technologies and dialogue with stakeholders, we can quickly and flexibly respond to market demand. We are constantly developing, answering the challenges of modern medicine in Poland and abroad.



### GOOD PRACTICE

In 2018, we rebranded the packaging of our products. The new packaging includes a distinct and clear colour code for individual therapeutic groups.



We remove barriers to access to medicines and we are not indifferent to the needs of people with disabilities. All our packshots include descriptions in the Braille system. All our products are labelled in accordance with applicable regulations, and the leaflets attached are always in line with the Summary of Product Characteristics. Patients are given information on the active ingredient and any excipients that may affect them. The leaflet also includes information on possible adverse reactions and the effects of the medicine on driving and using machines. In 2019, we launched the Virtual Phone – a new innova-

tive platform for handling inquiries from patients, doctors and pharmacists, which improved the entire process. Messages reach us in real time, and since they are recorded, we can better address any doubts that the callers may have.

We also encourage all patients to dispose of unused medicinal products responsibly and inform them that medicines should not be disposed of via wastewater or household waste. Each package of the medicinal product also contains information about the drug availability category – whether the drug is OTC or RX.

In the years 2018–2020, no cases of non-compliance with regulations and voluntary codes concerning labeling and information about our products were reported.

417-1

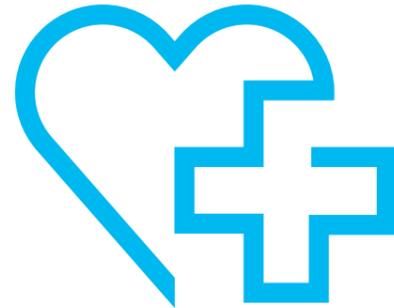


## Social programmes

At Adamed, we believe that the health safety of Poles depends not only on drugs, but also on pro-health education. That is why we have been initiating a number of health care and diagnostic programmes for many years. Our activities are also aimed at social activation of the growing group of seniors.

When preparing social campaigns, we use the experience and knowledge of our colleagues and we reach for the opinions of the greatest medical authorities in a given specialty. Our commitments, combined with modern and attractive means of communication and conducted prophylactic tests, offer a real help for hundreds of thousands of people.

We are pleased that investments in education bring results in the form of social trust in the company and a number of awards from the scientific community and institutions monitoring pro-social activities.



For Seniors AWARD  
For the University of the Third Age in Łazach in the Adamed for Seniors competition, funded by Adamed



203-1

Adamed for Seniors Polish society is getting older and, according to statistical data, the rate of its aging is one of the fastest in Europe. Our response to this challenge is the Adamed for Seniors programme.



### Adamed for Seniors includes:

- partnerships for seniors events, involving not only financial support for key events in Poland, but above all, offering medical advice and complimentary health screenings. Interested seniors can undergo free glucose level tests spirometric tests and neurological evaluations, or get information about the progress of glaucoma.
- strategic partnership with the Polish Alliance of Universities of the Third Age. Our experts conduct a series of health lectures for U3A students. We also publish articles and organise competitions for students.
- nationwide competitions for organisations supporting the activation of seniors, the aim of which is to strengthen the participation of older people in the life of local communities.



Since 2016, 'Adamed for Seniors' has been a partner of the largest senior events in Poland, such as the Senior Parade and the Generation Picnic in Warsaw, the Third Age Universities Day at the Służewiec Track in Warsaw or the Pro Seniore Picnic in Warsaw's Ursynów.



In 2019, the events held under the patronage of Adamed for Seniors gathered over 18,000 people, who were able to benefit from prophylactic tests, including blood pressure and glucose measurements, ABI tests, spirometry and consultations with a pulmonologist and a vascular surgeon. Additionally, nordic walking training sessions and individual consultations with professional trainers were available.





#### GOOD PRACTICE

In 10 Polish cities, seniors were offered free tests as part of our campaign 'Life is pulsating with open vessels'. Vascular surgeons were available for consultations in specially equipped buses, taking pulse in the limbs and performing ABI tests. Over 1,100 people were examined as part of the campaign.



#### GOOD PRACTICE

In 2018, we organised the 'Stories of Seniors' competition dedicated to all seniors with an active lifestyle. The participants only had to fill in a form available on the Adamed for Seniors website, and send an application containing a brief description of their story and a photo.

Seniors participating in the competition sent reports from their travels, holidays spent with their grandchildren, activities carried out as part of senior associations, or independent initiatives allowing them, despite their age, to develop their own interests and fully enjoy each day.

The winners received cash prizes in the amount of: 1500 PLN – 1st place, 1000 PLN – 2nd place, 800 PLN – 3rd place. Selected authors were invited to cooperate in creating a new blog related to the activity of seniors.

The aim of the competition was to encourage seniors who have not developed their own passions yet to be inspired by the stories of others and to change their lifestyle.



#### GOOD PRACTICE

In 2019, we organised the 'Adamed for Seniors' competition for the second time. Nearly 130 organisations from all over Poland submitted their ideas for activities for Seniors. From among them, we chose the best three projects and awarded them prizes of PLN 10,000, PLN 5,000 and PLN 3,000. We also awarded a Special Prize under the patronage of the Polish Society of Vascular Surgery in the amount of PLN 2,000. When assessing competition projects, the current activities of the organisation, their quality, creativity and innovation of the project as well as the needs of older people were taken into account.

- 1st place – PLN 10,000 for the University of the Third Age in Łazy. The grant was awarded for the implementation of the 12th International Sports Olympiad of the Universities of the Third Age. It is in Łazy, a town located in the Kraków-Częstochowa Upland, that the Olympic torch is lit every May in the Seniors' Olympic Village. In 2019, the event was attended by almost 1,100 players from 71 senior organisations from all over Poland. The games were watched by 2,000 fans.
- 2nd place – a grant of PLN 5,000 was awarded to the Rzeszów Community Centre for implementation of the 'Active Senior in Spring' project: a series of five pro-health workshops throughout the city.
- 3rd place and PLN 3,000 were awarded to the Bałuty Cultural Centre for activities carried out as part of the 'Łódź 60+ Academy of Health'. Thanks to funding, over a thousand seniors had the opportunity to participate in sports and rehabilitation activities, city walks, lectures and workshops. The Academy was concluded with a ceremonial final gala.



## ADAMED FOR SENIORS IN NUMBERS

|   |   |  |
|---|---|--|
| Education of seniors, including the need to read leaflets properly, and preventative healthcare                                       | <h1>28</h1> <p>Participation in 28 Senior Events, including Senior Parade, Generation Picnic, the Third Age Universities Day, Pro Seniore Picnic, Creativity Fair</p> | <h1>50 thousand</h1> <p>participants of events under the patronage of 'Adamed for Seniors' in 2018–2019</p>                                |
| <h1>7,000</h1> <p>consultations and preventative checkups, including spirometry, glucose levels, blood pressure, vascular surgery</p> | <h1>2,200</h1> <p>participants in nordic walking</p>  | <h1>50,000</h1> <p>350 Seniors and Senior Organizations took part in 3 nationwide competitions, with a prize pool of almost PLN 50,000</p> |
| Cooperation with organisations of Seniors – the Polish Alliance of U3A and the Zaczyn Foundation                                      | <h1>350</h1> <p>applications in the competition for senior organisations activating local communities</p>   | <h1>1.36 million</h1> <p>people reaching on-line in 2020</p>   |
|   |   | <h1>25 million</h1> <p>reach of media publications on the activities undertaken as part of 'Adamed for Seniors'</p>                        |

## Adamed for Seniors 2020

Caring for seniors during the pandemic has become especially important. Thanks to many years of cooperation with senior organisations, we at Adamed have always been able to respond to the needs of the elderly. Education has become a key issue, which is why we decided to conduct an educational campaign in the media for seniors, the purpose of which was to increase awareness of the coronavirus risk. In this way, we have reached 170,000 older people associated in nearly 1,200 senior organisations. To protect seniors and help them comply with safety rules, we donated seven thousand protective masks and six thousand packs of Flexinovo Forte – a dietary supplement containing nutrients supporting the proper functioning of joints and locomotor system to Senior Organizations. With the most active seniors in mind, we have also prepared on-line training courses to try at home.

We also helped seniors together with the Legia Foundation as part of the #READYTOHELP campaign. Our company funded lunches, personal protective measures, Flexinovo Forte dietary supplements and PABISEPT disinfectants.



### GOOD PRACTICE

In June 2020, we organised an online debate on 'Health in the pandemic – or how to enter the new normality in good shape and build strength to continue the fight against coronavirus?'. We also prepared a special report based on a survey among 1,100 seniors. Our report shows that senior citizens in Poland:

- do not have reliable knowledge about COVID-19 pandemic
- have problems with access to medical care
- particularly need access to specialist doctors



**Deep Breath** is a nationwide prevention and educational programme that we have been running since 2004. The programme seeks to raise public awareness of the causes and effects of such respiratory system diseases as asthma, chronic obstructive pulmonary disease (COPD), croup syndrome, and allergies.



Objectives of the Deep Breath programme:

- Increasing the knowledge of Poles about respiratory diseases
- Making the public aware of health risks related to respiratory diseases
- Educating the public about the need for early diagnosis of the disease and appropriate treatment
- Providing wider access to preventive and diagnostic tests

In the years 2018–2019, as part of the Deep Breath programme, we offered tests in a 'spirobus' – a specially equipped coach which visited many cities all over Poland.

Residents were able to take free vital capacity lung tests and consult the results with a pulmonologist. During the entire spirobus tour, 2,774 people were examined, 20% of which were referred by specialists for further diagnostics.

In 2020, we launched a new website for the Deep Breath programme ([www.glebokiodech.pl](http://www.glebokiodech.pl)), as well as dedicated Facebook and Instagram channels. In the era of COVID-19, we offered testing for patients as part of the 'Spirometry Days 2020'. We educated patients online by updating information materials, instructional videos and expert-led advice. We also carried out numerous educational activities addressed to doctors – by posting video materials with the latest knowledge on the Adamecum website.

Comorbidities with COPD



**A New Heart** (Serce na Nowo) is a programme related to cardiovascular diseases, under which we conduct educational activities and screening tests.



## NEW HEART PROGRAMME 2018–2019

Distribution of approx.

**94,000** guides

encouraging healthy eating and active lifestyles

Prevention of hypercholesterolemia, and thus protection against the development of cardiovascular diseases and their complications:

Providing free full lipid panel tests for

**12,819** patients

Offering

**800** free cholesterol tests

(by providing strips and devices for measuring cholesterol in selected locations)

approx. **550** cholesterol level tests

and approx. 1850 blood pressure measurements during the World Heart Day celebrations

Distribution of approx.

**86,000**

pressure measurement logs

In 2020, we launched a new website for the New Heart programme. It includes new guides on the prevention of heart disease, tips on healthy eating, and a special 'healthy heart calculator'. We also devoted some of the materials to the impact of COVID-19 on heart health.

From 2020, we are also publishing useful information about the heart programme on Facebook and Instagram. Together with experts, we have prepared educational videos for patients.

**Finding Yourself (Odnależć Siebie)** is a nationwide educational programme to raise awareness and build public knowledge about diseases of the nervous system. One of the biggest problems in treating mental disorders is the reluctance to contact and talk to a psychiatrist. Actions taken as part of the Find Yourself campaign break social barriers to visiting a specialist. We provide patients and their relatives with a compendium of knowledge about a given disease – all materials represent a high level of professionalism and state-of-the-art medical knowledge thanks to cooperation with experts and medical authorities. We inform not only about the specificity of diseases, but also provide practical information about methods of treatment, everyday functioning, and help for people affected by the disease.



In 2020, we launched a new website for the Find Yourself programme, where you can find various materials to help people with CNS diseases and their caregivers.

As part of the Find Yourself programme, we have also posted educational videos and distributed free guides in pharmacies and doctor's offices.

|                                |  |                                 |
|--------------------------------|--|---------------------------------|
| Depresja                       | Schizofrenia   | Padaczka                        |
| Choroba afektywna dwubiegunowa | Choroba Alzheimera   | Choroba Parkinsona              |
| Depression<br>Bipolar disorder | Schizophrenia<br>Alzheimer's disease   | Epilepsy<br>Parkinson's disease |
| O programie                    | Rozmowy edukacyjne z lekarzem na temat depresji<br>#materiały wideo  | Kontakt                         |
| About the program              | Poradniki dla opiekunów i bliskich<br>#depresja #schizofrenia #padaczka #choroba afektywna dwubiegunowa #choroba alzheimera #choroba | Do pobrania<br>#dieta           |
|                                | Guides for caregivers and loved ones<br>#depression #schizophrenia #epilepsy #bipolar disorder #alzheimer's disease                  | Contact<br>Download<br>#diet    |



GOOD PRACTICE



OUR FOREIGN REPRESENTATIVE OFFICES AND THE PANDEMIC:

**Our team in Russia** has adopted a range of internal preventive measures in the face of the pandemic to reduce the risk of the spread of the coronavirus (distribution of protective equipment, home office work, staggered working schedules for office staff, etc.). The employees of the Russian branch also offered support to healthcare workers and COVID-19 patients, e.g. by remaining in touch with them online and helping as required, e.g. in delivering food.

**Adamed colleagues in Uzbekistan** have donated free protective equipment, including face shields, masks and disinfectants, to hospitals.

**In Ukraine**, the local branch provided transport for doctors between their place of residence and medical institutions, and provided hospitals with ventilators, food, and the necessary protective equipment (masks, gloves, disinfectants).

With the best interest of healthcare professionals in mind, **colleagues from the Czech Republic** have donated CZK 100,000 to the General University Hospital in Prague for the purchase of protective clothes and equipment.

**Colleagues from Kazakhstan** have prepared a special assistance campaign for 65 vulnerable families. Together with partners (distributors, pharmacy chains and physicians), they put together baskets of staple products and delivered them to families in Almaty, Nur-Sultan, Shymkent and Karaganda.



We are an international company and our social commitment also has an international dimension.

In Spain, we have been involved in preventive women's healthcare for years. In 2018–2019, we donated 60 thousand euro to finance a research programme for the diagnosis and treatment of breast cancer.

In Spain, we also launched Adamed TV, where patients and psychiatrists can find information about pathologies of the central nervous system.



Spain



In Russia, for nearly 5 months in 2019, we conducted a campaign where 5 rubles from each packaging of Flexinovo sold went to nursing homes for the elderly. In total, we raised 90,000 rubles.

In Russia, we also launched a website dedicated to the prevention and treatment of osteoarthritis.



Russia



Ukraine

We are proud of the enormous commitment and inventiveness of our Ukrainian colleagues. This includes the 'Clean Lungs' campaign in 2019 as part of the Valuable Patient Day on one of the streets of Kiev – we offered free spirometry tests to residents along with information on the prevention of lung diseases.



## ADAMED SmartUP

Science is at the heart of every innovation and development of modern economies. Working with outstanding experts on a daily basis, we are aware of the role of education in creating a better tomorrow. Therefore, through the Adamed Foundation established by us in 2014, we initiated the ADAMED SmartUP programme – a unique project where we encourage young people to learn and we support the most talented students.

ADAMED SmartUP is addressed to teenagers, secondary school students from all over the country. With the help of modern tools, we popularise physical and life sciences and support passions and interests of especially

gifted youth. We promote and popularise knowledge through social media – Facebook and Instagram, as well as [adamedsmartup.pl](http://adamedsmartup.pl) website. One key activity is also the scholarship program, which includes an innovative research camp, individual educational consultations, and scientific financial grants.



### ADAMED SMARTUP SCIENTIFIC COUNCIL:

Marek Kulus, PhD

Andrzej Górski, PhD, MD

Michał Fedoryński, PhD, Eng.

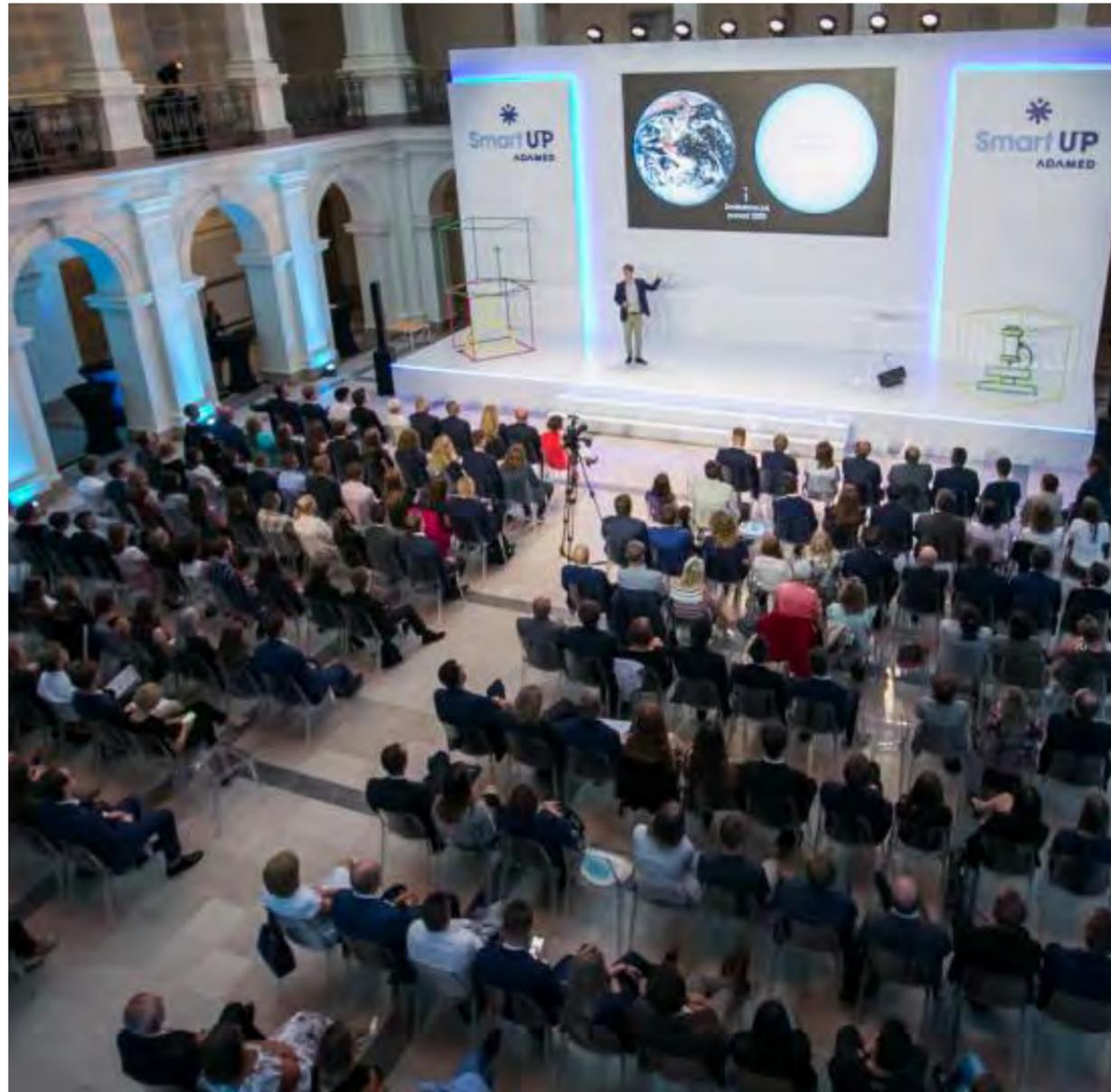
Maria Nowaczyk, PhD

Mirosław Słowiński, PhD

Andrzej Dethloff

Małgorzata Adamkiewicz, MD, PhD





ADAMED SmartUP promotes exact and natural sciences among young people and supports young scientific talents, enabling them to cooperate with the best Polish and foreign universities.

About 50,000 young people have registered to participate in the programme over the past six years. They took up scientific challenges by entering the first stage of ADAMED SmartUP, where they tested their skills in an innovative alternative reality game. What was required of the participants was, above all, a creative approach to

solving riddles, and the ability to combine facts and think 'out of the box'.

300 young enthusiasts of science went to innovative science camps organised in cooperation with the Warsaw University of Life Sciences.



**MARCIN MANIAK**

ADAMED SmartUP camp participant



*Participation in the ADAMED SmartUP Camp was, above all, an amazing time. Together with 50 other laureates of the programme, we entered the world of science, previously known to us only from popular science books or films. Visits to renowned research institutes and university laboratories have shown us a range of possibilities for further scientific development. After leaving the laboratory, however, more attractions awaited. The CookUP culinary workshop was especially memorable for me. Gathered at a table, we were able to share not only our impressions from the past day, but most of all dishes from around the world that we had cooked ourselves. Recruitment to the programme also provided me with many valuable experiences. Now, when I apply to study biochemistry in the UK, I will know how to write my cover letter and prepare for the interview.*

Every year, 10 outstanding young people are provided with individual, tailor-made educational consultations – developing their skills through, inter alia, additional classes, internships in laboratories and universities, and language classes. Every year, individuals with the highest potential,

creativity, passion for learning and motivation are awarded a scholarship for further scientific development. Scholarship holders may receive support for continuing their education, research, language learning, or internships – it all depends on their needs.



Profiles of all the winners of the ADAMED SmartUP scholarship programme are available at [www.adamedsmartup.pl](http://www.adamedsmartup.pl)



In August 2020, we organised the ADAMED SmartUP research camp online. As every year, the students were divided into four groups within their preferred fields of study, and engaged in lectures and practical workshops for two weeks. It was possible because participants

had been provided with learning materials beforehand, allowing them to carry out experiments and research in the home environment. Our remote working tools allowed efficient collaboration with the students.



Open days with ADAMED SmartUP lecturers

Before launching the camp, we made sure that no technical problems would surprise us. If a participant does not have the necessary equipment to participate in the classes, we provide him or her with it.

In September, we organised a virtual ADAMED SmartUP final gala and announced the names of 10 grand prize winners.



10

ADAMED SmartUP grand prize winners

In autumn 2020, we organised SmartUP Academy on-line workshops at the Warsaw University of Technology. The cycle consisted of 7 weekend classes on the basics of microbiology, electrochemistry or cosmetics production. All classes were very popular, but the greatest number of applicants signed up for 'Modern drug design and biotechnological drug development strategies'. In total,

97 students aged 14–19 participated in the workshops. Moreover, based on our experience from the online research camp, we provided teaching aids to the participants of two workshops, which allowed them to conduct some of the practical exercises in their own homes. The SmartUP Academy project at the Warsaw University of Technology is co-financed by the European Union.



97

students aged 14–19 took part in SmartUP Academy online workshops



The history of ADAMED SmartUP



**October 17, 2014**  
ADAMED SmartUP  
inauguration conference



**July 2015**  
the first ADAMED SmartUP  
research camp



**October 2015**  
selection of 10 grand prize winners  
of the 1st edition



**August 2016**  
the second ADAMED SmartUP  
research camp



**September 2016**  
selecting 3 scholarship holders of the 1st edition  
10 grand prize winners of the 2nd edition



**July 2017**  
the third ADAMED SmartUP  
research camp



**September 2017**  
selecting 3 scholarship holders of the 2nd  
edition 10 grand prize winners of the 3rd edition



**March 2018**  
the 1st ADAMED SmartUP  
Graduate Reunion



**July 2018**  
the fourth ADAMED SmartUP  
research camp



**September 2018**  
competition for  
teachers and schools



**September 2018**  
selection of 3 scholarship holders of the 3rd  
edition and 10 laureates of the 4th edition



**April 2019**  
the 2nd ADAMED SmartUP  
Graduate Reunion



**July 2019**  
the fifth ADAMED SmartUP  
research camp



**September 2019**  
selection of 3 scholarship holders of the 4th  
edition and 10 laureates of the 5th edition



**August 2020**  
ADAMED SmartUP  
online research camp



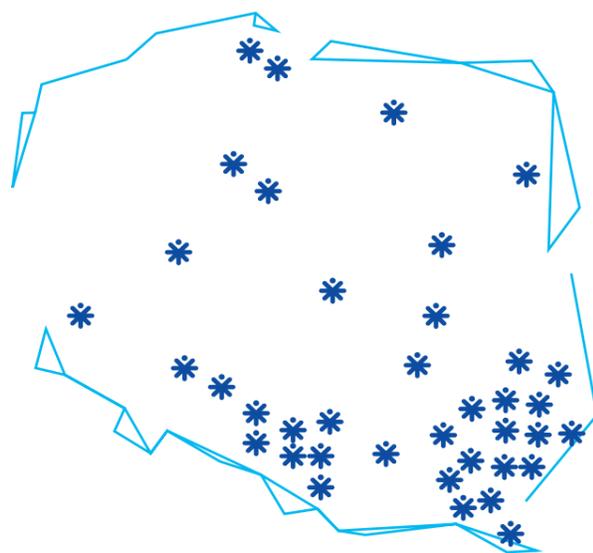
**September 2020**  
virtual ADAMED SmartUP  
Final Gala



Before each edition of ADAMED SmartUP, we organise a unique Roadshow in which we encourage students to participate in the programme. Since 2018, the Roadshow is hosted by graduates of previous editions of the project, before that, we engaged students of the best universities

in the country to help. In total, since 2014, we have visited institutions all over Poland 123 times – from Szczecin to Rzeszów, from Suwałki to Wrocław. Our meetings were attended by over 9.5 thousand students.

**POPULARIZATION OF SCIENCE:  
ROADSHOW**



**73** cities all over Poland  
**123** schools  
**9,578** students

**ADAMED SmartUP Academy**

**1,222** participants of free weekend scientific workshops

**EDUCATIONAL PLATFORM:**

- 1,474,258** views of science videos
- 499,412** visitors
- 1,583,912** website views
- 31,228** Facebook fans

**SCHOLARSHIP PROGRAM**

- approx. 50,000** registered users
- 300** participants of the innovative science camp
- 60** grand prize winners
- 12** scholarship holders



**GOOD PRACTICE**

In December 2019, the pilot edition of the ADAMED SmartUp programme was launched in Vietnam. Students from the Polish-Vietnamese Friendship Middle School in Hanoi were invited to take part in the recruitment process to select participants for the 6-month English language course with selected elements of the Polish edition of the programme.





### GOOD PRACTICE

Every year, the ADAMED SmartUP programme is complemented by ADAMED SmartUP Academy classes, i.e. free scientific workshops. During the workshops, participants are able to broaden their theoretical knowledge, but above all expand it with practice, for example by conducting their own experiments. So far, over 1,200 students aged 15 to 19 have participated in the classes. The SmartUP Academy project organised by the Faculty of Chemistry of the Warsaw University of Technology in partnership with the Adamed Foundation is sponsored by the European Social Fund as part of the Operational Programme Knowledge Education Development.



Unia Europejska  
Europejski Fundusz Społeczny



Additionally, in collaboration with the Warsaw City Hall, we hosted advanced chemistry workshops for the youth aged 15–19. All classes were held in English. The Science through English course was an opportunity for the participants not only to advance their knowledge of physical and organic chemistry but also to improve their language skills and become familiar with specialist English vocabulary, which is a must for anyone planning a career in science. Students could choose from two dedicated curricula: biology and chemistry or physics and chemistry. 60 people participated in the classes.



ADAMED SmartUP is not only science, but also teenage friendships, acquaintances and relationships with peers who share the same scientific passion. We want to maintain these ties, and at the same time enable contacts between new and previous graduates of the programme. That is why, since 2018, we have been organizing the ADAMED SmartUP Graduate Reunion – a joint meeting of the graduates of all editions of the programme. The two-

day events are a marvellous opportunity to integrate, share experiences and derive inspiration during conversations with peers. A networking session is first organised to give the participants of different editions of the programme a chance to get to know each other. Owing to its dynamic form, the session engages the participants to solve a challenge by using creativity and group work.





**NATALIA PUCZEK**

grand prize winner of the 4th edition of the ADAMED SmartUP programme.



*It was great success. We were divided into four groups and had two hours to join forces in order to develop devices capable of saving the world from a collision with an asteroid, says Natalia Puczek, the winner of the main award during the fourth edition of ADAMED SmartUP.*



The Reunion is also an opportunity for graduates to present their scientific passion. Young people share information about interesting scientific internships and extra-mural studies, and discuss the most interesting

challenges in the science world. In 2019, ten graduates gave presentations on, inter alia, electrostatic stimulation of plants, 3D design, the future of self-driving cars, or the treatment of Alzheimer's disease.



**GOOD PRACTICE**

We also support teachers. In 2018, the Adamed Foundation announced a competition for secondary schools, where the task was to record a short film on one of the proposed topics in the field of mathematics, physics, biology or chemistry. The video prepared by a teacher in cooperation with the students was to show that working with young people can be exciting and inspiring. From among all the submitted applications, the jury consisting of representatives of the Adamed Foundation and the Center for Civic Education chose three schools that received financial prizes worth a total of PLN 10,000, and also distinguished the authors of the most interesting applications, i.e. teachers of physics, mathematics, chemistry, and biology, and invited them to attend educational workshops.



## The Adamed Foundation in response to the pandemic



In response to the challenge for the medical community, which consisted in a lack of clear and precise recommendations, we established the Adamed Expert Foundation programme, supported by eminent professors and

presidents of scientific societies. In this project, we asked for the cooperation of the President of the Polish Medical Society of Radiology, President of the Polish Society of Hypertension, National Consultant in Psychiatry, and Vice-President of the Polish Association of Epidemiologists and Infectiologists.

Together we created procedures which were unique on a national scale, for example for treating pregnant patients or patients with cardiological diseases. Contrary to previously available guidelines, the procedures included, inter alia, elements of clinical trials, and were interdisciplinary – adapted to different cases and therapeutic areas.

### ADAMED EXPERT FOUNDATION SCIENTIFIC COUNCIL

**Prof. Krzysztof J. Filipiak, MD, PhD**  
President of the Polish Society of Hypertension

**Prof. Piotr Gałeczki, MD, PhD**  
National Consultant in Psychiatry

**Prof. Ryszard Gellert, MD, PhD**  
National Consultant in Nephrology

**Prof. Piotr Kuna, MD, PhD**  
Member of the Board of the Polish Society of Allergology

**Agnieszka Mastalerz-Migas, MD, PhD**  
National Consultant in Family Medicine

**Prof. Adam Nogalski, MD, PhD**  
President of the Polish Society of Emergency Medicine

**Prof. Jarosław Sławek, MD, PhD**  
President of the Polish Neurological Society

**Prof. Jacek P. Szaflik, PhD, MD**  
President of the Polish Society of Ophthalmology

**Filip Szymański, MD, PhD**  
President of the Polish Society of Civilization Diseases

**Prof. Krzysztof Tomaszewicz, MD, PhD**  
Vice-president of the Polish Association of Epidemiologists and Infectiologists

**Prof. Mirosław Wielgoś, MD, PhD**  
Head of the 1st Chair and Department of Obstetrics and Gynecology, Medical University of Warsaw

**Prof. Adam Witkowski, MD, PhD**  
President of the Polish Cardiac Society

**Jarosław Woroń, MD, PhD**  
Head of the Department of Clinical Pharmacology, Collegium Medicum, Jagiellonian University

**Prof. Dorota Zozulińska-Ziółkiewicz, MD, PhD**  
President of the Polish Diabetes Association

In 2020, the **ADAMED SmartUP podcast** was also launched, which we divided into two thematic sections. The first was devoted to challenges posed to science by climate change. Scientists from Poland and abroad explained in understandable terms how the work of scientists can help solve the biggest ecological problems of the planet. The second section was devoted to the best universities in the world – Polish students or graduates of Oxford, Stanford or the University of Technology in Zurich, associated with the ADAMED SmartUP programme, talked about the university application process, the educational offer, and student life abroad.

In October and November 2020, the Adamed Foundation conducted an educational campaign on the risk of coronavirus and methods of protection against infection. The Foundation was present on television, radio and the Internet with information materials, and the educational spots reached various age groups of recipients – schoolchildren, adults and seniors.



The coronavirus pandemic and the related sanitary restrictions had an effect on projects implemented by the Adamed Foundation. Some of the activities we had planned had to be postponed to a later date, some took place remotely. At the same time, we also launched new initiatives aimed at supporting Polish students at this exceptional time.

**The Science Through English project**, co-financed by the Capital City of Warsaw, was moved online. It is an advanced chemistry course for students from Warsaw high schools, conducted entirely in English.

Unable to meet young science enthusiasts live, we launched a **new webinar initiative** called 'Molecular biology of SARS-CoV-2 virus'. During on-line classes, participants had the opportunity to learn about the structure of viruses, the mechanism of infection, and the differences between the types of coronaviruses, and methods of fighting them. This cycle was also an opportunity to verify fake news about the pandemic appearing in the virtual space. The topic of fake news was also tackled by students who decided to play our educational online game at [www.adamedsmartup.pl](http://www.adamedsmartup.pl). Initially, it was part of the recruitment process for the 6th edition of the ADAMED SmartUP programme, but due to the closure of schools, it was made available to all interested parties. The open, attractive form allowed the players to combine entertainment with learning and offered relief from everyday school tasks.

We provided expert advice to students who had to adapt to a completely new remote learning mode. On the ADAMED SmartUP website, we published tips on the organisation of work in the home space. At the same time, through the #TeachingForHeroes campaign, we provided help to students whose parents were involved in the fight against COVID-19 and its consequences. As part of the campaign, young people were given **access to special tutoring on the nauczeni.pl platform**. We funded, among others, 1000 hours of free, individual on-line lessons. Graduates of the ADAMED SmartUP programme, who are now students of the best universities in Poland and abroad, also joined the initiative. One of the tutors is Milena Malcharek, a scholarship holder of the second edition of our programme, and currently a student of natural sciences at the University of Cambridge.





## 4. Adamed: People and values



## Our values

Our values developed by our colleagues – Mutual Respect, Operational Excellence, Flexibility and speed of action, Quality, as well as Openness and Innovation – are not abstract standards, but guiding principles that we follow at Adamed every day. These characteristics describe our organisation and constitute its foundation.

Our values know no boundaries – regardless of the country in which we operate, they remain the same and apply to all our collaborators. We have been reminding about this for years during the International Festival of Values, which takes place in Poland and in foreign representations.



**TOMASZ KRZAK**

Member of the Management Board of Adamed, Human Resources Director



*Our workers are our greatest capital, and Adamed's success depends on the people who make up the company. We are proud that our organisation includes so many outstanding specialists who share the same values as we do. Together, we create a committed team that allows us to develop innovation and pursue our mission – to respond to the key challenges facing today's medicine. The International Festival of Values is an opportunity for us to experience the concept of helping together, to bring the company values even closer to all collaborators, and to integrate between all business areas.*

In 2018, we organised our company's International Festival of Values under the slogan *Together we can help more!* Our collaborators took part in a relay, received first aid training, and benefited from consultations with specialist doctors. The Festival was complemented by the Valuable Senior's Day campaign, during which, in Poland and Kazakhstan, Adamed's associates volunteered at nursing homes. The 2018 Festival of Values abroad includes joint planting of trees in Moscow and the vicinity of Madrid, voluntary blood donation in the Czech Republic and Slovakia, and free spirometry tests in Kiev.

The 2019 International Festival of Values in Poland un-

der the slogan: *We are all together now!* was organised in the form of a picnic. Each of our company's 5 core values was featured at a separate stand with dedicated educational and recreational activities. Collaborators had the opportunity, among others, to consult a doctor, integrate during picnic games, and take part in eco-campaigns. The collaborators were also invited to compete for the Adamed Cup. Sixteen 15-person teams took part in the tournament, which consisted of five competitions. In the Czech Republic and Slovakia, our employees visited orphanages to support the children. Our colleagues from Ukraine went to the Ethnographic Museum, while in

Spain, a sightseeing tour of Madrid was a great opportunity to spend time together. Colleagues from the branch in Russia went on a boat trip, combined with a visit to the Water Museum and a workshop on the protection of nat-

ural resources. In Kazakhstan, the most attractive team activity was the creation of a work of art. It was made by 4 groups which worked on it separately and only put it together at the end.



In June 2020, we organised the Adamed Values Festival under the slogan *Separately, but always together!* For the first time in the history of our company, this event was held entirely online. The theme of the festival referred to the situation in the world that made it impossible for us to meet and celebrate this event in the same way as in previous years. The message 'Separate but always together!' was meant to show our employees that we create Adamed together and that in the face of any chal-

lenge, we are a harmonious team with a common mission, values and goals.

As part of the Festival of Values, a film competition was held with participation from our collaborators and their families from Poland and Adamed's foreign offices. The competition task was to record a short film about which of Adamed's Values helped the employees to function better during the coronavirus pandemic.





## Development without borders

Competent employees are essential to Adamed's development. All our collaborators are given access to most recent tools and technologies as well as the possibility of development and training in cooperation with prestigious research centers.

We provide everyone with a chance for broadly understood development and learning. Above all, we create a friendly and engaging work environment, ensuring the highest standards of compliance and taking care of occupational health and safety.

| Total number of employees (in persons) by gender: | Poland      | Foreign representative offices | Total       | Poland      | Foreign representative offices | Total       | Poland      | Foreign representative offices | Total       |
|---|-------------|--------------------------------|-------------|-------------|--------------------------------|-------------|-------------|--------------------------------|-------------|
|   | 2018        | 2018                           | 2018        | 2019        | 2019                           | 2019        | 2020        | 2020                           | 2020        |
| women   | 1019        | 145                            | 1164        | 1074        | 101                            | 1175        | 1085        | 131                            | 1216        |
| men   | 654         | 84                             | 738         | 670         | 62                             | 732         | 719         | 78                             | 797         |
| <b>Total</b>                                      | <b>1673</b> | <b>229</b>                     | <b>1902</b> | <b>1744</b> | <b>163</b>                     | <b>1907</b> | <b>1804</b> | <b>209</b>                     | <b>2013</b> |



### GOOD PRACTICE

In 2019, we expanded our onboarding process to include the specifics of the Operational area and Commercial Operations. It is one of the initiatives developed as part of Founder's Mentality, the key assumptions of which are:

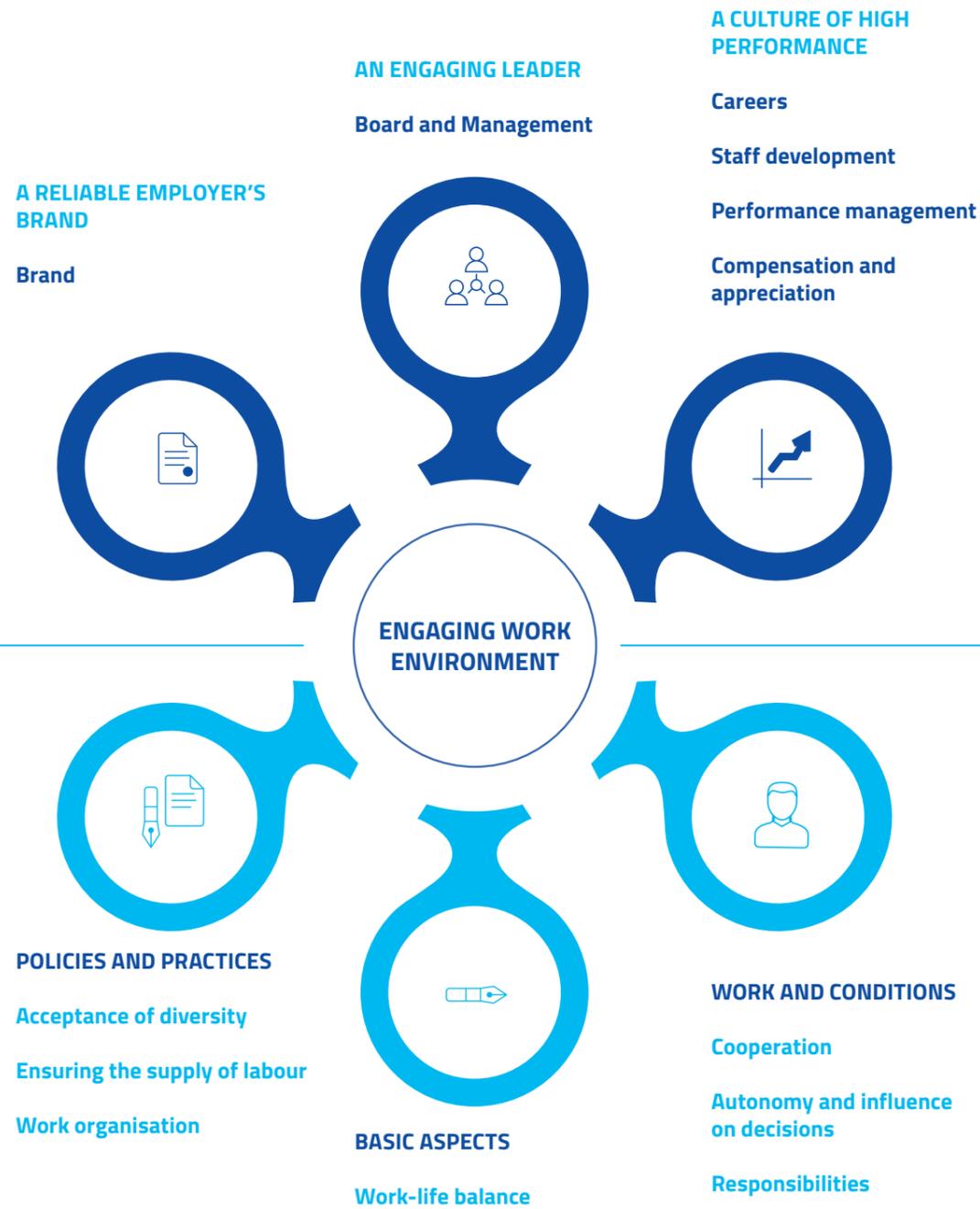
- Getting to know the work specifics of various business areas.
- Providing space for collaborators to share knowledge and exchange experiences.
- Building a culture based on interdisciplinary cooperation.

As part of the offer addressed to newly hired employees, we provide an opportunity to visit the Production and Logistics Centre and spend one day working with a Medical Consultant.





Engaging work environment



GOOD PRACTICE

In 2019, our company showcased its employment offer at the Job Fair in London, with the aim to encourage Poles in the UK to return to the country. Adamed representatives showcased employment opportunities in areas such as research and development, manufacturing, forwarding, marketing or quality control. Adamed's stand was very popular among our fellow Poles considering whether or not to relocate back to Poland. The Job Fair was organised by the Ministry of Entrepreneurship and Technology, Polish Investment and Trade Agency and the Ministry of Family, Labor and Social Policy.



At Adamed, we treat all employees equally and appreciate their diversity. We offer attractive and stable remuneration based on an employment contract. We provide all employees with appropriate working conditions and remuneration commensurate with their competences

and experience. As at December 31, 2020, 7 people with disabilities were employed in Adamed. The comfort of everyday work at Adamed is increased by attractive benefits, including:

- Private medical care – a generous package for all employees and their families
- Group life insurance – on preferential negotiated terms for employees; 50% of the basic package is financed by Adamed.
- Preferential interest-bearing loans and non-refundable hardship benefits
- Vouchers for Christmas
- Santa Claus party and Christmas packages for children
- Health Promotion Program, i.e. free preventive healthcare campaigns organised at the workplace during working hours
- Support for sports activities (including renting facilities, financing participation in runs, sports competitions, promotion of exercise and healthy eating)
- Bus for employees or co-financing for tickets
- A canteen at the workplace or lunch subsidies

103-2

401-2

In 2019, we moved to online 'Benefit Cafeteria', where employees can choose interesting benefits at attractive prices.



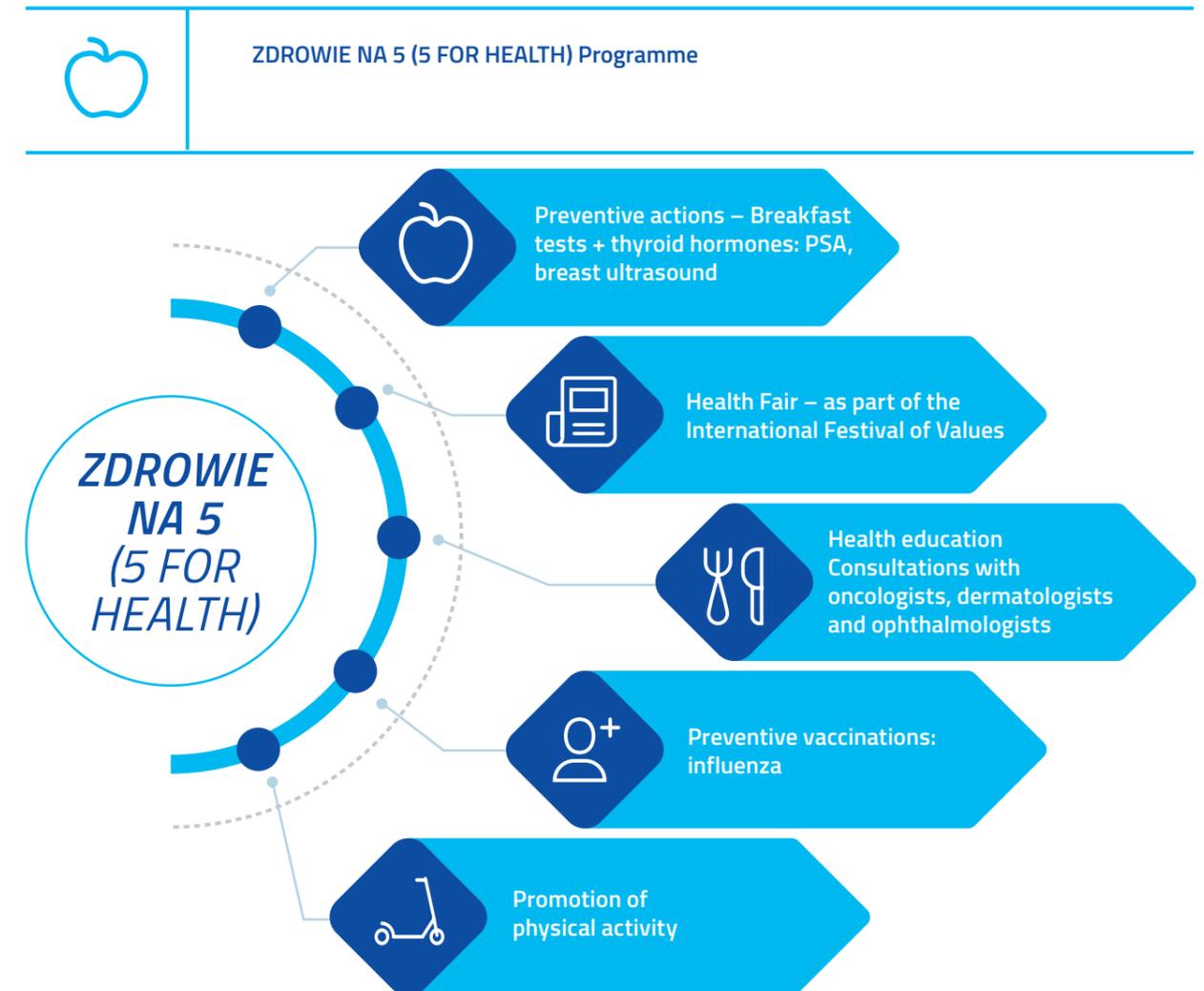
**GOOD PRACTICE**

In 2019, Adamed received the 'Pracodawca Zdrowia' ('Healthy Employer') certificate from the Ministry of Health for its above-average care for its employees and effectiveness in implementing health promotion schemes in the workplace.



All collaborators are encouraged to participate in the 'ZDROWIE NA 5' ('5 FOR HEALTH') programme created to promote a healthy lifestyle and preventive healthcare campaigns offered by Adamed. As part of the programme, in 2019 alone, we conducted over a thousand tests and preventive vaccinations. In addition, we organised a Health Fair during the Festival of Values, and set up Fruit Tuesdays, i.e. healthy vitamin-rich snacks offered to Adamed workers every Tuesday. The programme also includes preventive healthcare meas-

ures. As part of the #STRONGERTOGETHER campaign, we educate our employees on neoplastic diseases and promote regular health examinations. We organised webinars with cancer experts and shared 720 codes for free cancer marker testing for women and men. With the participation of our employees, we also completed a sports challenge, thanks to which Adamed donated 32,000 PLN to our colleagues fighting cancer. Over 70 people took part in the challenge.



## The benefits of engagement

Adamed is a company based on people – which is why their opinions about the workplace matter. Since 2013, we regularly survey the level of commitment and job satisfaction. In 2018, we conducted the third edition of the Engagement Survey and the first ever Pulse 2018 engagement survey in Spain, Russia, Ukraine, Kazakhstan, the Czech Republic and Slovakia. The aim is to look at our company from the perspective of all collaborators

and to identify both those areas that make Adamed a unique workplace, as well as those that require improvement. The survey is very popular among our collaborators – in 2018, we achieved a record turnout of 92%. Thanks to the survey, we were able to learn the opinions of our colleagues on many issues, ranging from the company's culture to work environment, and many detailed aspects related to individual jobs.



The pandemic further strengthened the need for intra-company dialogue. In order to best respond to the needs of our crew, in May 2020 we asked all Collaborators in Poland to take part in a Pulse survey on 'Work in the times of COVID-19'. The survey covered a range of topics such as well-being, security and health, communication, or effectiveness of remote work. We are pleased that support and care from other collaborators were rated very high (90% of positive responses), as well as support from

superiors (84% of positive responses). This confirms that during the pandemic, we are apart but always together.



COVID-19 SURVEY  
Pulse Check 2020



### GOOD PRACTICE

We care about the safety of employees. For example, we have been cooperating with the Toyota Driving Academy since 2017 and improved safe driving competences of several hundred of our collaborators.

Our new company vehicles are all equipped with a technically advanced active safety system based on innovative electronics, which significantly minimises the risk of collision.



As a result of all this, the Adamed team won second place in Corporate First Aid Team Championships. Our team defeated, among others, the representatives of the Police and City Guard.



## Professional development

The success of each company is based on the knowledge, experience and commitment of its crew. We want Adamed to be a place that supports professional ambitions of every employee and allows for systematic development of competences. We clearly define career paths in each business area, and the promotion criteria

are transparent and known to all collaborators. The history of our company proves that development of people working at Adamed translates into the success of the entire company. We monitor the training needs of our colleagues on an ongoing basis and periodically update the company's personnel strategy.



103-2

Whilst caring for the development of our colleagues and the entire organisation, we do not forget about the development of managers and their leadership skills, which translate into building an engaging work environment and implementation of the company's business strategy. As part of development activities addressed to managers, we have built a comprehensive LEAD UP programme aimed at developing managerial and leadership skills. There are three different paths within the programme:

# LEAD UP

FIRST TIME MANAGER

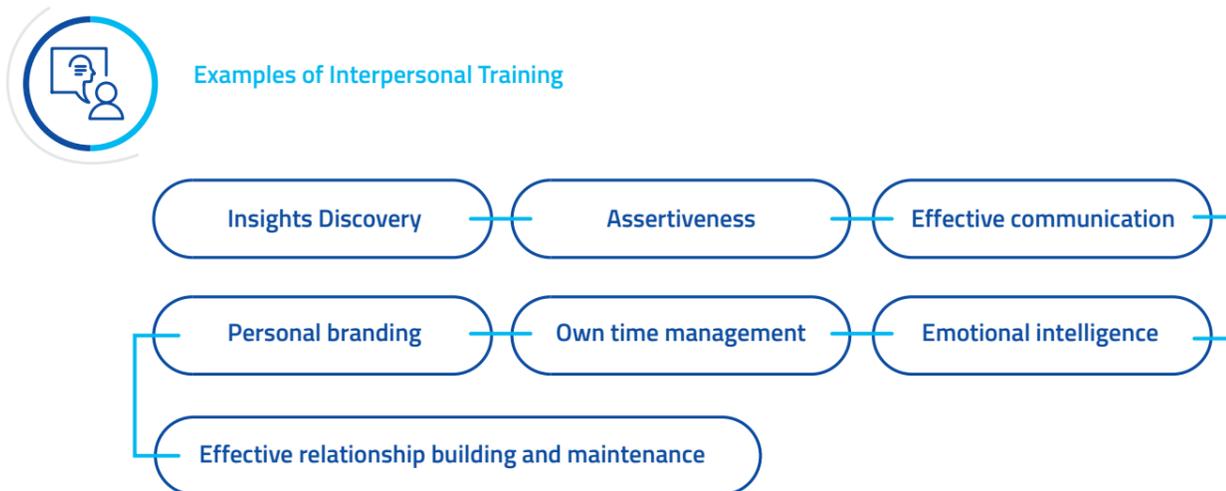
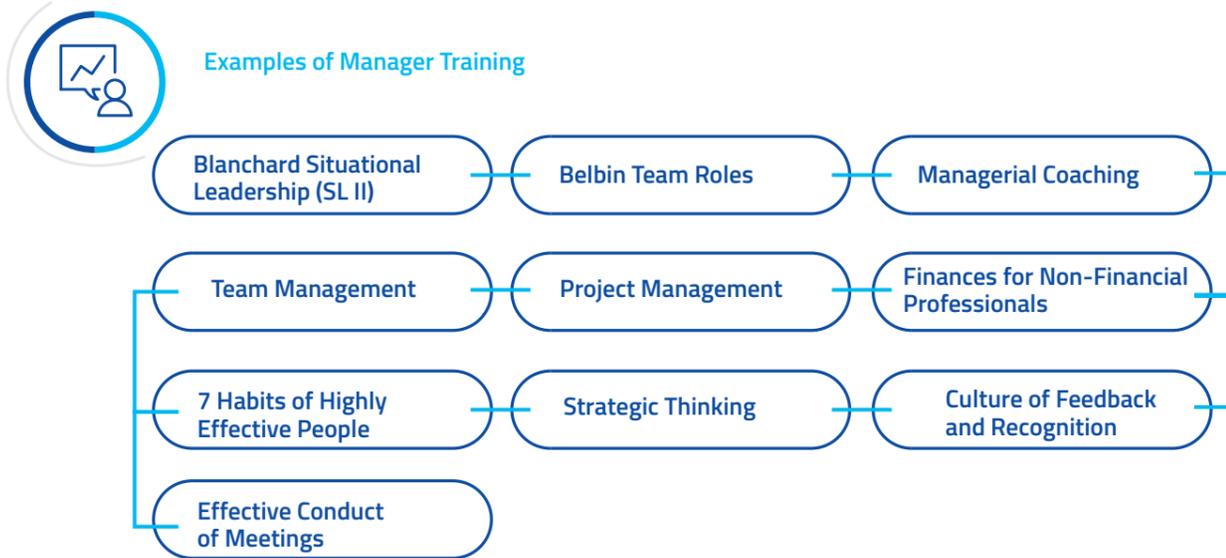
- **First Time Manager** – a comprehensive programme aimed at newly appointed managers (internal promotions) and managers joining Adamed from the outside (new managers learn about HR processes and share leadership language and practices). As part of the programme, managers learn about the key tasks of a manager, prepare for the role, and develop key managerial skills (e.g. situational management, building authority, feedback, etc.), or learn about HR processes and the related manager tasks (e.g. labour law, recruitment, evaluation system).
- **Leadership Academy** – a programme aimed at experienced team managers to improve and develop leadership skills, exchange knowledge on a number of training topics within several thematic paths (e.g. building commitment, a leader in the VUCA world, remote team management, intergenerational differences, Design Thinking, Continuous Improvement, etc.).
- **Leadership Summit** – an inspirational event addressed to all Adamed managers, aimed at inspiration with new leadership trends, exchange of good practices, and integration of Adamed managers.

In 2019, we also started a development programme for Leaders and Managers of the Production and Maintenance Department. The Production Leader Academy also fits in with the Company-wide Initiative of 'Development of Leadership Competencies' – in response to the needs identified in the PULSE 2018 Engagement Survey. Programme participants went through a diagnostic stage during which each manager attended an individual feedback session; then a programme was developed to define specific development activities. Activities within the Production Leader Academy are carried out in the 'Leadership in action' methodology, which means training and tasks aimed at increasing practical skills, and on-the-job training.



As part of development activities addressed to managers and their teams, we also conduct individual coaching (using external and internal coaches) or team workshops supporting the processes of team building and integra-

tion, which translates into greater effectiveness of co-operation and task execution, as well as job satisfaction for our collaborators.



Innovation, Mobility, Development

**DEVELOPMENT**  
skills / competences and strengthening one's professional position

**LEARNING BY DOING**  
learning through experience in an international environment

**EXPERIENCE**  
unique experience and participation in international projects

**GLOBAL MINDSET**  
building business and cultural awareness as well as a wider view – an international perspective

**DIVERSITY**  
participation in building an international organisation culture

**SAFETY**  
travel security in accordance with the mobility policy guaranteed by the employer

**GOOD PRACTICE**

The international development of our company is also an opportunity for our associates to pursue their professional passions in Adamed structures abroad. Since 2017, we have a Mobility Policy offering selected employees the opportunity for professional development and gaining experience in our branches around the world.

CSR REPORT 2018-2020



A talent at Adamed is an employee who:

- ☞ Has a broad business perspective
- ☞ Has the courage to question the status quo while proposing new/constructive solutions
- ☞ Has the potential for development and the ability to quickly acquire knowledge
- ☞ Has the potential to take a position in a new area of activity
- ☞ Has the potential to take on new tasks or responsibilities in a new area
- ☞ Is highly motivated to work and develop
- ☞ Has the ability to flexibly adapt to new conditions
- ☞ Is an ambassador for change
- ☞ Builds and maintains good relations with co-workers
- ☞ Is involved in additional tasks and projects, including cross-functional projects
- ☞ Takes full responsibility for their tasks
- ☞ Is a role model in the context of Adamed's values
- ★ Speaks foreign languages
- ★ Realises their goals and tasks to the fullest



The development of our organisation is impossible without highly qualified collaborators. We pay special attention to Talents, i.e. people with high professional predispo-

sitions and potential for development. Each such person can count on a special programme of comprehensive competence development within Adamed's structure.



GOOD PRACTICE

EXPERT 2 EXPERT

Since 2020, Adamed has been successfully running the Expert2Expert Programme. It is an initiative bringing together colleagues who develop their coaching competences within our organisation. Expert2Expert was created based on the idea of sharing knowledge. It is created by employees for other employees. It is thanks to internal trainers that we organise the Science Festival twice a year, which is addressed to all employees. Each edition of the Festival ranges from soft training, such as ongoing feedback or the art of presentation, to specialised training, such as a process map generator or advanced Excel. In addition to training, we have developed a know-how database as well as inspiring videos to support the development of skills. In 2020, as part of the Science Festival, internal trainers together with the Training and Development Team prepared 119 training sessions for our company's associates.

In order to ensure the highest quality of our products, key people in critical positions for the organisation may be covered by specially developed Individual Development Plans. The goal is not only to develop the knowledge and skills necessary to perform specific roles, but also to improve business awareness.

In 2018–2019, we ran an internal development programme 'Let's Reach for the Stars' addressed to our sales staff. The participants of this programme took part in numerous development activities within four paths – managerial, coaching, marketing, and sales.

As part of the programme, the laureates participated in development workshops (e.g. Finance for Non-financial Professionals, 7 Habits of Highly Effective People, Project Management), as well as tailor-made training courses supporting individual development paths.

Other benefits for the participants include:

- one-week internship in one of the business areas in line with the mentoring process,
- priority in co-financing for any selected postgraduate studies,
- the opportunity to participate in any chosen training, conference, or seminar in Poland, in accordance with their individual development plan,
- priority participation in internal recruitment projects in the area of sales and marketing.





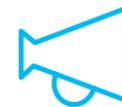
## GOOD PRACTICE

In 2019, we launched the annual Transformation Leadership Program for sales managers. The objective behind the programme was to develop leadership skills and boost cooperation between managers through the exchange of know-how and good practices (e.g. through peer coaching or training workshops in various groups and work on case studies of participants). The programme covered all sales managers: Regional Sales Managers, Field Force Managers and Business Unit Directors.



The year 2020 changed our way of functioning and naturally also brought changes to the company's Competency Model. Together with managers, the management team and external experts, we have developed a new model – combining the strength and basis of our company's success with the needs of the future. The new Adamed competence model has began to apply since 2021. In January 2020, we introduced a new policy for subsidising tuition (postgraduate studies, doctoral studies and foreign language courses), which regulates the rules of granting subsidies and simplifies the entire process. The rules are consistent and transparent throughout the or-

ganisation, making it possible for every Adamed employee to apply for funding. Since March 16, 2020, all trainings have been held exclusively on-line, in a way guaranteeing effective and engaging learning. We did not slow down – between March and the end of April 2020, only for our sales employees, we organised over 100 lectures, webinars and training courses, both on medical topics, products and general business. We have maintained and expanded all development programmes for our collaborators. We have adapted their content to meet the challenges of the current situation and prepare us to work in the post-covid world.



## GOOD PRACTICE

27 of our employees are PhDs\*. Adamed's collaborators can pursue further academic degrees based on research carried out in the company, and we provide doctoral students with our technological facilities and expert consultations. We also joined the 'Implementation doctorate' programme organised by the Ministry of Science and Higher Education. The programme is addressed to people starting doctoral studies, and its main assumption is to educate a doctoral student in cooperation with the employer and to prepare a doctoral dissertation related to the operation of the enterprise.



\* dane na koniec 2020 roku



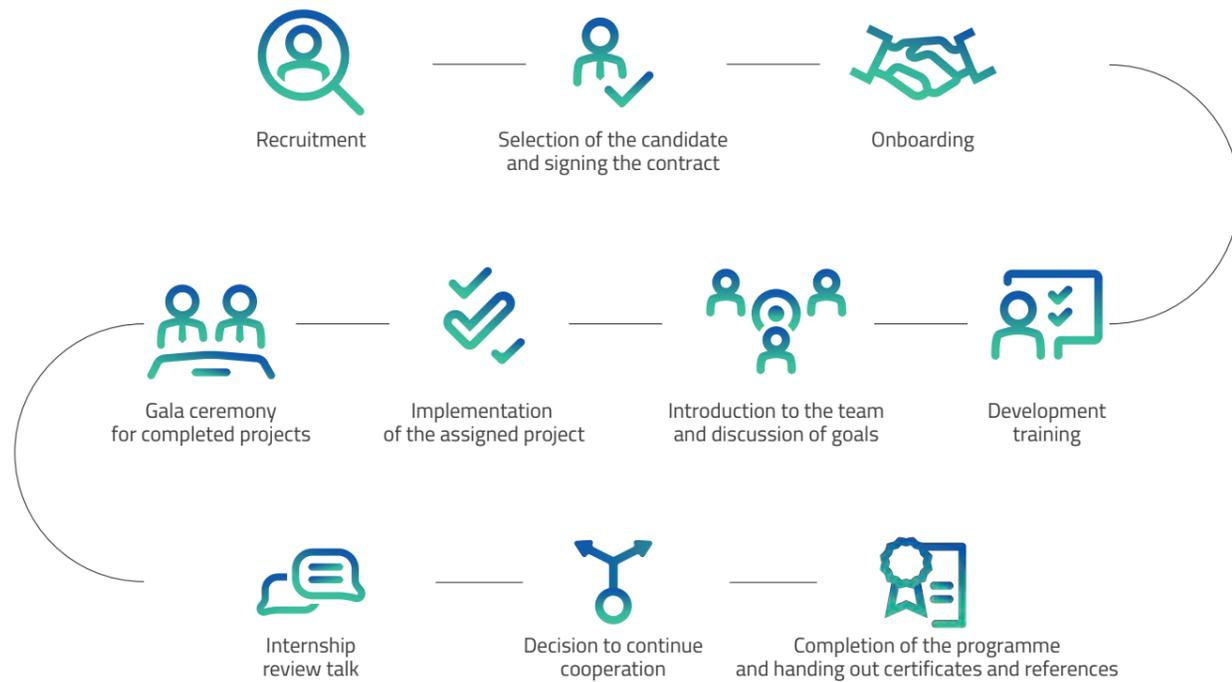
## Internships and apprenticeships

We encourage young people to get to know Adamed better during free and paid internships organised in various units of our company. In 2018, we launched the Adamed Super League internship programme, tailored to the needs of young people at the beginning of their professional career. As expected by participants, the programme is based on clear rules and the promise of a credible development path. The value of the programme is also that the interns can implement specific business

projects, which are also aligned with the company's strategic goals. In line with the assumptions, people who during their 6-month internship implemented the best projects and received a recommendation from their supervisors, received an offer to continue their professional career at Adamed. We are proud that as many as 67% of participants continued their cooperation with Adamed after the internship.



### Step by step internship



## Kaizen

Since 2015, Adamed production plants have been running Kaizen – a programme for continuous improvement of working conditions, increasing the level of safety, and reducing costs. According to Kaizen, by implementing small improvements (kaizens), collaborators can make the entire organisation improve faster and faster gain competitive edge. We are pleased to see that our collaborators are constantly demonstrating extraordinary innovation, which is why in 2019, during the International Festival of Values, we announced an extension of the programme to all Adamed's business areas. Ideas submitted as part of the project are often surprising, and the resulting improvements prove that an employee suggestion system is indeed necessary. The principles of the Kaizen programme also allow for group submissions, because we believe that team input is necessary on the path of an organisation striving for operational excel-

lence. Employees can submit their ideas on-line through a dedicated Kaizen Platform. For each submitted idea, a special committee can award points, which can then be used in the MyBenefit cafeteria or donated to charity. In 2018, 180 people took part in the Kaizen programme, submitting a total of 551 applications. In 2019, following the expansion of Kaizen to the entire company, we recorded a record number of 841 submissions from 832 participants. 601 ideas have been implemented. By the end of November 2020, 392 of our employees took part in the Kaizen programme. 837 improvements were submitted, of which 639 were implemented and rewarded. Participants were awarded 7,207 Kaizen points, or 72,070 points in the MyBenefit cafeteria – one point in the cafeteria is worth one Polish złoty. Points could also be donated to one of the charity foundations supported by the programme.

### KAIZEN 2018–2020



## Volunteering

We value employee volunteering. All people who decide to devote their time and energy to helping others can count on Adamed's support – we believe that such initiatives build the culture of our organisation.

### Volunteering at Adamed:

- Regular co-financing of gifts for Christmas and Children's Day for 120 children in Children's Homes in Radoryż Smolany, Płońsk and Komorniki.
- Collection of food for a flooded dog shelter in Wadowice – in a week we raised 300 kg, and the dogs also got new leashes and collars.
- Joint planting of trees in Porszewice and cleaning of the Kampinos National Park on Earth Day. Thanks to the active participation of our collaborators, 1,600 trees were planted and hundreds of kilos of rubbish were collected.
- First aid classes for children at the School and Pre-School Complex No. 7 in Warsaw, organised by the R&D and BGP Analytics departments. During classes, there was also a presentation of protective measures used in analytical laboratories when there is a risk of harmful chemicals (e.g. concentrated acids or bases) or physical agents (e.g. UV radiation, lasers).
- Collection of clothes for a hospice in Łódź – in two locations at our company, Pieńków and Pabianice, we set up containers for unwanted clothes. Each kilogram of collected items means 2 PLN for the GAJUSZ Children's Hospice in Łódź. The action is carried out as part of the action 'Helping through clothing'.
- Partnership of the 26th Great Orchestra of Christmas Charity Grand Finale in Pabianice.
- Participation of collaborators in the Szlachetna Paczka (Noble Gift) campaign.
- Collection of screw caps, thanks to which several dozen children from a Children's Home visited the Safari Zoo in Borysew.
- Collection of funds for the construction of a playground at the Children's Home in Poroszewice near Pabianice – during the conference 'POZytywne 3.0. always active', where Adamed was the main sponsor, as part of the campaign 'Every step has power', conference participants were engaged in action – each of them received a pedometer, and points were awarded for each step and translated into financial support.

In 2020, our collaborators did not forget about the most needy. Kids in Children's Homes in Adamów and Płońsk, as every year on Children's Day, could count on the help and commitment of Adamed's collaborators, who collected and handed over dozens of gifts, including toys, cosmetics, clothes, as well as household appliances for older pupils.

Our company has also become a partner of the #READYTOHELP campaign of the Legia Foundation, the first comprehensive campaign providing direct help to Warsaw seniors. We joined the project as volunteers as part of so-called #WednesdayswithAdamed. We funded lunches, personal protective measures, Flexinovo Forte dietary supplements and PABISEPT disinfectants. During the first edition of the campaign, together with Legia and other Partners, we managed to help 2,415 seniors by providing and financing over 32,000 meals.



### GOOD PRACTICE

Our Adamed Blood Donors Club associates about 50 people. We are proud to announce that in 2018–2020, our blood donors won the first place among businesses in Pabianice district, donating over 60 liters of blood each year. Our collaborators in Russia are also donating blood.



For the HDK PCK Club at Adamed Pharma S.A. for donating 68,550 liters of blood in 2020



## Sport

At Adamed, we promote sports and a healthy lifestyle. From yoga and pilates classes, through running and cycling, to skiing, Adamed’s collaborators have the opportunity to improve their sports skills in company teams. As Adamed’s representatives, they successfully take part in competitions in Poland and abroad.

For Adamed employees who want to start their adventure with sport, but lack info or motivation, we have created the **FUN RUN & MORE** platform, which gives the opportunity to exchange experiences and inspiration in building a healthy lifestyle. The platform was launched in 2017 and has been a place to exchange ideas, motivate, and arrange training together. We are pleased to announce that every year – individually or in groups – representatives of Fun Run&More take part in many sports events all over Poland.

### FUN RUN & MORE PROJECT IN THE EYES OF OUR COLLABORATORS

**84%**

people claim that the activities undertaken as part of Fun Run & More had a positive impact on increasing their sports activity.

**98%**

people said that activities such as competitions during training, organised as part of the programme, were needed.

**95%**

of the respondents declared their willingness to take part in similar initiatives in the future.

**44%**

people indicated that they spent their time actively 5 or more times a week during the competition.

#### The Fun, Run & More project in 2018 and 2019

- Competition for the **duration of training**
- Competition for a **photo from active holidays**
- Competition for the **highest number of calories burned in 20 days**
- Participation in Run Warsaw
- Participation in the **3rd Eagle Run** and victory for Przemysław Arnold, senior analyst from the Strategy and Investment Area
- Participation in the **Independence Run** and the **Warsaw Santa Run**



#### GOOD PRACTICE

Our collaborators take part in external sports events as Adamed teams. In Pabianice Half Marathon 2019, we were represented by representatives from three locations – Pabianice, Ksawerów and Pieńków. In the Polish Championships of Doctors and Pharmacists in road cycling in Bychawa, in which we participated for the eighth time, our cyclists stood on the podium in several categories.





The real passion of Adamed's employees is skiing. Two key ski events took place in the 2018/2019 season – the IX Adamed Cup Ski Championship and the XVII Polish Pharmaceutical Companies Alpine Ski Championship. The Adamed Championship was exceptional because, for the first time in the history of our company, our colleagues from our foreign offices – the Czech Republic and Slova-

kia – also participated. A group of over 70 skiers came to Białka Tatrzańska, united by their sporting ambition and the desire to strengthen the Adamed ski team. We are also happy to inform you that during the 17th Polish Championships of Pharmaceutical Companies in Alpine Skiing, our team won two silver medals in team competitions.



GOOD PRACTICE

In 2018 and 2019, Adamed took part in the 'Everyone to the Paddles' campaign organised by the Legia Warszawa Foundation. In 2019, charity rowing at the Legia stadium supported the Foundation of the Institute of Mother and Child in the 'Add to the beds' campaign.



## Saint Nicholas' Day

For years, we have emphasised that Family is precious. Therefore, every year during the holiday season, we organise unique St. Nicholas' Day events for the children of our employees. The events delight guests both young and old, transporting them into a festive, magical and

fairy-tale family world. In 2018, we took children and parents on an intergalactic journey to four festive planets, and in 2019 we were inspired by themes from the movie 'The Nutcracker and the Four Realms'. In 2020, we organised St Nicholas Day online.





## Caring for employees during the pandemic

In Adamed, we established a commission monitoring the epidemiological situation as early as in February 2020. Foreign business trips and delegation visits were cancelled. All persons who returned from abroad were sent to a 14-day quarantine. We have also launched extensive information activities for our employees.

In March, we introduced remote work wherever possible. In areas where the presence of our employees was necessary (especially in the production department), we have tightened the already very strict hygiene requirements. Regular disinfection of the common areas, as

well as documents, was introduced. We equipped our workers with personal protective measures, and temperature was measured for everyone entering the company. We also provided our employees with, inter alia, influenza vaccination and access to PCR and antigen tests.

In the difficult time of social isolation, our collaborators could also count on free and anonymous psychological help, on-line sports training or on-line Christmas meetings. For children, we have prepared a special Adamed platform with educational and entertainment materials.





## 5. ABOUT THIS REPORT

## About this report

This report covers our corporate social responsibility activities for 2018–2020. Previous reports – until 2017 – were issued on an annual basis. The scope of data applies to the following entities: Adamed Pharma S.A. and the Adamed Foundation.

In the years 2018–2020, there were no significant changes that would require correction of the information contained in the report for 2017.

The report was prepared in accordance with the guidelines of International Non-Financial Reporting Standard GRI Standards

for 'Core' option, and was subject to independent verification by an external company. The process of defining materiality was carried out in accordance with the GRI guidelines.

The report was based on the CSR Strategy and cyclical dialogue with internal and external stakeholders. The materiality of individual topics for the company was determined, inter alia, during strategic meetings of management representatives and through online surveys among external stakeholders and collaborators.

## Stakeholders



Stakeholders are entities that we influence as a company and who influence us through their activities.

**The key groups of Adamed's stakeholders are:** patients, employees, business partners, local communities, universities and scientific institutions, industry organisations, non-governmental organisations, representatives of health care and public administration.

We conduct a long-term dialogue with them, in a form and frequency suitable for a given group, including through meetings, conferences and regular events; online tools (surveys, websites, social media), satisfaction surveys, and intranet.

### Key topics for stakeholders:

- Responsibility to the market: direct and indirect impact; customer health; pharmaceutical security; innovation, research and development; ethics and compliance.
- Responsibility to the natural environment: measures to minimise the impact on the environment.
- Responsibility in the workplace: safe working conditions; training and development; organisational culture based on values and ethics.
- Responsibility towards society: social programmes, support for young talents.

## Acknowledgments



We would like to thank all the people who contributed to this report. We would like to thank our collaborators for their help in collecting materials, substantive consultations, and involvement in the content. We would also like to thank external stakeholders for discussions on the report and guidance on its content. We welcome comments and suggestions from all readers of the report.

We encourage you to contact us and send your opinions to the following address: [csr@adamed.com](mailto:csr@adamed.com)

**KATARZYNA DUBNO**

Public Affairs & Market Access Director

**MARTYNA STRUPCZEWSKA**

Head of External Communication and CSR



## 1) 1) Energy consumption by the organisation

|               | Total energy consumption from non-renewable resources (own or purchased) in joules or a multiple thereof, broken down by type of raw material | 2018            | 2019            | 2020             |
|---------------|---|-----------------|-----------------|------------------|
|               |   | Values (MWh)    |                 |                  |
| Non-renewable | coal  | 0               | 0               | 0                |
|               | natural gas   | 9,692.4         | 9,331.3         | 9,822.9          |
|               | heating oil   | 51.4            | 356.2           | 395.0            |
|               | diesel  | 13,165.4        | 12,799.3        | 5,296.1          |
| <b>Total</b>  | <b>Total consumption</b>  | <b>22,909.2</b> | <b>22,486.8</b> | <b>15,514.0</b>  |
|               | Total consumption of own produced or purchased energy broken down into: electricity, heat in joules or multiples thereof                      | Values (MWh)    |                 |                  |
|               |   | 2018            | 2019            | 2020             |
|               | electricity   | 14,170.5        | 14,248.0        | 13,929.8         |
|               | heat energy (including steam consumption, cooling energy consumption)   | 5,518.2         | 4,982.3         | 5,045.5          |
| <b>Total</b>  | <b>Energy consumption</b>   | <b>19,688.7</b> | <b>19,230.3</b> | <b>18,975.1</b>  |
|               | Total energy sales broken down into: electricity, heat, cooling and steam in joules or multiples thereof                                      | Values (MWh)    |                 |                  |
|               |   | 2018            | 2019            | 2020             |
|               | Total electricity sales   | 195.2           | 153.5           | 106.3            |
|               | Total heat sales (net)  | 120.2           | 93.5            | 77.8             |
| <b>Total</b>  | <b>Sales</b>  | <b>315.4</b>    | <b>247</b>      | <b>184.1</b>     |
| <b>Total</b>  |   | <b>42,142.6</b> | <b>41,470.1</b> | <b>34,304.96</b> |

302-1

## 2) Raw materials

| Item          | Materials used by weight (t, m <sup>3</sup> )   | Total consumption (weight / volume) |         |         |
|---------------|---|-------------------------------------|---------|---------|
|               |   | 2018                                | 2019    | 2020    |
| Non-renewable | natural gas [m <sup>3</sup> ]   | 901,829                             | 830,284 | 881,858 |
|               | heating oil (m <sup>3</sup> )   | 5.12                                | 35.5    | 39.37   |
|               | diesel fuel (tonne)   | 1,093                               | 1,062   | 439.51  |
|               | other (t, m <sup>3</sup> ) – petrol (tonne)   | 72                                  | 139     | 292.975 |
|               | Consumption of other non-renewable resources and materials (for operational needs of the organisation, e.g. paper, toners, batteries, rock salt, lime) (t, m <sup>3</sup> ): – XERO paper (tonne) | 17                                  | 9       | 12      |
| Renewable     | Wood placed on the domestic market – wooden pallets (tonne)   | 279                                 | 304     | 230     |

301-1

| Total weight of non-hazardous and hazardous waste by treatment method | Weight of waste in 2018 [Mg] |                 | Weight of waste in 2019 [Mg] |                 | Weight of waste in 2020 [Mg] |                 |
|---|------------------------------|-----------------|------------------------------|-----------------|------------------------------|-----------------|
|   | safe waste                   | hazardous waste | safe waste                   | hazardous waste | safe waste                   | hazardous waste |
| Recycling (including organic recycling e.g. composting)               | 203.4                        | 0.3             | 255.849                      | 0.21            | 224.647                      | 0.53            |
| Recovery, including energy recovery                                   | 65.332                       | 28.962          | 69.537                       | 50.43           | 81.58                        | 52.297          |
| Incineration (or use as fuel)   | 0                            | 11.672          | 0                            | 13.239          | 0                            | 13.28           |
| Landfill  | 0                            | 8.4             | 0                            | 0               | 0                            | 0               |
| Other: Disposal: neutralization/solidification                        | 1.2                          | 122.8556        | 2.624                        | 104.009         | 0.867                        | 109.033         |
| <b>Total</b>  | <b>269.932</b>               | <b>172.1906</b> | <b>328.01</b>                | <b>167.888</b>  | <b>307.094</b>               | <b>175.14</b>   |

306-2

| Percentage of materials recovered from sold products and their packaging, by material category.                          | 2018         | 2019       | 2020         |
|--|--------------|------------|--------------|
| Amount of materials and product packaging recovered within the reporting period [kg]                                     | 634,133.25   | 592,419.31 | 628,587.92   |
| Number of products placed on the market during the reporting period  | 1,039,563.00 | 971,179.00 | 1,030,472.00 |
| Rate of recycling and recovery of packaging placed on the market, by material category: paper, glass, plastic, aluminium | 61           | 61         | 61           |
| Amount of materials and product packaging recycled within the reporting period [kg]                                      | 582,155.11   | 543,860.35 | 577,064.32   |
| Number of products placed on the market during the reporting period  | 1,039,563.00 | 971,179.00 | 1,030,472.00 |
| Rate of recycling and recovery of packaging placed on the market, by material category: paper, glass, plastic, aluminium | 56           | 56         | 56           |

301-3

## 3) Total wastewater discharge by destination

| Place of wastewater disposal  | Volume (in m <sup>3</sup> ) 2018 | Volume (in m <sup>3</sup> ) 2019 | Volume (in m <sup>3</sup> ) 2020 |
|---|----------------------------------|----------------------------------|----------------------------------|
| To surface waters (lakes, rivers, etc.) without rainwater. Discharge of leachate from the Water Treatment Station and Reverse Osmosis from the Plant Boiler House to the Dobrzyńska River | 1,922.9                          | 1,929.2                          | 1,939.8                          |
| To municipal water and sewage companies   | 40,777.4                         | 41,048                           | 61,182                           |
| Sum total of wastewater   | 42,700.3                         | 42,972.3                         | 63,121.8                         |
| Wastewater treatment method   | Volume (in m <sup>3</sup> ) 2018 | Volume (in m <sup>3</sup> ) 2019 | Volume (in m <sup>3</sup> ) 2020 |
| Pre-treatment by organisation: (aeration + averaging of wastewater in the control and measurement well S1 + S2)   | 29,582                           | 28,223                           | 46,700                           |
| In the sewage treatment plant   | 40,777                           | 41,048                           | 61,182                           |
| <b>Total wastewater treated</b>   | <b>40,777</b>                    | <b>41,048</b>                    | <b>61,182</b>                    |

306-1



## 4) Total wastewater discharge by destination

| Place of wastewater disposal  | Volume (in m <sup>3</sup> ) |                 |                 |
|---|-----------------------------|-----------------|-----------------|
|   | 2018                        | 2019            | 2020            |
| To groundwater  | 0                           | 0               | 0               |
| To surface waters (lakes, rivers, etc.) without rainwater. Discharge of leachate from the Water Treatment Station and Reverse Osmosis from the Plant Boiler House to the Dobrzyńska River | 1,922.9                     | 1,929.2         | 1,939.8         |
| To municipal water and sewage companies   | 40,777.4                    | 41,048          | 61,182          |
| <b>Sum total of wastewater</b>  | <b>42,700.3</b>             | <b>42,977.2</b> | <b>63,121.8</b> |
| Wastewater treatment method   | Volume (in m <sup>3</sup> ) |                 |                 |
|   | 2018                        | 2019            | 2020            |
| Pre-treatment by organisation: (aeration + averaging of wastewater in the control and measurement well S1 + S2)   | 29,582                      | 28,223          | 46,700          |
| In the sewage treatment plant   | 40,777                      | 41,048          | 61,182          |
| <b>Total wastewater treated</b>   | <b>70,359</b>               | <b>69,271</b>   | <b>107,882</b>  |

## 5) Reduction of energy consumption

| Efforts to save energy   | Amount of energy saved as a result of individual activities in 2018 (MWh) | Amount of energy saved as a result of individual activities in 2019 (MWh) | Amount of energy saved as a result of individual activities in 2020 (MWh) | Basis for calculating the amount of energy saved, including: base year/base value |
|--|---|---|---|---|
| replacement of lighting with LED in the ZLB office part                | 0   | 66.6  | 58.1  | comparison of the power of installed lighting sources, / base 2019 – 95.3 MWh     |
| replacement of lighting in the MWS office part                         | 0   | 69.7  | 35.0  | comparison of the power of installed lighting sources, / base 2019 – 57.4 MWh     |
| replacement of lighting with LED in the offices: Accounting and Palace | 0   | 79  | 63.7  | comparison of the power of installed lighting sources, / base 2019 – 87.3 MWh     |
| <b>Total</b>   | <b>0</b>  | <b>215.3</b>  | <b>156.8</b>  |   |

## 6) Newly hired employees and departures in 2018

| Total number of new hires (in persons) by gender: | Number of employees | Number of newly hired employees | Share of newly hired employees in the total number of employees, broken down by gender | Share of newly hired employees broken down by gender in the total number of new hires |
|---|---------------------|---------------------------------|--|---|
| Women   | 1019                | 223                             | 21.88%   | 58.22%  |
| Men   | 654                 | 160                             | 24.46%   | 41.78%  |
| <b>Total</b>                                      | <b>1673</b>         | <b>383</b>                      | <b>22.89%</b>  |   |

| Total number of new hires (in persons) by age group: | Number of employees | Number of newly hired employees | Share of newly hired employees in the total number of employees, broken down by gender | Share of newly hired employees broken down by gender in the total number of new hires |
|--|---------------------|---------------------------------|--|---|
| <30  | 199                 | 120                             | 60.30%   | 31.33%  |
| 30-50  | 1225                | 247                             | 20.16%   | 64.49%  |
| >50  | 249                 | 16                              | 6.43%  | 4.18%   |
| <b>Total</b>   | <b>1673</b>         | <b>383</b>                      |  |   |

| Total number of employee departures (in persons) by gender: | Number of employees | Turnover   | Share of employee departures by gender in the total number of employees | Share of departures by gender in the total number of departures |
|---|---------------------|------------|---|---|
| Women   | 1019                | 195        | 19.14%  | 57.69%  |
| Men   | 654                 | 143        | 21.87%  | 42.31%  |
| <b>Total</b>  | <b>1673</b>         | <b>338</b> | <b>20.20%</b>   |   |

| Total number of employee departures (in persons) by age group: | Number of employees | Number of employee departures in a given age group | Share of employee departures by age group in the total number of employees | Share of departures by age group in the total number of departures |
|--|---------------------|--|--|--|
| <30  | 199                 | 41   | 20.60%   | 12.13%   |
| 30-50  | 1225                | 255  | 20.82%   | 75.44%   |
| >50  | 249                 | 42   | 16.87%   | 12.43%   |
| <b>Total</b>   | <b>1673</b>         | <b>338</b>   |  |  |



## 7) Newly hired employees and departures in 2019

| Total number of new hires (in persons) by gender: | Number of employees | Number of newly hired employees | Share of newly hired employees in the total number of employees, broken down by gender | Share of newly hired employees broken down by gender in the total number of new hires |
|---|---------------------|---------------------------------|--|---|
| Women   | 1074                | 218                             | 20.30%   | 61.93%  |
| Men   | 670                 | 134                             | 20.00%   | 38.07%  |
| <b>Total</b>                                      | <b>1744</b>         | <b>352</b>                      | <b>20.18%</b>  |   |

| Total number of new hires (in persons) by age group: | Number of employees | Number of newly hired employees | Share of newly hired employees in the total number of employees, broken down by gender | Share of newly hired employees broken down by gender in the total number of new hires |
|--|---------------------|---------------------------------|--|---|
| <30  | 233                 | 106                             | 45.49%   | 30.11%  |
| 30-50  | 1249                | 236                             | 18.90%   | 67.05%  |
| >50  | 262                 | 10                              | 3.82%  | 2.84%   |
| <b>Total</b>   | <b>1744</b>         | <b>352</b>                      |  |   |

| Total number of employee departures (in persons) by gender: | Number of employees | Turnover   | Share of employee departures by gender in the total number of employees | Share of departures by gender in the total number of departures |
|---|---------------------|------------|---|---|
| Women   | 1074                | 160        | 14.90%  | 59.26%  |
| Men   | 670                 | 110        | 16.42%  | 40.74%  |
| <b>Total</b>  | <b>1744</b>         | <b>270</b> | <b>15.48%</b>   |   |

| Total number of employee departures (in persons) by age group: | Number of employees | Number of employee departures in a given age group | Share of employee departures by age group in the total number of employees | Share of departures by age group in the total number of departures |
|--|---------------------|--|--|--|
| <30  | 233                 | 46   | 19.74%   | 17.04%   |
| 30-50  | 1249                | 203  | 16.25%   | 75.19%   |
| >50  | 262                 | 21   | 8.02%  | 7.78%  |
| <b>Total</b>   | <b>1744</b>         | <b>270</b>   |  |  |

401-1 (2019)

## 8) Newly hired employees and departures in 2020

| Total number of new hires (in persons) by gender: | Number of employees | Number of newly hired employees | Share of newly hired employees in the total number of employees, broken down by gender | Share of newly hired employees broken down by gender in the total number of new hires |
|---|---------------------|---------------------------------|--|---|
| Women   | 1085                | 143                             | 13.18%   | 50.53%  |
| Men   | 719                 | 140                             | 19.47%   | 49.47%  |
| <b>Total</b>                                      | <b>1804</b>         | <b>283</b>                      | <b>15.69%</b>  |   |

| Total number of new hires (in persons) by age group: | Number of employees | Number of newly hired employees | Share of newly hired employees in the total number of employees, broken down by gender | Share of newly hired employees broken down by gender in the total number of new hires |
|--|---------------------|---------------------------------|--|---|
| <30  | 225                 | 82                              | 36.44%   | 28.98%  |
| 30-50  | 1306                | 194                             | 14.85%   | 68.55%  |
| >50  | 273                 | 7                               | 2.56%  | 2.47%   |
| <b>Total</b>   | <b>1804</b>         | <b>283</b>                      |  |   |

| Total number of employee departures (in persons) by gender: | Number of employees | Turnover   | Share of employee departures by gender in the total number of employees | Share of departures by gender in the total number of departures |
|---|---------------------|------------|---|---|
| Women   | 1085                | 130        | 11.98%  | 57.78%  |
| Men   | 719                 | 95         | 13.21%  | 42.22%  |
| <b>Total</b>  | <b>1804</b>         | <b>225</b> | <b>12.47%</b>   |   |

| Total number of employee departures (in persons) by age group: | Number of employees | Number of employee departures in a given age group | Share of employee departures by age group in the total number of employees | Share of departures by age group in the total number of departures |
|--|---------------------|--|--|--|
| <30  | 225                 | 43   | 19.11%   | 19.11%   |
| 30-50  | 1306                | 149  | 11.41%   | 66.22%   |
| >50  | 273                 | 33   | 12.09%   | 14.67%   |
| <b>Total</b>   | <b>1804</b>         | <b>225</b>   |  |  |

401-1 (2020)



9) Data on employees and other persons providing work for the organisation

| Total number of employees (in FTEs), broken down by gender: | Poland         |              | Foreign representative offices |                | Total        |                | Poland         |              | Foreign representative offices |      | Total |      |
|---|----------------|--------------|--------------------------------|----------------|--------------|----------------|----------------|--------------|--------------------------------|------|-------|------|
|   | 2018           |              | 2018                           |                | 2018         |                | 2019           |              | 2019                           |      | 2019  |      |
|   | 2018           | 2018         | 2018                           | 2018           | 2018         | 2018           | 2019           | 2019         | 2019                           | 2019 | 2019  | 2019 |
| women   | 1,011.5        | 137.6        | 1,149.1                        | 1,069.7        | 101.0        | 1,170.7        | 1,078.5        | 130.8        | 1,209.3                        |      |       |      |
| men   | 651.0          | 83.0         | 733.9                          | 667.0          | 61.2         | 728.2          | 714.7          | 78           | 792.7                          |      |       |      |
| <b>Total</b>  | <b>1,662.4</b> | <b>220.6</b> | <b>1,883.0</b>                 | <b>1,736.6</b> | <b>162.2</b> | <b>1,898.8</b> | <b>1,793.1</b> | <b>208.8</b> | <b>2,001.9</b>                 |      |       |      |

| Total number of employees (in persons) by gender: | Poland      |            | Foreign representative offices |             | Total      |             | Poland      |            | Foreign representative offices |      | Total |      |
|---|-------------|------------|--------------------------------|-------------|------------|-------------|-------------|------------|--------------------------------|------|-------|------|
|   | 2018        |            | 2018                           |             | 2018       |             | 2019        |            | 2019                           |      | 2019  |      |
|   | 2018        | 2018       | 2018                           | 2018        | 2018       | 2018        | 2019        | 2019       | 2019                           | 2019 | 2019  | 2019 |
| women   | 1019        | 145        | 1164                           | 1074        | 101        | 1175        | 1085        | 131        | 1216                           |      |       |      |
| men   | 654         | 84         | 738                            | 670         | 62         | 732         | 719         | 78         | 797                            |      |       |      |
| <b>Total</b>                                      | <b>1673</b> | <b>229</b> | <b>1902</b>                    | <b>1744</b> | <b>163</b> | <b>1907</b> | <b>1804</b> | <b>209</b> | <b>2,013.0</b>                 |      |       |      |

| Number of employees (in persons) by work time: | Poland      |            | Foreign representative offices |           | Total 2018  | Poland      |            | Foreign representative offices |           | Total 2019  | Poland      |            | Foreign representative offices |           | Total 2020  |
|--|-------------|------------|--------------------------------|-----------|-------------|-------------|------------|--------------------------------|-----------|-------------|-------------|------------|--------------------------------|-----------|-------------|
|  | 2018        |            | 2018                           |           |             | 2019        |            | 2019                           |           |             | 2020        |            | 2020                           |           |             |
|  | Women       | Men        | Women                          | Men       | Women       | Men         | Women      | Men                            | Women     | Men         | Women       | Men        | Women                          | Men       |             |
|  | full-time   | 996        | 648                            | 136       | 82          | 1862        | 1062       | 664                            | 101       | 61          | 1888        | 1063       | 711                            | 130       | 78          |
| part-time                                      | 23          | 6          | 9.00                           | 2         | 40          | 12          | 6          | 0                              | 1         | 19          | 22          | 8          | 1                              | 0         | 734         |
| <b>Total</b>                                   | <b>1019</b> | <b>654</b> | <b>145</b>                     | <b>84</b> | <b>1902</b> | <b>1074</b> | <b>670</b> | <b>101</b>                     | <b>62</b> | <b>1907</b> | <b>1085</b> | <b>719</b> | <b>131</b>                     | <b>78</b> | <b>2013</b> |

| Number of employees and collaborators (in persons) broken down by employment term: | Poland                          |            | Foreign representative offices |           | Total 2018  | Poland      |            | Foreign representative offices |           | Total 2019  | Poland      |            | Foreign representative offices |           | Total 2020  |
|--|---------------------------------|------------|--------------------------------|-----------|-------------|-------------|------------|--------------------------------|-----------|-------------|-------------|------------|--------------------------------|-----------|-------------|
|  | 2018                            |            | 2018                           |           |             | 2019        |            | 2019                           |           |             | 2020        |            | 2020                           |           |             |
|  | Women                           | Men        | Women                          | Men       | Women       | Men         | Women      | Men                            | Women     | Men         | Women       | Men        | Women                          | Men       |             |
|  | employed for a specified period | 153        | 96                             | 18        | 13          | 280         | 176        | 98                             | 18        | 1           | 293         | 199        | 152                            | 41        | 14          |
| employed for an indefinite period  | 866                             | 558        | 128                            | 70        | 1622        | 898         | 572        | 83                             | 61        | 1614        | 886         | 567        | 90                             | 64        | 1607        |
| <b>Total</b>   | <b>1019</b>                     | <b>654</b> | <b>146</b>                     | <b>83</b> | <b>1902</b> | <b>1074</b> | <b>670</b> | <b>101</b>                     | <b>62</b> | <b>1907</b> | <b>1085</b> | <b>719</b> | <b>131</b>                     | <b>78</b> | <b>2013</b> |

102-8

| Number of employees and collaborators (in persons): | Poland                            |           | Foreign representative offices |          | Total 2018 | Poland    |           | Foreign representative offices |          | Total 2019 | Poland    |           | Foreign representative offices |          | Total 2020 |
|---|-----------------------------------|-----------|--------------------------------|----------|------------|-----------|-----------|--------------------------------|----------|------------|-----------|-----------|--------------------------------|----------|------------|
|   | 2018                              |           | 2018                           |          |            | 2019      |           | 2019                           |          |            | 2020      |           | 2020                           |          |            |
|   | Women                             | Men       | Women                          | Men      | Women      | Men       | Women     | Men                            | Women    | Men        | Women     | Men       | Women                          | Men      |            |
|   | employed under a mandate contract | 0         | 3                              | 0        | 0          | 9         | 5         | 7                              | 0        | 0          | 12        | 6         | 7                              | 0        | 0          |
| employed under a work-for-hire contract             | 0                                 | 6         | 0                              | 0        | 7          | 1         | 2         | 0                              | 0        | 3          | 0         | 2         | 0                              | 0        | 2          |
| employed under an internship contract               | 0                                 | 6         | 0                              | 0        | 12         | 9         | 4         | 0                              | 0        | 13         | 13        | 6         | 0                              | 0        | 19         |
| self-employed                                       | 0                                 | 2         | 0                              | 0        | 2          | 0         | 2         | 0                              | 0        | 2          | 0         | 1         | 0                              | 0        | 1          |
| supervised workers and/or seasonal workers          | 0                                 | 0         | 0                              | 0        | 0          | 0         | 0         | 0                              | 0        | 0          | 0         | 0         | 0                              | 0        | 0          |
| <b>Total</b>  | <b>0</b>                          | <b>17</b> | <b>0</b>                       | <b>0</b> | <b>30</b>  | <b>15</b> | <b>15</b> | <b>0</b>                       | <b>0</b> | <b>30</b>  | <b>19</b> | <b>16</b> | <b>0</b>                       | <b>0</b> | <b>35</b>  |

102-8

10) Accidents

|   | 2018      |     | 2019      |     | 2020     |     |
|---|-----------|-----|-----------|-----|----------|-----|
|   | Women     | Men | Women     | Men | Women    | Men |
| Total number of accidents (incidents) at work       | 11        | 5   | 6         | 7   | 4        | 4   |
| Number of fatal accidents (incidents)               | 0         | 0   | 0         | 0   | 0        | 0   |
| Number of serious accidents (incidents)             | 0         | 0   | 0         | 0   | 0        | 0   |
| Number of minor accidents (incidents)               | 11        | 5   | 6         | 7   | 4        | 4   |
| <b>Total number of persons injured in accidents</b> | <b>16</b> |     | <b>13</b> |     | <b>8</b> |     |

403-2



| Injury rate<br>(IR, calculated as the total number of persons injured in accidents/employment x 1000)  |            |             |              |
|--|------------|-------------|--------------|
|  | 2018       | 2019        | 2020         |
| Women  | 12.2       | 6           | 2.2          |
| Men  | 5.6        | 7           | 2.2          |
| <b>Total</b>   | <b>8.9</b> | <b>6.5</b>  | <b>4.4</b>   |
| Total number of days of incapacity for work due to accidents at work<br>(LDR, calculated as the total number of days lost divided by the number of scheduled work hours in the reporting period * 200,000) |            |             |              |
|  | 2018       | 2019        | 2020         |
| Women  | 389        | 125         | 90           |
| Men  | 246        | 42          | 149          |
| <b>Total</b>   | <b>635</b> | <b>167</b>  | <b>239</b>   |
| Accident severity rate<br>(calculated as the number of days of incapacity for work due to accidents / number of accidents)   |            |             |              |
|  | 2018       | 2019        | 2020         |
| Women  | 35         | 20.8        | 22.5         |
| Men  | 49         | 6           | 37.25        |
| <b>Total</b>   | <b>40</b>  | <b>12.8</b> | <b>29.88</b> |
| Absence rate<br>(AR, <calculated as the total number of days of absence from work / number of working days in the year> * 200,000)   |            |             |              |
|  | 2018       | 2019        | 2020         |
| Women  | 346        | 100         | 71.1         |
| Men  | 219        | 33          | 117.8        |
| <b>Total</b>   | <b>282</b> | <b>67</b>   | <b>188.9</b> |

\* Days of absence from work included in the indicator: sick leaves, accidents at work.

| Occupational disease rate<br>(ODR, calculated as the <number of occupational diseases/ total number of working hours of all employees in a given period> * 200,000) |          |            |          |
|---|----------|------------|----------|
|   | 2018     | 2019       | 2020     |
| Women   | 0        | 1          | 0        |
| Men   | 0        | 0          | 0        |
| <b>Total</b>  | <b>0</b> | <b>0.5</b> | <b>0</b> |

403-2

## GRI table

| Profile indicators |   |   |
|--------------------|---|---|
| 102-1              | Name of the organisation  | Adamed Pharma S.A.                          |
| 102-2              | Activities, brands, products, and services  | 64  |
| 102-3              | Location of headquarters  | 24  |
| 102-4              | Location of operations  | 24  |
| 102-5              | Ownership and legal form  |   |
| 102-6              | Markets served  | 24  |
| 102-7              | Scale of the organisation   | 6, 7, 12, 15, 19, 112                       |
| 102-8              | Information on employees and other workers  | 41, 136, 137                                |
| 102-9              | Supply chain  | 30, 31                                      |
| 102-10             | Significant changes during the reporting period regarding size, structure, ownership, or value chain  | 12, 24                                      |
| 102-11             | An explanation of whether and how the organisation applies the precautionary principle  | 33  |
| 102-12             | Economic, environmental and social declarations, principles and other external initiatives adopted or supported by the organisation   | 78-93, 72, 73, 74                           |
| 102-13             | Membership in associations and organisations  | 141   |
| 102-14             | Statement from senior decision-maker  | 1   |
| 102-15             | Key impacts, risks, and opportunities   | 1, 12, 24, 27, 111                          |
| 102-16             | Values, principles, standards, and norms of behaviour   | 8, 9, 38, 60-62, 96-98                      |
| 102-18             | Governance structure, including committees reporting to the highest governance body   | 9   |
| 102-40             | List of stakeholder groups engaged by the reporting organisation  | 128   |
| 102-41             | Employees covered by collective agreements  | There is no collective agreement at Adamed. |
| 102-42             | Basics of identifying and selecting stakeholders engaged by the organisation  | 60, 128                                     |
| 102-43             | Approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group  | 60, 128                                     |
| 102-44             | Key topics and concerns raised by stakeholders and the organisation's response, also through their reporting  | 60, 128                                     |
| 102-45             | Entities included in the consolidated financial statements  | 128   |
| 102-46             | Defining report content and topic boundaries  | 128   |
| 102-47             | List of material topics   | 128   |
| 102-48             | Restatement of information contained in previous reports, with reasons and impact (e.g. mergers, acquisitions, change in the base year/period, nature of business, measurement methods) | 128   |

102-55



|                                  |   |   |
|----------------------------------|---|---|
| 102-49                           | Changes in reporting  | Transition to a two-year reporting cycle, the current report covers 3 years by way of exception due to COVID-19 pandemic. |
| 102-50                           | Reporting period  | 2018-2020   |
| 102-51                           | Date of most recent report (if published)   | 2018  |
| 102-52                           | Reporting cycle   | Biennial  |
| 102-53                           | Contact person  | 129   |
| 102-54                           | Claims of reporting in accordance with the GRI Standards in the Core or Comprehensive option  | Core, 128   |
| 102-55                           | GRI content index   | 139-141   |
| 102-56                           | Policy and current practice with regard to external assurance   | 128   |
| <b>Management approach</b>       |   |   |
| 103-1                            | Explanation of the material topic and its Boundary  | 128   |
| 103-2                            | The management approach and its components in the following areas: environmental, social, human rights, anti-corruption, and HR, with identification of material topics in each area                        | 12, 33, 41, 42, 44, 48, 58-59, 70, 78-93, 84, 106-113   |
| 103-3                            | Evaluation of the management approach   | 110   |
| <b>Aspect indicators</b>         |   |   |
| <b>Economic disclosures</b>      |   |   |
| 203-1                            | Contribution to the development of infrastructure and provision of services to society through commercial activities, transfer of goods and pro-bono activities. The impact of these activities on society. | 21, 58, 114-125   |
| 203-2                            | Identification and description of significant indirect economic impacts, with the scale and scope of the impact.  | 6.7   |
| 204-1                            | Proportion of spending on services/products of local suppliers in the main locations of the organisation.   | 55% share of expenses, 7, 18  |
| 205-2                            | Communication and training about anti-corruption policies and procedures  | The data is partially presented on p. 33  |
| 205-3                            | Confirmed incidents of corruption and actions taken in response   | None  |
| <b>Environmental disclosures</b> |   |   |
| 301-1                            | Materials used by weight and volume.  | 130   |
| 301-3                            | Percentage of materials recovered from sold products and their packaging, by material category.   | 131   |
| 302-1                            | Energy consumption within the organisation taking into account the type of raw materials  | 130   |
| 302-4                            | Reduction of energy consumption   | 132   |
| 306-1                            | Water discharge by quality and destination.   | 131-132   |
| 306-2                            | Waste by type and disposal method   | 131   |
| 307-1                            | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and/or regulations  | 52  |

|                           |  |  |
|---------------------------|--|--|
| <b>Social disclosures</b> |  |  |
| 401-1                     | Total number of new hires, departures, and employee turnover   | 133-135  |
| 401-2                     | Benefits provided to full-time employees that are not provided to temporary or part-time employees   | This applies to all employees employed under an employment contract in Poland, regardless of the time and duration for which they were concluded. P. 102 |
| 403-2                     | Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities  | 138  |
| 404-2                     | Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.   | The Organization does not support employees in the process of retirement. P. 108   |
| 404-3                     | Percentage of employees receiving regular performance and career development reviews, by gender and employment category.   | All employees are assessed   |
| 415-1                     | Total value of financial and in-kind contributions to political parties, politicians, and related institutions, by country.  | No such donations were made.   |
| 416-2                     | Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes. | 31   |
| 417-1                     | Type of product and service information required by the organisation's procedures and percentage of significant products and services subject to such information requirements                   | 65   |
| 417-3                     | Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes.    | None   |

## Membership in organisations and associations

We shape contemporary Polish pharmacy, and share our knowledge and experience on forums of industry organisations. We are a member of:

- Polish Pharmaceutical Industry Employers' Association
- Polish Recycling Association
- Polish Business Roundtable
- Business Center Club
- Polish Association of Self Medication Industry
- Polish Pharmacy Chamber of Commerce
- Polish Chamber of Commerce for High Technology

Adamed's representatives sit on the boards of: the Polish Pharmaceutical Industry Employers' Association, the Polish Business Roundtable, and the Polish Chamber of Commerce for High Technology.



**Raport z wykonania niezależnej usługi atestacyjnej dającej ograniczoną pewność dotyczącą wskaźników przedstawionych w Raporcie odpowiedzialności społecznej Adamed za lata 2018-2020.**

**Do Zarządu Adamed Pharma S.A.**

Ul. Mariana Adamkiewicza 6A  
05-152 Czosnów

**Zakres zrealizowanych prac**

Podjęliśmy się realizacji usługi atestacyjnej dającej ograniczoną pewność dotyczącą wskaźników przedstawionych w **Raporcie odpowiedzialności społecznej Adamed za okres od 1 stycznia 2018 r. do 31 grudnia 2020 r.**, opracowanym przez Adamed Pharma S.A. („Spółka”). Wskaźniki zostały zaraportowane w opcji „Core” zgodnie z Wytycznymi GRI Standards dotyczącymi sporządzania raportów zrównoważonego rozwoju, wydanymi przez Global Reporting Initiative (GRI).

**Zakres odpowiedzialności Zarządu Spółki**

Zarząd Spółki jest odpowiedzialny za przygotowanie i zaprezentowanie wskaźników przedstawionych w Raporcie odpowiedzialności społecznej zgodnie z Wytycznymi GRI Standards dotyczącymi sporządzania raportów zrównoważonego rozwoju dla opcji „Core”, wydanymi przez Global Reporting Initiative. Odpowiedzialność Zarządu Spółki obejmuje ustanowienie i utrzymywanie właściwego systemu zarządzania efektywnością oraz systemu kontroli wewnętrznej, z których pozyskane zostały informacje zamieszczone w Raporcie odpowiedzialności społecznej. Zarząd Spółki ponosi również odpowiedzialność za wiarygodność, prawidłowość i rzetelność informacji oraz za prawidłowe przygotowanie dostarczonej nam dokumentacji.

**Nasza niezależność i kontrola jakości**

Podczas realizacji usługi przestrzegaliśmy postanowień Kodeksu Etyki Zawodowych Księgowych wydanego przez Radę Międzynarodowych Standardów Etycznych dla Księgowych, który zawiera wymogi w zakresie niezależności oraz inne wymogi, których podstawę stanowią uczciwość, obiektywizm, kompetencje zawodowe i należyta staranność, poufność oraz profesjonalne postępowanie.

Zgodnie z Międzynarodowym Standardem Kontroli Jakości 1, opublikowanym przez Międzynarodową Federację Księgowych IFAC, Deloitte utrzymuje kompleksowy system kontroli jakości obejmujący udokumentowane polityki i procedury dotyczące zapewniania zgodności z wymogami etycznymi, standardami zawodowymi oraz znajdującymi zastosowanie wymogami prawnymi i regulacyjnymi.

**Zakres naszej odpowiedzialności**

Naszym zadaniem było sformułowanie wniosku o ograniczonej pewności dotyczącego wskaźników zawartych w indeksie GRI przedstawionych w Raporcie odpowiedzialności społecznej, na podstawie procedur, które przeprowadziliśmy oraz dowodów, które uzyskaliśmy. Usługę atestacyjną dającą ograniczoną pewność wykonaliśmy zgodnie z Międzynarodowymi Standardami Usług Atestacyjnych 3000 (wersja poprawiona): Usługi atestacyjne inne niż audyty lub przeglądy historycznych informacji finansowych, opublikowanymi przez Radę Międzynarodowych Standardów Rewizji Finansowej i Usług Atestacyjnych. Standard ten wymaga zaplanowania i przeprowadzenia działań w celu uzyskania ograniczonej pewności, że wskaźniki przedstawione w Raporcie odpowiedzialności społecznej są wolne od istotnych błędów.

Procedury, które wykonaliśmy opierały się na naszym zawodowym osądzie, obejmowały wywiady, obserwacje realizowanych procesów, badanie dokumentów, procedury analityczne, oceny stosowności metod obliczeniowych oraz zasad sprawozdawczości, a także dokonywanie uzgodnień z kluczową dokumentacją. Usługę atestacyjną dającą ograniczoną pewność cechuje istotnie ograniczony zakres w porównaniu z usługą atestacyjną dającą uzasadnioną pewność zarówno w odniesieniu do procedur oceny ryzyka, obejmujących zrozumienie kontroli wewnętrznej, jak i procedur przeprowadzonych w odpowiedzi na ocenione ryzyka.

W celu sformułowania naszego wniosku na temat wskaźników zawartych w indeksie GRI przedstawionych w Raporcie odpowiedzialności społecznej, w okresie od 5.05.2020 do 30.09.2021 przeprowadziliśmy następujące procedury:

- W drodze wywiadów, uzyskaliśmy wiedzę na temat środowiska kontroli i systemów informacyjnych Adamed istotnych dla zaraportowania wskaźników będących przedmiotem przeglądu, lecz nie dokonaliśmy oceny

Nazwa Deloitte odnosi się do jednej lub kilku jednostek Deloitte Touche Tohmatsu Limited, prywatnego podmiotu prawa brytyjskiego z ograniczoną odpowiedzialnością i jego firm członkowskich, które stanowią oddzielne i niezależne podmioty prawne. Dokładny opis struktury prawnej Deloitte Touche Tohmatsu Limited oraz jego firm członkowskich można znaleźć na stronie [www.deloitte.com/pl/onas](http://www.deloitte.com/pl/onas)

Member of Deloitte Touche Tohmatsu Limited

District Court for the city of Warsaw KRS, No. 0000761948, NIP: 525-27-43-619, REGON: 369711637

sposobu zaprojektowania poszczególnych czynności kontrolnych, nie uzyskaliśmy dowodów ich wdrożenia ani nie przeprowadziliśmy testów ich skuteczności.

- Uzyskaliśmy zrozumienie - poprzez wywiady, procedury analityczne, obserwacje i inne znajdujące zastosowanie procedury gromadzenia dowodów oparte na badaniu próby - w zakresie istotnych struktur, systemów, procesów, procedur i mechanizmów kontrolnych dotyczących porównywania, agregowania, potwierdzania i raportowania danych na potrzeby wskaźników będących przedmiotem przeglądu.
- Oceniliśmy, czy stosowane przez Adamed Pharma S.A. metody opracowywania szacunków są właściwe i czy były one konsekwentnie stosowane. Nasze procedury nie obejmowały jednak badania danych, na których opierają się szacunki, ani odrębnego opracowywania własnych szacunków, na podstawie których moglibyśmy ocenić szacunki Adamed Pharma S.A.
- Porównaliśmy informacje zawarte w Raporcie odpowiedzialności społecznej z wewnętrzną dokumentacją Spółki.
- Dokonaliśmy oceny kompletności wskaźników będących przedmiotem przeglądu, metod gromadzenia danych, danych źródłowych i stosownych założeń dotyczących wskaźników.

**Ograniczenia**

Procedury przeprowadzone w ramach usługi atestacyjnej dającej ograniczoną pewność różnią się w swojej naturze i są ograniczone pod względem zakresu w porównaniu z przeglądem dającym uzasadnioną pewność. W związku z powyższym poziom pewności uzyskany w ramach przeglądu dającego ograniczoną pewność jest znacząco niższy od poziomu pewności, który mógłby zostać uzyskany w wyniku wykonania usługi atestacyjnej dającej uzasadnioną pewność.

Nasza usługa atestacyjna dająca ograniczoną pewność została ograniczona do wskaźników zawartych w indeksie GRI przedstawionych w Raporcie odpowiedzialności społecznej i nie odnosiła się do pozostałych informacji ujętych w tym raporcie ani też do tego raportu rozumianego, jako całość. W związku z powyższym nasz wniosek przedstawiony poniżej dotyczy wyłącznie tych wskaźników, nie zaś wszystkich przedstawionych danych czy innych informacji zawartych w Raporcie odpowiedzialności społecznej.

Sposób, jaki przyjęła Spółka dla określenia, zgromadzenia i zaraportowania danych dotyczących jej wyników pozafinansowych nie podlega formalnym procesom przyjętym dla celów sprawozdawczości finansowej. Dlatego też dane o tym charakterze mogą różnić się pod względem definicji, metodyk ich gromadzenia i raportowania, przy braku spójnego, zaakceptowanego standardu. Może to skutkować brakiem porównywalności informacji pomiędzy organizacjami, a także w ramach Spółki w poszczególnych latach, gdyż stosowane metody mogą ulegać zmianom. Dokładność i kompletność informacji ujawnionych w Raporcie odpowiedzialności społecznej podlegają ograniczeniom wynikającym z ich charakteru i metod stosowanych w celu określenia, obliczenia i szacowania takich informacji.

**Wniosek**

Na podstawie przeprowadzonych prac uzyskaliśmy ograniczoną pewność, że informacje dotyczące wskaźników zawartych w indeksie GRI, przedstawionych w Raporcie odpowiedzialności społecznej opracowanym przez Adamed Pharma S.A. nie są niezgodne z Wytycznymi GRI Standards dotyczącymi sporządzania raportów zrównoważonego rozwoju dla opcji „Core”, wydanymi przez Global Reporting Initiative, a naszej uwagi nie zwróciły żadne kwestie, które mogłyby spowodować uznanie, że wskaźniki będące przedmiotem przeglądu, przedstawione w Raporcie odpowiedzialności społecznej, zawierają istotne błędy.

*On behalf of Deloitte, the attorney: Karol Rzemny*

Deloitte Audyt sp. z o.o. sp.k.  
Warszawa, 30 września 2021



**Independent Limited Assurance Report on Indicators Presented in the Sustainability Report of Adamed for the years 2018-2020.**

**To the Management Board of Adamed Pharma S.A.**

Ul. Mariana Adamkiewicza 6A  
05-152 Czosnów

**Scope of work performed**

We have undertaken a limited assurance engagement on the indicators presented in the **Social Responsibility Report of Adamed for the period from 1<sup>st</sup> January 2018 until 31<sup>st</sup> December 2020** (the "the Sustainability Report"), developed by Adamed Pharma S.A. (the "Company"). The indicators have been reported on the basis of Sustainability Reporting Guidelines GRI Standards for "Core" option, issued by Global Reporting Initiative (GRI).

**Responsibility of the Management Board of the Company**

The Management Board of the Company is responsible for the preparation and presentation of the indicators presented in the Sustainability Report in accordance with Sustainability Reporting Guidelines GRI Standards for "Core" option, issued by Global Reporting Initiative (GRI). This responsibility includes establishing and maintaining appropriate performance management and internal control systems from which the reported information is derived. The Management Board of the Company is also responsible for reliable, correct and fair information and for correct preparation of the documentation provided to us.

**Our Independence and Quality Control**

We have complied with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

In compliance with International Standard on Quality Control No 1, issued by International Federation of Accountants Deloitte maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

**Our Responsibility**

Our responsibility is to express a limited assurance conclusion on the indicators as marked in the GRI index presented in the Sustainability Report based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with International Standards on Assurance Engagements 3000 (Revised), *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*, issued by the International Auditing and Assurance Standards Board. This standard requires that we plan and perform this engagement to obtain limited assurance about whether the selected indicators presented in the Sustainability Report are free from material misstatement.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

In order to form our conclusion on the indicators as marked in the GRI index presented in the Sustainability Report, we undertook in the period 5<sup>th</sup> May 2020 – 30<sup>th</sup> September 2021 the following procedures:

- Through inquiries, obtained an understanding of Adamed Pharma S.A. control environment and information systems relevant to reporting the indicators under review, but did not evaluate the design of particular control activities, obtain evidence about their implementation or test their operating effectiveness.
- Obtained an understanding through inquiries, analytical procedures, observation and other applicable evidence gathering procedures on a sample basis on the key structures, systems, processes, procedures and

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee, and its network of member firms, each of which is a legally separate and independent entity. Please see [www.deloitte.com/pl/about](http://www.deloitte.com/pl/about) for a detailed description of the legal structure of Deloitte Touche Tohmatsu Limited and its member firms.

Member of Deloitte Touche Tohmatsu Limited

District Court for the city of Warsaw KRS, No. 0000761948, NIP: 525-27-43-619, REGON: 369711637

internal controls relating to collation, aggregation, validation and reporting of data for the indicators under review.

- Evaluated whether Adamed Pharma S.A. methods for developing estimates are appropriate and had been consistently applied. However our procedures did not include testing the data on which the estimates are based or separately developing our own estimates against which to evaluate Adamed Pharma S.A. estimates.
- Compared the information included in the Sustainability Report to internal documentation of the Company.
- Assessed the completeness of the indicators under review, data collection methods, source data and relevant assumptions applicable to the indicators.

**Limitations**

The procedures performed in a limited assurance engagement vary in nature from, and are less in extent than for, a reasonable assurance engagement. As a result, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

Our limited assurance engagement has been limited to the indicators as marked in the GRI index presented in the Sustainability Report and does not extend to the rest of the information included in the report nor the report as a whole. Accordingly, our conclusion below covers only these indicators and not all data presented or any other information included in the Sustainability Report.

The process the organization adopts to define, gather and report data on its non-financial performance is not subject to the formal processes adopted for financial reporting. Therefore, data of this nature is subject to variations in definitions, collection and reporting methodology with no consistent, accepted standard. This may result in non-comparable information between organizations and from year to year within the organization as methodologies develop. The accuracy and completeness of the information disclosed in the Sustainability Report are subject to inherent limitations given their nature and the methods for determining, calculating or estimating such information.

**Conclusion**

Based on our work we have obtained limited assurance that the information concerning the indicators as marked in the GRI index included in the Sustainability Report developed by the Adamed Pharma S.A. are not in compliance with Sustainability Reporting Guidelines GRI Standards for "Core" option, issued by Global Reporting Initiative (GRI) and no matters has come to our attention to cause us to believe that the reviewed indicators presented in the Sustainability Report are materially misstated.

*On behalf of Deloitte, the attorney: Karol Pieniążek*

Deloitte Audyt sp. z o.o. sp.k.  
Warsaw, 30<sup>th</sup> September 2021



