



**This is where
Polish innovation
begins**



CONTENTS

OUR MISSION

HISTORY OF ADAMED

ABOUT US

COMPANY PROFILE

ADAMED GROUP REVENUES

THIS IS WHERE POLISH INNOVATION BEGINS

RESEARCH AND DEVELOPMENTV

RESEARCH PLATFORMS

PARTNERSHIP

OUR RESEARCH PARTNERS

PIPELINE

PRODUCTION AND LOGISTICS CENTER IN POLAND

PARTNER IN CONTRACT MANUFACTURING

CAPSULES WITH MULTI-FORM FILLING

LABORATORY OF INHALED DRUG DEVELOPMENT

BUSINESS DEVELOPMENT

FOREIGN EXPANSION

ADAMED RANGE

GEOGRAPHICAL DIRECTIONS OF DEVELOPMENT

ASIAN INVESTMENT

MEETING WITH THE PRIME MINISTER OF VIETNAM

FOREIGN EXPANSION

LICENSE-OUT OFFER

ADAMED GROUP'S EXPORT REVENUES

STARTUPS

ESG

ENVIRONMENT

SOCIAL

ADAMED SMARTUP IN POLAND

10 YEARS OF THE SCHOLARSHIP PROGRAM

GOVERNANCE

A person wearing a white protective suit and a clear face shield is working in a laboratory. The person is looking down and to the left, focused on their task. The background is a blurred laboratory setting with various pieces of equipment and a blue-tinted lighting. A blue flexible hose is connected to the back of the person's suit.

OUR MISSION

**We respond to the key
challenges of modern medicine**

Dear Sir or Madam,

The history of Adamed is about responding to the key challenges of modern medicine. This is both our mission and the direction we have consistently taken since 1986. Every day, we work with numerous scientists on innovative research projects aimed at improving existing therapies and promoting disease prevention and a healthy lifestyle. To achieve our goals, we employ the best specialists in the country and collaborate with leading scientific centres and institutions, while employing state-of-the-art technologies in all areas of our operations.

All this makes Adamed a leader in the next-generation pharmaceutical market in Poland. Our products are available in dozens of markets all over the world. Even with this success, we have no intention of resting on our laurels. We continue to evolve and to search for inspiration and unconventional solutions.

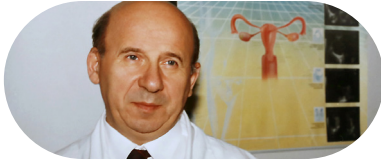
We encourage you to learn more about Adamed Pharma – the place where Polish innovation begins.

Yours faithfully

Małgorzata Adamkiewicz, MD, PhD
President of the Supervisory Board
and Co-Owner of Adamed Pharma



HISTORY OF ADAMED



Adamed founded
by Marian Adamkiewicz,
MD, PhD



First manufacturing
plant opened near Warsaw

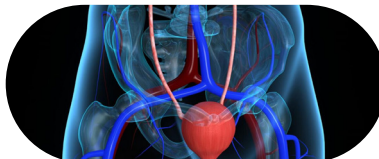
1986

1991

1994

1998

Introduction of the drug
Furaginum to the market



Registration of Amlozek,
featuring an alternative synthesis
method for amlodipine





Establishment of the
R&D department



Launch of original drug
research (NDD)

1999

2000

2001

2002

Obtaining GMP Certification

Opening of a manufacturing
facility near Łódź



HISTORY OF ADAMED



Representative offices established
in Spain and in Ukraine

2003

Registration of the first Polish drug
in the EU (before Poland's EU accession);
start of export operations in Europe



2010

Acquisition
of Polfa Pabianice





Change in availability status of Furaginum from prescription-only (RX) to over-the-counter (OTC)



Opening of the R&D Center in Pieńków

2011

2013

2015

2016

Representative office established in Kazakhstan

Representative offices established in the Czech Republic and Slovakia



HISTORY OF ADAMED



Acquisition of controlling stake in Davipharm (Vietnam)



Representative office established in Italy

2017

2018

2019

2020

Opening of Pilot Plant in Pabianice



Representative office established in Uzbekistan





Expansion of the Production and Logistics Center in Pabianice



Acquisition of 100% of shares in Davipharm, Vietnam

2021

2022

2023

2024

- Purchase of a laboratory facility in Kajetany
- First-ever global switch of Tadalafil from RX to OTC

Opening of new laboratories for inhalation drug and microbiology development





ABOUT US

**A family-owned company
with 100% Polish capital.**

Founded on our own scientific
expertise and proprietary patents.

COMPANY PROFILE

Adamed Pharma is a Polish family pharmaceutical and biotechnology company, which produces nearly 900 products (so-called SKUs) in Poland and abroad, offered to patients in dozens of countries around the world. It employs nearly 2,800 Co-workers. For 20 years, the company has been conducting its own innovative research and development activities, for which it has allocated almost EUR 520 M since 2001. Adamed cooperates scientifically with leading universities, medical experts and scientific institutes, at home and abroad. The company's intellectual property is protected by 256 patents worldwide.

Adamed is the second largest pharmaceutical company with 100% Polish capital, based on revenues and net profits (source: 20 Champions of Pharmacy 2025, WPROST).



1. place in 2023, 2024 and 2025

among Top Employers of the pharmaceutical and biotechnology industry in the Forbes ranking



3 | production plants

two in Poland and one in Vietnam, combined annual output: nearly 4 billion tablets



almost **900**

products (so-called SKUs) in the Adamed portfolio in Poland and abroad



2 | research platforms

(neuropsychiatry, oncology) + Exploratory Research Team



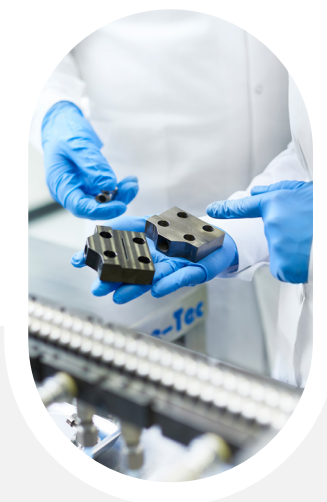
near **2 800**

Co-workers based in Poland and abroad



Approx. **300**

License-Out agreements signed within the last 5 years



19 | therapeutic areas

- Allergology
- Angiology
- Cardiovascular surgery
- Dermatology
- Diabetology
- Gastroenterology
- Gynaecology

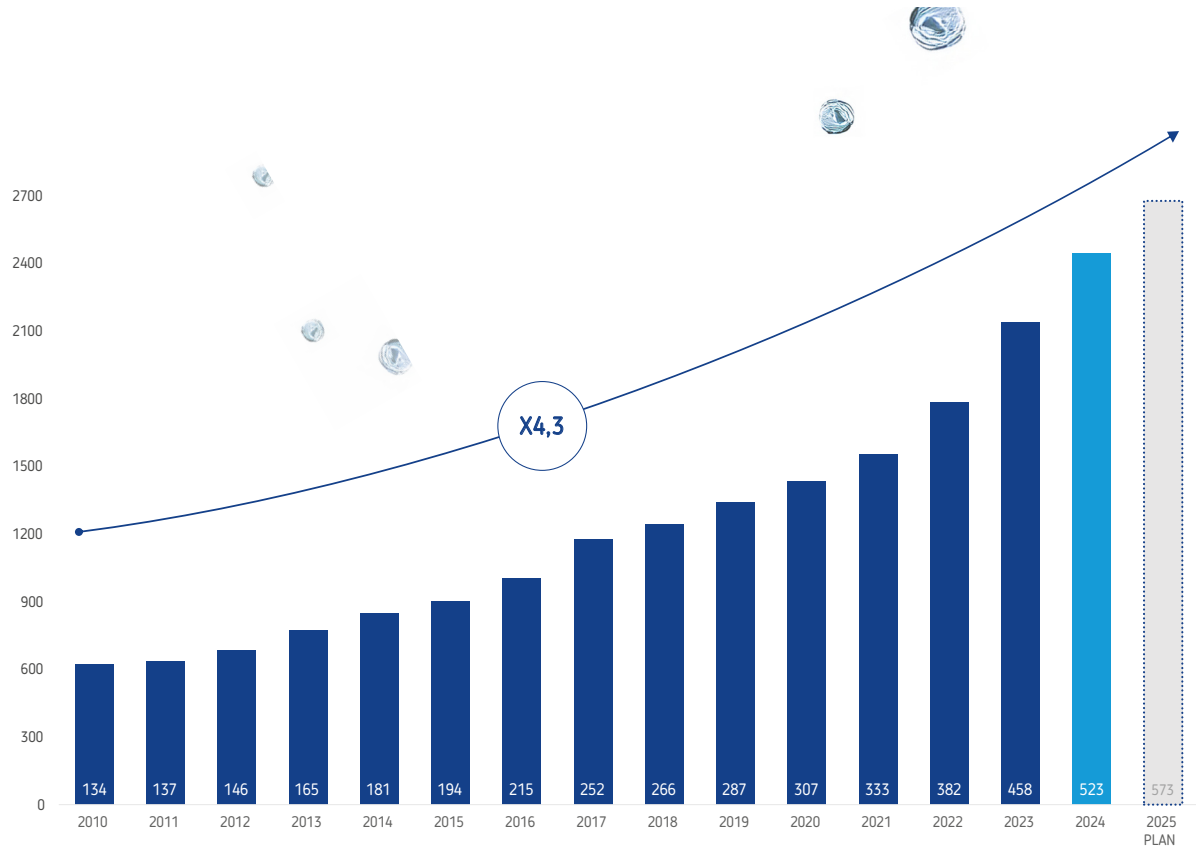
- Internal medicine
- Cardiology
- ENT
- Neurology
- Oncology
- Ophthalmology

- Orthopaedics
- Paediatrics
- Pulmonology
- Psychiatry
- Rheumatology
- Urology

ADAMED GROUP REVENUES

2010-2025

Net sales, EUR million



Source:

internal data (ex-factory) | Data adjusted for differences between list prices and actual prices for oncology products (so-called oncology rebates).
The Adamed Group includes: Adamed Pharma, Davipharm (shareholding since 2017), and Ecupharma (shareholding since 2019).

THIS IS WHERE POLISH INNOVATION BEGINS

Adamed was created basing on its own scientific ideas and its own patents. Since 2001, we have invested almost 520 million EUR in R&D activity and capital investments. In 2016, we opened a modern, 3,000 square metre R&D Centre, fully furnished with state-of-the-art research infrastructure.

In 2022, as part of its activities under the New Drug Discovery strategy, Adamed Pharma has purchased facilities with laboratory infrastructure based in Kajetany near Warsaw. Over the next few years, the site will allow the implementation of new drug development projects.



256 | patents in innovative and generic activities

91 | inventions



~EUR 520 M

in R&D activity and capital investments since 2001



2016

inauguration of our state-of-the-art Research and Development Centre



3 000 m²

of laboratory space



2018

inauguration of Pilot Plant



2022

acquisition of facilities with laboratory infrastructure based in Kajetany near Warsaw

Adamed's R&D Center has been established with the purpose of implementing research projects. These projects aim to improve the existing therapies and search for new drugs relying on organic synthesis and new technologies, and to provide support through physical and chemical analysis. The Center runs projects in the lab phase and the semi-industrial phase to enable the transfer of technologies to Adamed Pharma's manufacturing facilities. The two-storey laboratory building is equipped with a modern facility management system and number of other systems for the effective and safe operation of laboratories, including purified water and technical gas distribution systems, local contaminated air exhaust systems, and systems for maintaining and monitoring stable climate and fire-fighting conditions.

The formulation and technology laboratory has been built as a class-D pharmaceutical facility with a higher air purity standard to accommodate the technologies being developed there.

RESEARCH AND DEVELOPMENT

Research and development activities in Adamed Pharma are conducted in two areas: innovative and generic. The work on interdisciplinary development projects in these areas is also supported by other teams responsible for registration, clinical research, project management and intellectual property protection.

The Generic Area brings together high-level experts who introduce elements of innovation into the work on generic drugs to accommodate patients' needs. Well-equipped laboratories for organic synthesis, formulation and technology, and analytics make it possible to effectively implement even very ambitious and multi-stage research projects.

ADAMED Discovery (Innovation Area) is the company's innovation engine, focusing on the early stages of original drug development – from discovery, through preclinical research, to Phase I clinical trials. The team brings together unique expertise in drug candidate research in the areas of oncology and central nervous system disorders, combined with top-level capabilities in protein engineering and bioprocess development.

The structure of ADAMED Discovery comprises several tightly integrated units: the Scientific and Computational Analysis Department, the Biotechnology and Recombinant Proteins Team, the In Vitro Pharmacology Team, the In Vivo Research Team, and the Preclinical Development Department. These internal competencies are strengthened by close collaboration with scientists from leading academic centers and biotechnology companies in Poland and abroad.



ONCOLOGY PLATFORM

ONC051



Fundusze Europejskie



AGENCJA
BADAŃ
MEDYCZNYCH

This project focuses on the development of a biotechnological drug candidate – a fusion protein based on a recombinant variant of TRAIL. AD-051.4 exhibits a dual mechanism of action: pro-apoptotic and anti-angiogenic, demonstrating high efficacy in preclinical models across various tumor types. The project has completed the preclinical evaluation phase, documentation has been prepared, and all necessary approvals obtained to begin Phase I clinical trials, which started in 2025. The goal is to conduct the molecule through Phases Ia and Ib. The project is co-financed by Poland's Medical Research Agency under a grant program supporting the development of targeted or personalized medicine based on cell or protein-based therapies.

SHIELD

Suppression of Host Immune Evasion through Ligand-directed Designs – this platform focuses on the selection of recombinant proteins and antibody fragments that combine mechanisms aimed at suppressing survival signaling in cancer cells while activating immune responses. It is based on proprietary solutions developed by the Adamed Discovery team, leveraging its deep experience in molecule design and a thorough understanding of tumor pathogenesis. SHIELD is currently in the discovery phase.

INHAPRO



Fundusze Europejskie



AGENCJA
BADAŃ
MEDYCZNYCH

An innovative R&D program run within Adamed Discovery, focused on developing novel biologic therapies for patients with non-small cell lung cancer (NSCLC) and other severe pulmonary conditions with high unmet medical need. The program is based on fusion protein technologies targeting membrane receptors in the tumor microenvironment and relies on rational design and advanced molecular biology tools. The goal of INHAPRO is to modulate key processes involved in the progression of lung pathologies, such as abnormal cell survival mechanisms, chronic inflammation, and tissue microenvironment disruption.

NEUROPSYCHIATRIC PLATFORM



Unia Europejska
Europejski Fundusz
Rozwoju Regionalnego



Adamed Discovery also conducts research into new drug candidates for the treatment of psychiatric and neurological disorders such as mood disorders, schizophrenia, and Alzheimer's disease. These studies are carried out in close collaboration with leading academic institutions in Poland, including the Jagiellonian University Medical College and the Institute of Psychiatry and Neurology in Warsaw.

A key achievement of the neuropsychiatric platform was the development of a candidate in late-stage preclinical development, which was successfully out-licensed at the end of 2020 to the U.S.-based company Acadia Pharmaceuticals. Acadia is a pioneer in the development of antipsychotic drugs with non-dopaminergic mechanisms of action and is now responsible for the continued pharmaceutical development of this molecule.

SORAAD

Current work within the neuropsychiatric platform focuses on the discovery of innovative drug candidates for treatment-resistant depression. The project aims to meet critical unmet needs in depression therapy – including rapid onset of action, reduced side effects, and good oral bioavailability – by using a small molecule with favorable physicochemical properties that selectively modulates a combination of receptors and transporters in the central nervous system. This work is being conducted in collaboration with our long-standing academic partners from the Jagiellonian University Medical College.

DEFENDER

DEFENDER (Novel Neuroprotective Approach for Ischemic Stroke) is a program aimed at developing a first-in-class neuroprotective therapy for patients suffering from ischemic stroke – one of the leading causes of death and long-term disability worldwide.

Current treatments are only effective within a very narrow time window and do not prevent further damage to neurons after blood flow has been restored. The DEFENDER program addresses this gap by using a unique mechanism of action based on modulating ion channel activity outside traditional synaptic pathways. This approach protects neurons from ischemic stress, reduces oxidative stress, and minimizes the risk of side effects.

Preclinical studies have demonstrated a strong neuroprotective effect, providing a rationale for combining this treatment with existing reperfusion therapies to improve clinical outcomes. DEFENDER represents a promising step forward in stroke therapy, built on a robust scientific foundation.

AD-021.32



Fundusze Europejskie



AD-021.32 is a small-molecule anticancer compound that works by inhibiting the Mdm2-p53 interaction, reactivating the p53 protein, and inducing apoptosis in cancer cells. In vitro and in vivo xenograft studies in mice have shown that AD-021.32 outperforms available competitor molecules in efficacy. It demonstrates excellent bioavailability and, when administered orally, has achieved complete tumor remission in sensitive cancer models.

This compound also exhibits synergistic effects in multiple drug combinations. The project is currently in Phase I of clinical trials, conducted by our licensing partner Lamassu Biotech. The first patient doses were administered at Cleveland Clinic. The preclinical development of this molecule was co-financed by Poland's National Centre for Research and Development under the "Fast Track for Mazovia" program, supporting the project titled: "Clinical development of an innovative Mdm2-p53 inhibitor."

CNS PLATFORM



Fundusze Europejskie
Inteligentny Rozwój

Unia Europejska
Europejski Fundusz
Rozwoju Regionalnego



The goal of the CNS research platform is to develop innovative drug candidates targeting some of the most pressing neurological and psychiatric conditions, which today represent major public health challenges – including mood disorders, schizophrenia, and Alzheimer's disease.

These research efforts are carried out in close cooperation with leading academic centers in Poland, such as the Jagiellonian University Medical College and the Institute of Psychiatry and Neurology in Warsaw.

A key milestone achieved within the CNS platform was the development of a drug candidate in the advanced stages of pre-clinical development, which was successfully out-licensed at the end of 2020 to Acadia Pharmaceuticals. Acadia is a pioneer in the development of antipsychotic drugs with non-dopaminergic mechanisms of action and has taken over responsibility for the compound's further pharmaceutical development.

OUR RESEARCH PARTNERS

- Institute of Biochemistry and Biophysics, Polish Academy of Sciences in Warsaw,
- Institute of Physical Chemistry, Polish Academy of Sciences in Warsaw,
- Pharmaceutical Research Institute,
- Institute of Pharmacology, Polish Academy of Sciences in Krakow,
- Institute of Industrial Organic Chemistry, Branch Office in Pszczyna,
- University of Gdańsk,
- University of Warsaw,
- Medical College, Jagiellonian University,
- The John Paul II Catholic University in Lublin,
- Medical University of Gdańsk,
- Medical University of Warsaw,
- Wrocław University of Science and Technology,
- International Institute of Molecular and Cell Biology,
- International Center for Cancer Vaccine Science,
- Professor Zygmunt Wasylewski Foundation for the Faculty of Biochemistry, Biophysics and Biotechnology, Jagiellonian University,
- Łukasiewicz Research Network – PORT Polish Center for Technology Development.



PIPELINE



PARTNERSHIP



Lamassu Pharma
LLC (MDM2-p53 inhibitor in oncology)

Acadia Pharmaceuticals
(serotonin-bound GPCR blocker in the CNS)

PRODUCTION AND LOGISTICS CENTER IN POLAND

In an age of globalisation and fierce competition, the quality of the products on offer is of the utmost importance, while maintaining optimum production costs and a high level of customer service. The modern Production and Logistics Centre is located in the Łódzkie Voivodeship.

It is also the showcase of the Łódź region and a reliable employer of a highly-qualified workforce. It is important to implement good practices from other sectors, where the management of the broadly understood supply chain is an important source of competitive advantage. Early 2022 saw the completion of another stage of expansion of the Production and Logistics Centre. Through this investment, we are set to improve access to medicines for patients in Poland. By expanding the Pabianice plant, we will enhance its production capacity from 2 billion tablets (2020) to 4 billion tablets (2027) and will increase the level of automation and robotisation of processes.





3.2 billion

tablets per year



2

Production sites



94 million

individual packages
of medicines per year



Quality & compliance

cGMP

RiskManagement

KAIZEN

TPM/SMED/Simple Processes



~7,800

batches released
per year



Every year, the Centre is subject to a dozen inspections and audits carried out by contractors – mostly large multinational companies.

The Centre is equipped with several dozen manufacturing and tablet packaging machines

Competitive Advantage:

• reliability

• flexibility

PARTNER IN CONTRACT MANUFACTURING

MULTI-DOSE CAPSULES | TABLETS

Our expertise includes technology transfer and contract manufacturing of medicines in solid forms, such as tablets and hard capsules (medicinal products and supplements), and is backed up by an extensive list of references worldwide.

We are pleased to offer our customers versatile services tailored to their individual needs through access to our world-class facilities and high-level scientific input into each project.

WE MANUFACTURE THE FOLLOWING FORMS OF PRODUCTS AND INTERMEDIATES:

- Hard multi-dose capsules (pellets, powder, granulations, tablets, micro-doses for inhalation products, micro-tablets, liquid forms),
- Immediate release tablets,
- Controlled-release tablets,
- Fast disintegrating tablets,
- Film-coated tablets,
- Multi-layer tablets,
- Products manufactured using the direct tableting/encapsulation process,
- Wet granulations (obtained using fluid methods and high shear granulator mixers),
- Dry granulations obtained by compacting (including with selective particle size distribution).

WE APPLY CGMP PRODUCTION STANDARDS:

- Sourcing and qualification of manufacturers of active agents, excipients, and packaging materials,
- Preparing quality documentation and releasing raw materials for production,
- Mixing,
- Granulation,
- Compression/encapsulation,
- Coating,
- Blistering,
- Unit packaging,
- Stability testing,
- Releasing for sale,
- Preparation of e-CTD documentation for registration purposes,
- Storing archive samples.

CURRENTLY AVAILABLE DOSING SYSTEMS:



micro-dosing

up to 72,000 capsules per hour
100% control of capsule content



pellets

up to 100,000 capsules per hour,
two chambers which are alternately filled and emptied



tablets

60,000-100,000 capsules per hour,
depending on the number of tablets to be dosed per capsule and on the size and shape

OTHER POTENTIAL COMBINATIONS OF CAPSULE PRODUCTS:

- Powder,
- Liquid,
- Up to three pellet types with different active ingredients,
- Up to three tablet types with different active ingredients,
- Micro-tablets,
- Capsules,
- Combination: pellets, capsule, and tablet,
- Combination: powder, tablet, and pellets,
- Combination: tablet and two pellet types with different active ingredients,
- Combination: powder and two tablet types with different active ingredients,
- Combination: powder and liquid.

Capsule size: 00, 0, 1, 2, 3, 4.
Capsule types: hard gelatine capsules, HPMC.
You can order both small and large batches manufactured in compliance with the highest quality standards and with short turnaround times.

LABORATORY OF INHALED DRUG DEVELOPMENT

The primary objective of the Inhalation Drug Development Laboratory is the research and pilot-scale manufacturing of inhalation products (Dry Powder Inhalers, DPI), including capsule-based and multidose inhalers. The facility encompasses both R&D capabilities in formulation and analytics, as well as a dedicated GMP zone for producing clinical trial batches. Given

the nature of the active pharmaceutical ingredients used, the laboratory has been adapted for safe handling of OEB 4 and 5 class substances. Advanced technologies have been implemented, including custom-designed isolators tailored to specific applications, ensuring the highest level of safety for both personnel and the environment.

THE ESTABLISHMENT OF THE INHALATION DRUG DEVELOPMENT LABORATORY ENABLES:

- the development of next-generation inhalation therapies,
- research involving highly potent and very highly potent pharmacological and toxic substances,
- implementation of innovative technologies for precise microdosing,
- development of sensitive analytical methods capable of detecting ultra-low concentrations,
- identification, optimization, and validation of critical manufacturing parameters during the lab-scale phase,
- creation of process and quality control guidelines,
- supply of clinical trial materials.

The laboratory is equipped with slow- and high-speed blenders, a pilot-scale full-containment capsule filling machine, a DPI filling and blistering station, as well as advanced analytical and testing instrumentation. This includes next-generation cascade impactors (NGI), DUSA devices for delivered dose uniformity testing, volumetric and coulometric titrators, UPLC and HPLC chromatographs, a laser diffraction particle size analyzer, a scanning electron microscope (SEM), and a digital microscope.



Project development and process oversight are carried out by a highly specialized team of experienced technicians, specialists, and subject matter experts. Their deep scientific knowledge, practical skills, and interdisciplinary expertise enable the execution of advanced R&D projects focused on inhalation products that meet the most demanding therapeutic and technological standards.



**A completely new field
within Adamed Pharma's
R&D operations**



BUSINESS DEVELOPMENT

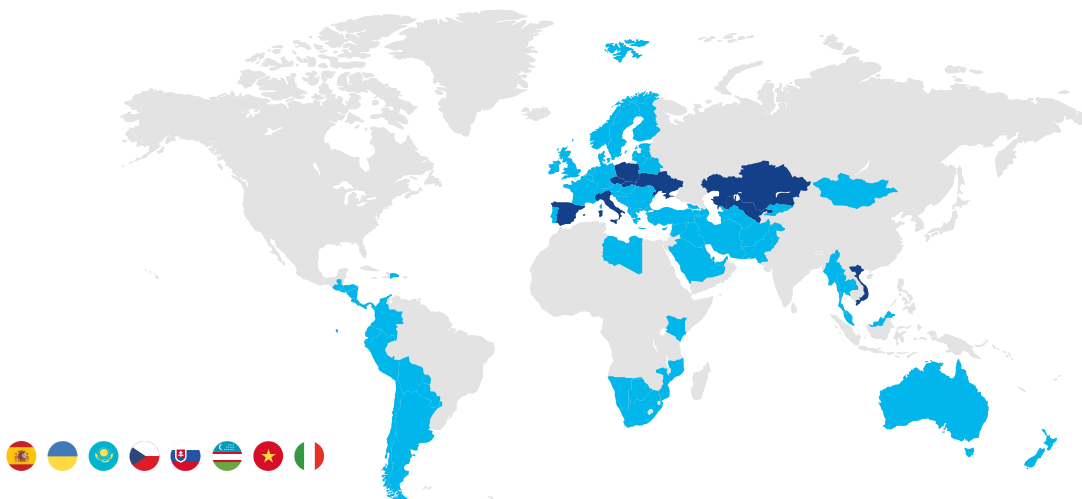
FOREIGN EXPANSION

Adamed began its international expansion in 2003. Today, its products are available in dozens of global markets – across Europe, the Middle East, Asia, Africa, Latin America, and Oceania.

The company operates 8 international offices, supporting its presence in key markets. A consistent development strategy based on innovation and global outreach has transformed Adamed Pharma into a well-recognized international brand.

Over the years, the company has observed steady growth in product sales – both in volume and value. Currently, one-third of Adamed's business comes from foreign markets, with plans to increase this share to 55%.





8 foreign representative offices:

Spain, Italy, Vietnam, Uzbekistan, Kazakhstan,
Ukraine, Czech Republic, Slovakia.



Dozens of foreign markets,

where our products are present
(export and L-OUT).

GEOGRAPHICAL DIRECTIONS OF DEVELOPMENT

Adamed's internationalization strategy is based on its presence in promising regions of the world – from Western Europe, through Central and South-East Asia, to MENA countries and Latin America.

With our own sales offices, local manufacturing presence (m.in in Vietnam) and an extensive network of distribution partnerships, we can build a strong, global Adamed brand and flexibly respond to the needs of patients in different parts of the world.

Europe

United Kingdom,
Germany, Sweden,
Spain + Portugal, Italy

Central Asia

(Armenia, Georgia, Azerbaijan)

LATAM

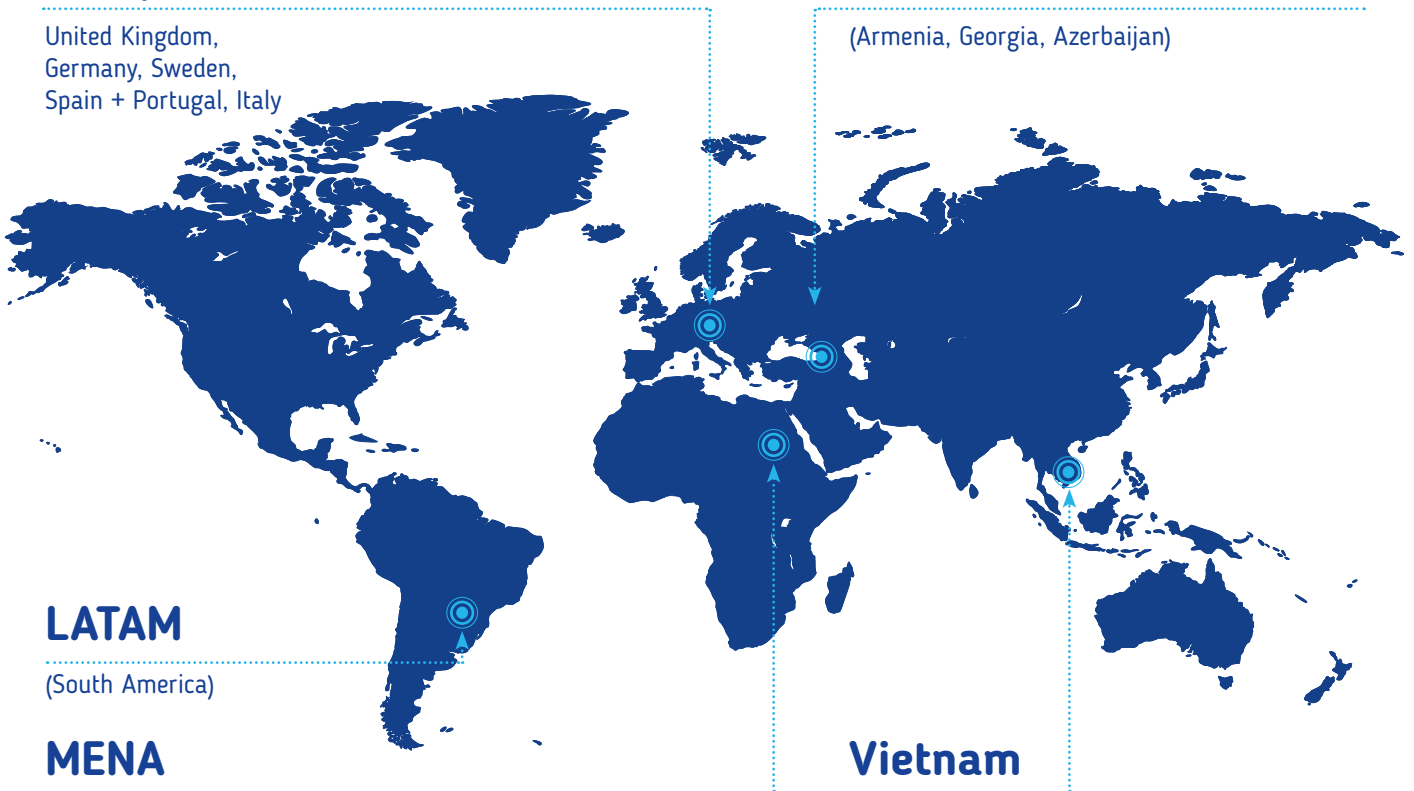
(South America)

MENA

(Middle East and North Africa)

Vietnam

and East Asia



A PLATFORM FOR DYNAMIC EXPANSION IN ASIA-PACIFIC



Adamed Pharma is the 100% owner of Davipharm, one of the fastest-growing pharmaceutical companies in Vietnam. The total capital engagement of Adamed in Vietnam has reached nearly USD 60 million, making it one of the largest Polish direct investments in Southeast Asia.

Through this acquisition, Adamed gained a regional production hub supporting growth across Asian markets and exports to highly regulated countries. Davipharm plays a central role in Adamed's internationalization strategy and serves as a platform for dynamic expansion in the Asia-Pacific region.

2017

Acquisition of a majority stake in the Vietnamese pharmaceutical company Davipharm.

2021

EU-GMP certification for non-sterile production lines (capsules, hard-shells, tablets); certification of the HP Zone for cytotoxic drugs (Vietnamese Drug Administration)

2023

Adamed becomes sole owner of Davipharm.

2024

First-ever EU-GMP certification in Vietnam (and the region) for sterile HP Zone used in manufacturing high-quality oncology drugs.



MEETING WITH THE PRIME MINISTER OF VIETNAM



In January 2025, representatives of Adamed Pharma – Małgorzata Adamkiewicz, MD, PhD, Chairwoman of the Supervisory Board, together with the Team – participated in a meeting with the Prime Minister of Vietnam, Pham Minh Chinh and the Ministers of Health, Science and Technology, as well as Industry and Trade, during the official visit of the Prime Minister and the Vietnamese delegation to Poland.



LICENSE-OUT

The License-Out team at Adamed is a group of experienced professionals responsible for the global commercialization of our products. We are open to various partnership models – including licensing, distribution, and co-development of new products. We provide comprehensive support in registration, IP protection, and go-to-market strategies, all based on open collaboration with our partners. The goal is to ensure successful product launches with minimal risk and competitive pricing.

Our partners receive full Common Technical Document (CTD) registration dossiers for finished pharmaceutical products, prepared according to strict GMP standards and compliant with the regulatory requirements of countries worldwide. Our team's expertise allows us to offer a premium level of partnership, grounded in a win-win strategy.



FOREIGN EXPANSION

REPRESENTATIVE OFFICES IN EASTERN MARKETS

Since 2005, Adamed has been intensively developing its presence in the markets of the Commonwealth of Independent States, operating through representative offices in Kyiv (since 2005), Almaty (since 2013), and Tashkent (since 2020). Many years of presence in Eastern Europe, Central Asia, and more recently also in the Caucasus, have enabled us to gain in-depth knowledge of patient needs in these regions. Responding to their expectations, we are constantly expanding our portfolio with new Rx and OTC products in many therapeutic areas.

We use modern promotional tools and sales analysis methods, such as CRM systems, databases, market monitoring, and geo-marketing. Among our top priorities in the region are: around 100 products already launched, several dozen implementations carried out annually, and a consistently pursued strategy of maintaining high growth dynamics.

Our team consists of about 100 local associates – experienced, reliable, and creative professionals. Depending on the country, they operate in various business models, adapted to the dynamically changing regulatory environment. We are expanding our portfolio in areas such as CARDIO, CNS, GYN, PULMO, and ALLERGY.

We are also active in digital and e-commerce, implementing innovative solutions to increase the availability of our products and streamline interactions with business partners and patients.

We cooperate with leading research centers, drawing on our experience in developing innovative solutions and improving existing ones, while ensuring local drug safety architecture. We are building a global network of interactions and knowledge exchange – from Polish experts to our local activities abroad, to international congresses, debates, and symposia in Poland.

Our activities actively support the “POLAND” brand worldwide.

LICENSE-IN

The Licensing-In Department is actively engaged in acquiring new products that are gradually introduced into our portfolio. The team is responsible for evaluating market offers, conducting efficient negotiations, and signing agreements with selected partners.

Adamed maintains regular contact with all major generic pharmaceutical companies in Europe and beyond. This allows us to continually monitor the pharmaceutical landscape in terms of available molecules, upcoming patent expirations, and potential business opportunities.

We continuously monitor and respond to changes occurring both in the domestic and international markets. We are constantly seeking new directions in which our products can establish a presence.

CARDIOLOGY

- **APIXABAN** **NEW***
2,5mg, 5mg, capsules
- **CANDESARTAN + AMLODIPINE**
8mg/5mg, 8mg/10mg, 16mg/5mg, 16mg/10mg, capsules
- **CANDESARTAN + AMLODIPINE + HCTZ**
16mg/5mg/12,5mg 16mg/10mg/12,5mg, capsules
- **CILOSTAZOL**
50mg, 100mg, tablets
- **EPLERENONE**
25mg, 50mg, film-coated tablets
- **EZETIMIBE + ROSUVASTATIN** **NEW***
10mg/5mg, 10mg/10mg, 10mg/15mg, 10mg/20mg,
10mg/30mg, 10mg/40mg, tablets
- **PERINDOPRIL TERT-BUTYLAMINE + AMLODIPINE**
4mg/5mg, 4mg/10mg, 8mg/5mg, 8mg/10mg, tablets
- **RAMIPRIL + AMLODIPINE**
2,5mg/5mg, 5mg/5mg, 5mg/10mg, 10mg/5mg,
10mg/10mg, capsules
- **RAMIPRIL + AMLODIPINE + HCTZ**
5mg/5mg/25mg, 10mg/5mg/25mg, 5mg/5mg/12,5mg,
10mg/10mg/25mg, capsules
- **RAMIPRIL + AMLODIPINE + ROSUVASTATIN** **NEW***
5mg/5mg/10mg 10mg/5mg/10mg 10mg/10mg/10mg
5mg/5mg/20mg, 10mg/5mg/20mg 10mg/10mg/20mg,
capsules
- **RAMIPRIL + BISOPROLOL**
2,5mg/1,25mg, 2,5mg/2,5mg, 5mg/2,5mg, 5mg/5mg,
10mg/5mg, 10mg/10mg, capsules
- **RAMIPRIL + INDAPAMIDE SR** **NEW***
5mg/1,5mg, 10mg/1,5mg, modified-release tablets
- **RANOLAZINE**
375mg, 500mg, 750mg, prolonged-release tablets
- **RIVAROXABAN**
2,5mg, 10mg, 15mg, 20mg, coated tablets
- **RIVAROXABAN + ACETYLSALICYLIC ACID** **NEW***
2,5mg/50mg, tablets
- **ROSUVASTATIN**
5mg, 10mg, 15mg, 20mg, 30mg, 40mg,
film-coated tablets
- **ROSUVASTATIN + ACETYLSALICYLIC ACID**
5mg/100mg, 10mg/100mg, 20mg/100mg, capsules
- **ROSUVASTATIN + AMLODIPINE**
10mg/5mg, 10mg/10mg, 20mg/5mg, 20mg/10mg,
capsules
- **TELMISARTAN + ROSUVASTATIN** **NEW***
40mg/10mg, 40mg/20mg, 80mg/10mg, 80mg/20mg,
film-coated tablets

CENTRAL NERVOUS SYSTEM

- **B1 + B6 + B12 Vitamin Complex** **NEW***
150mg/50mg/0,2mg, film-coated tablets
- **DULOXETINE**
30mg; 60mg, enteric-coated tablets
- **OLANZAPINE** 5mg; 10mg, tablets
- **OLANZAPINE ODT** 5mg, 10mg, 15mg, 20mg,
orodispersible tablets
- **PREGABALIN** 25mg, 50mg, 75mg, 100mg, 150mg,
200mg, 225mg, 300mg, capsules
- **VORTIOXETINE HYDROBROMIDE** **NEW***
5mg, 10mg, 15mg, 20mg, film-coated tablets

DIABETOLOGY

- **EMPAGLIFLOZIN** **NEW***
10mg;25mg, film-coated tablets
- **EMPAGLIFLOZIN + LINAGLIPTIN** **NEW***
10mg/5mg, 25mg/5mg, film-coated tablets
- **LINAGLIPTIN**
5mg, film-coated tablets
- **SITAGLIPTIN**
25mg, 50mg, 100mg, film-coated tablets
- **SITAGLIPTIN + METFORMIN XR**
50mg/500mg, 50mg/1000mg, 100mg/1000mg,
extended-release tablets

ONCOLOGY

- **ABIRATERONE**
500mg, film-coated tablets
- **IMATINIB**
100mg, 400mg, capsules

GYNAECOLOGY & UROLOGY

- **FINASTERIDE + TADALAFIL**
5mg/5mg tablets
- **FURAZIDIN**
50mg, 100mg, tablets
- **SILDENAFIL**
25mg, 50mg, 100mg, film-coated tablets
- **SOLIFENACIN + TAMSULOSIN OCAS®**
6mg/0,4mg, prolonged-release tablets
- **Tranexamic Acid** **NEW***
500mg, 1000mg, tablets

OTHER THERAPEUTIC AREAS

- **AZITHROMYCIN**
500mg, film-coated tablets
- **DEXAMETHASONE**
4mg, 8mg, 20mg, tablets
- **FLUDROCORTISONE**
0,1mg, tablets
- **RISEDRONATE SODIUM**
35mg, 75mg, film-coated tablets

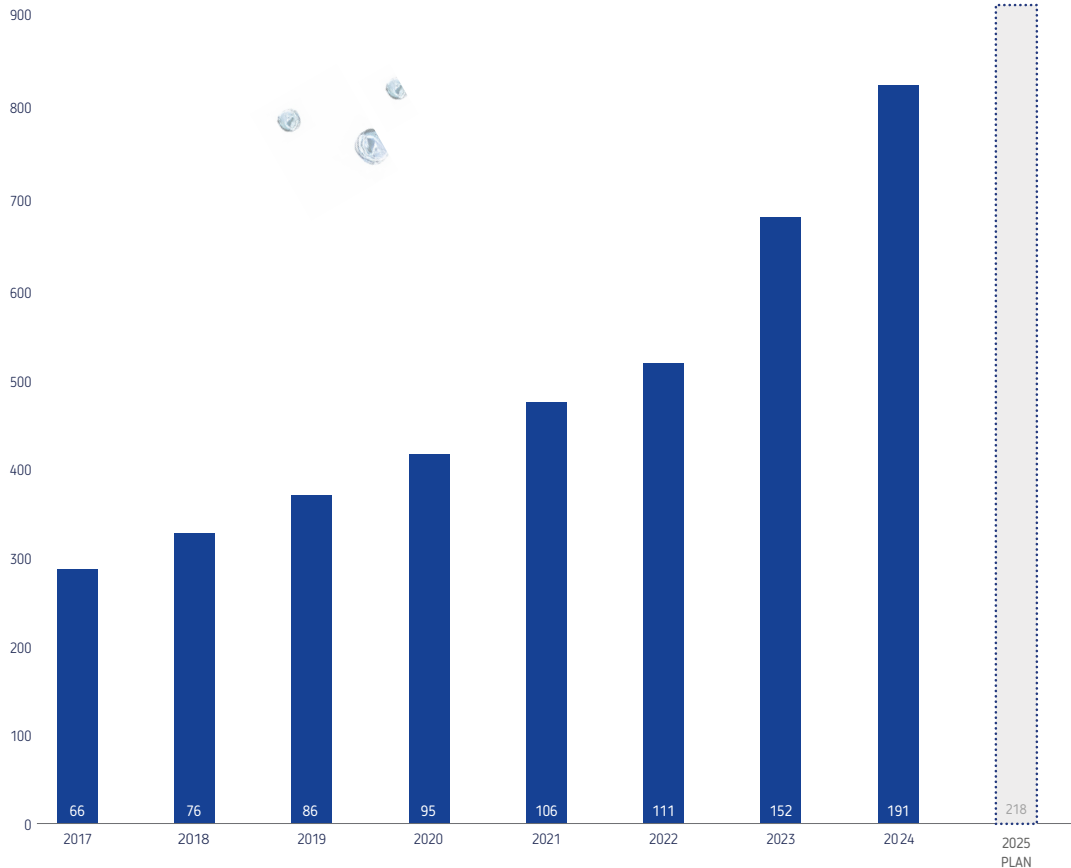
OVER-THE-COUNTER DRUGS (OTC)

- **CYTISINE**
1,5mg, film-coated tablets
- **CYTISINE** **NEW***
1,5mg, oral solution (spray)
- **LEVODROPROPIZINE** **NEW***
60mg, orodispersible tablets
- **MINOXIDIL**
5%, foam
- **OSELTAMIVIR** **NEW***
75mg, powder for oral suspension
- **SILDENAFIL**
25mg, 50mg (also available as RX) film-coated tablets

ADAMED GROUP'S EXPORT REVENUES¹

Net sales, EUR million

mln
EUR



1. Internal data



STARTUPS

STARTUPS

Adamed has actively supported start-ups in Poland since 2015. To that end, the company has established a venture capital arm through which – beyond simply pursuing investment opportunities – it has been involved in several initiatives providing assistance to start-ups taking their very first steps in product development and developing their commercial operations.

Adamed has been involved in a series of acceleration programmes for budding technological companies, acting as a partner to support projects related to the healthcare sector.

In recent years, these have included:

MIT Enterprise Forum Poland and MIT Enterprise Forum CEE

– the programs are based on the know-how of the world's most renowned technical university, the Massachusetts Institute of Technology. As a partner to the Health path, Adamed provides the program participants with, among other things, support from experienced mentors, access to inhouse laboratory facilities, possibility to deploy pilot programs and help in building business models. Selected editions of the program were co-financed under the ScaleUp program of the Polish Agency for Enterprise Development (PARP), which made it possible to support startups with up to PLN 200,000. Adamed has been a partner to each of the editions of both programs carried out to date.

Scale-up Champions

an international initiative offering support for deep tech digital startups from all over Europe. It helps startups to venture into international markets, start collaborations with corporations and investors, and as a result, scale up their business.

MedBiz Innovations

– mentoring program created for students of various faculties, including medical studies, to jointly create innovative solutions. Teams of students work on ideas for a product or service that combine modern technology, medicine and business. Projects with the highest potential for commercial application are further developed under supervision of experienced representatives of the MedTech sector.

Science Startup

– an accelerator program implemented by the Subcarpathian Innovation Center aimed at shaping proinnovative and entrepreneurial attitudes and supporting Subcarpathian scientists in setting up academic startups. Science Startup offers mentoring, training sessions and networking activities to scientific teams.

SmartUp Lab 2022

– educational and incubation program organized by the Medical University of Łódź. The program targets young innovators interested in developing creative solutions: students, PhD students, graduates, scientists and entrepreneurs who form interdisciplinary teams developing ideas and products under subject-specific mentoring.







ESG

ENVIRONMENT

REDUCING THE NEGATIVE IMPACT ON THE NATURAL ENVIRONMENT



0%

of industrial waste ends up in landfills

100%

of industrial wastewater in the Pabianice plant is ozonated

96%

of generated waste is sent for recycling or recovery

GREEN HEALTHCARE COALITION

Adamed Pharma is an active member of the Green Coalition for Health – a nationwide platform for cooperation aimed at the sustainable development of the healthcare sector in Poland. This initiative brings together institutions, local governments, businesses, and the scientific community, with the main goal of reducing the healthcare sector’s impact on the environment by promoting sustainable management models, improving energy efficiency, and minimizing the environmental footprint.

As a member of the Coalition, Adamed actively shares its experience, supports pro-environmental initiatives, and engages in dialogue with key stakeholders, contributing to the transformation of the healthcare sector towards a greener and more resilient system.

PHOTOVOLTAICS

As part of its sustainability efforts, Adamed has launched a photovoltaic installation project aimed at increasing the share of renewable energy sources in the company’s overall energy mix.

The first system was activated on the rooftop of the office building in Pieńków. Although it is the smallest of the planned installations, it marks an important step in the company’s broader energy transformation and is part of the strategic “PHOTOVOLTAICS” program.

Investments in renewable energy are a response to the need to reduce the company’s carbon footprint and reflect a long-term approach to responsible growth. In-house RES (Renewable Energy Sources) systems strengthen energy independence, support cost optimization, and help mitigate risks stemming from dynamic regulatory changes – such as the Carbon Border Adjustment Mechanism (CBAM).



COMBINATION DRUGS – BENEFITS FOR PATIENTS AND THE ENVIRONMENT

Thanks to the use of modern technologies, Adamed Pharma develops combination drugs, bringing together two or three active substances in a single tablet. This solution not only supports therapy effectiveness by helping patients adhere to treatment recommendations (fewer tablets mean a lower risk of missed doses), but also provides measurable environmental benefits.

Instead of two or three separate products – each with its own blister, box, and leaflet – the patient receives a single, consolidated package. This translates into a real reduction in the use of plastic, paper, and aluminum already at the production stage. Fewer packages also mean smaller transport volumes in logistics chains, which contributes to reduced emissions from transport and storage.

As a result, combination drugs significantly reduce the material and carbon footprint throughout the product life cycle – from manufacturing, through distribution, to consumer waste. This is a practical example of how therapeutic innovations can also support sustainable development goals.

OZONATION OF INDUSTRIAL WASTEWATER

Adamed Pharma has implemented ozonation in the process of industrial wastewater treatment at its production facility in Pabianice. Ozonation, used instead of chemical substances, is an environmentally friendly solution that eliminates pharmaceutical micro-contaminants from discharged wastewater. The process is based on the use of ozone, a natural compound generated on-site, which does not result in by-products or waste.

Ozone, a renewable substance, breaks down the structure of chemical compounds in industrial wastewater through its reactive properties, leading to effective purification and reduction of pharmaceutical micro-contaminants. As a solution aligned with the principles of the circular economy, ozonation allows for the natural treatment of industrial wastewater without generating waste and ensures the safety of the aquatic environment.

CARBON FOOTPRINT IN 3 RANGES

At Adamed, we place great importance on thoroughly monitoring the environmental impact of our organization. That's why detailed carbon footprint calculations are conducted across all three scopes (Scope 1, 2, and 3) for the entire Capital Group. These include both direct emissions and those associated with purchased energy, as well as emissions generated throughout the entire value chain – from suppliers to end-users of our products.

This approach enables a full picture of the company's impact on the climate and supports informed decision-making based on data, helping plan effective emission-reduction actions. It's a significant step toward real transformation and long-term reduction of environmental impact.

MEDICINES TO THE PHARMACY

Adamed Pharma, together with the Neuca Group – the organizer of the “The World in Your Hands” campaign – and industry partners Polpharma, Teva, and Zentiva, has for the first time established a strategic partnership for the development of ESG in pharmacies. The aim of this collaboration is to support an important social goal: ensuring that expired or unused pharmaceuticals are properly disposed of, rather than ending up in household trash or sewage. Research shows that 60% of Poles throw away unused or expired medicines in the regular garbage, while 28% flush them down the toilet.

Proper segregation of pharmaceuticals requires adequate preparation. Therefore, as part of the campaign launched in September 2024, pharmacies distributed informational materials that provide a reliable source of knowledge in a simple, accessible format suitable for both pharmacists and patients.

Among these materials supporting patients in the proper segregation of medicines were posters and educational leaflets explaining why the safe disposal of pharmaceuticals is important and presenting the key principles in a straightforward way. In addition, patients received stickers for medicine boxes and paper bags with instructions on how to use them during a home medicine cabinet review. Containers with clear labels indicating what types of medicines can be disposed of in pharmacies (such as confiscated drugs, syrups, and ointments) also appeared in pharmacies. This ensures that patients have a safe and convenient way to dispose of unused or expired medicines. The educational campaign on the disposal of expired medicines is ful-

ly aligned with Adamed Pharma’s ESG strategy – for the company, preventive healthcare, socially responsible educational initiatives, and care for the environment are top priorities.

By promoting proper practices in the disposal of medicines, Adamed Pharma not only protects the environment from harmful substances but also strengthens its role as a responsible member of the community. In this way, we fulfill our commitments to society, safeguarding the health and safety of both people and the ecosystems around us.



Leki do Apteki

IMPLEMENTATION OF DECARBONISATION AND CIRCULAR ECONOMY INITIATIVES



ECO FLEET

Since 2019, the company has been consistently building a fleet consisting exclusively of low-emission hybrid cars. The new vehicles consume on average at least one liter less fuel per 100 km, which translates both into reduced CO₂ emissions and real operational savings. This is part of a broader strategy to limit environmental impact and implement solutions that support sustainable mobility.

REDUCTION OF ENERGY CONSUMPTION

Adamed has carried out a comprehensive modernization of its energy infrastructure, including, among others, the replacement of traditional lighting with energy-efficient LED fittings at its offices in Pabianice. The project increased energy efficiency and reduced CO₂ emissions. As a result, the company obtained White Certificates – official confirmations of real energy savings – which support pro-environmental investments and can be used in further initiatives in the field of sustainable development.





BLISTER RECYCLING

As part of its environmental efforts, the company has introduced a process for recycling blisters, which constitute a production by-product. These are printed packages made of aluminum foil and plastic, which - provided they are clean and free of any drug residues - can be reintroduced into circulation. They go directly to a recycler, where, after mechanical and electrostatic separation, the aluminum is sent to smelters for remelting, while the plastic - in the form of powder - is used, among other things, in the production of garden hoses and fencing elements for furniture and gardens.

WASTE COMPACTORS FOR PACKAGING

In 2023, Adamed implemented modern compactors for processing foil and cardboard waste, significantly improving their collection and disposal. At two locations, compactors with large containers were installed to effectively compress waste. This solution reduced the number of transports, decreased CO₂ emissions and operating costs, and also improved work ergonomics and handling safety.



ADAMED PHARMA'S SOCIAL PROGRAMS



ETHICS

Adamed's success comes not only from our performance and business agility, but most of all from our reputation as an ethical and trustworthy company. With us, operating within the law is a given. Still, we know that it takes more than that to build the company of our dreams. In addition to legal regula-

tions, at Adamed we respect good practices, industry standards, and the universal values, social norms, and ethical principles that foster a reliable and trustworthy business environment. We expect the same from our contractors and business partners.



COMMUNITY PROGRAMMES

Through its social programmes, Adamed supports the development of science in Poland, educates the public, and contributes to health promotion and disease prevention. The aim of our activities is to reach as many recipients as possible and to significantly influence positive social changes.





ADAMED FOR THE FAMILY

In 2022, the **Adamed for the Family** campaign took place, as part of which more than 2,000 free medical examinations and consultations were carried out in 6 Polish cities. An additional activity as part of the initiative was to check the health of Poles, and the results were presented in an extensive report with experts' comments.

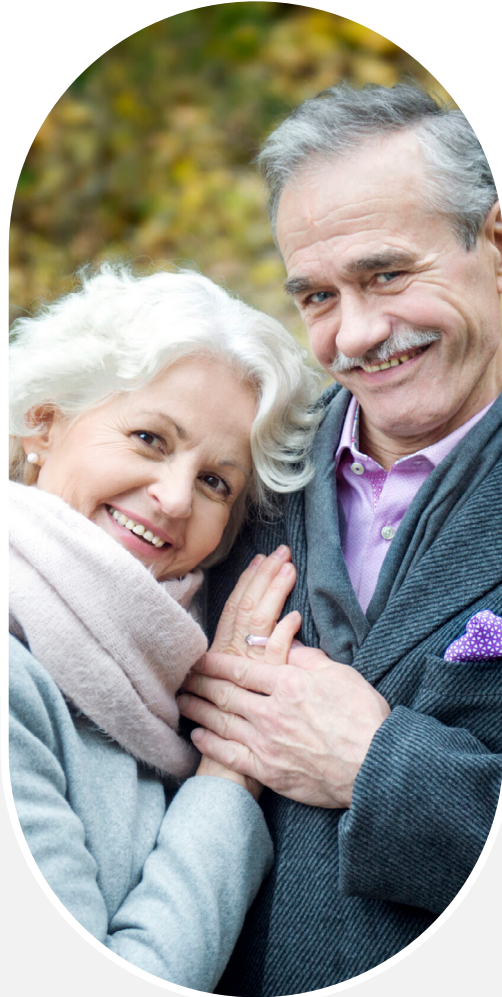


ADAMED FOR SENIORS (ADAMED DLA SENIORA)

The **Adamed for Seniors** program is a response to the senior-related challenges of the 21st century, with the goal of educating older people. Adamed supports seniors, educates them, and encourages them to lead a more active lifestyle, take care of their health and physical fitness. Activities promoting prevention are also carried out, allowing for early identification of health problems and breaking stereotypes related to seniors' everyday life. We want seniors to enjoy good health for as long as possible and to nurture and develop their passions.

Adamed for Seniors focuses on two main areas of activity:

- Established cooperation with, among others: the Polish Federation of Universities of the Third Age, the Manko Association with its Voice of Seniors initiative, and the National Institute of Senior Economy, thanks to which we educate seniors across the country.
- Partnerships during events organized for seniors.



DLA
SENIORA
ADAMED

www.adameddlaseniora.pl

FIND YOURSELF (ODNALEŹĆ SIEBIE)

The **Find Yourself** programme is intended to raise awareness and to expand the knowledge about nervous system disorders and diseases among the general public, as well as to overcome social barriers related to the treatment of psychological and neurological symptoms. The concept behind the programme is to foster awareness of the importance of diagnostics and early treatment of mental and neurological disorders. It is also intended to disseminate knowledge about disorders such as schizophrenia, bipolar disorder, depression, epilepsy, Alzheimer's disease, and Parkinson's disease.

www.odnalezcsciebie.pl



NEW AT HEART (SERCE NA NOWO)

As part of its education and information programme, Adamed has worked to improve the social and professional lives of those with cardiovascular diseases since 2008. The programme is designed to challenge stereotypes and convince the public that those with cardiovascular disease can lead an active lifestyle and have satisfying careers. It offers additional insights on preventing cardiovascular disease and living a socially and professionally active life, despite certain health problems.

www.sercenanowo.pl



DEEP BREATH (GŁĘBOKI ODDECH)

Deep Breath is Adamed's nationwide preventative healthcare and awareness-raising programme designed to increase public awareness of the causes and consequences of respiratory diseases, such as asthma, chronic obstructive pulmonary disease (COPD), croup syndrome, and allergies.

www.glebokioddech.pl



HELP FOR UKRAINE

ADAMED PHARMA

- Donation of support, including drugs and medical aid with a total value of almost EUR 4 million by 30.06.2024.
- Donation to the Polish Medical Mission.
- Material and psychological assistance for Ukrainian Associates and their families.
- Grassroots volunteering campaigns of Associates.

ADAMED FOUNDATION

- 2,100 school kits for Ukrainian children who started their education in Polish schools.
- Development of Ukrainian language versions of educational and educational films as part of the
- ADAMED SmartUP programme.
- Donation to the SOS Children's Villages Association in Poland.



Delivery of school kits for 2,100 Ukrainian children.

ADAMED FOUNDATION

The Adamed Foundation was established to support research, scientific, and educational activities in the fields of science and natural sciences. The Foundation promotes the idea of cooperation and integrates the scientific community with the pharmaceutical, medical, and biotechnology industries. It strengthens collaboration with entities pursuing similar goals and objectives, both in Poland and abroad. One of the Foundation's key tasks is supporting talented youth.



ADAMED SMARTUP

ADAMED SmartUP is an innovative educational program targeted at secondary school students. The program aims to promote science and natural sciences among Polish youth and to support the scientific development of the most talented students. The initiative is based on the online platform adamedsmartup.pl and an educational program designed for individuals aged 14–18, culminating in a science camp. ADAMED SmartUP is also an alumni community, which, together with Adamed experts, co-creates activities dedicated to younger peers.

www.adamedsmartup.pl



ADAMED EXPERT FOUNDATION

For years, the Adamed Foundation has been actively supporting science and working with the scientific community, as science is the most important tool for making the world a better place. In 2020, it launched the **Adamed Expert Foundation program**, which aims to create, deliver, and disseminate reliable, expertise-based information on medical and health prevention topics. The directions of activities carried out under the program are set by the Scientific Council of the Adamed Expert Foundation, composed of distinguished representatives of the Polish scientific community.



ADAMED SMARTUP IN POLAND

11TH SCIENCE CAMP

The ADAMED SmartUP Science Camp, organized for the 11th time, is a unique two-week program during which talented young people from Poland and Vietnam develop their scientific skills, learn project-based work, and search for solutions to real-world challenges. Participants, selected through a multi-stage recruitment process, have the opportunity to work on projects in the fields of AI, robotics, biochemistry, and medicine. The event itself is organized in cooperation with leading academic centers in Poland and under the supervision of the program's Scientific Council, ensuring high quality.

355

people registered
for the program

3

participants from
Vietnam

20

Polish students qualified
for the science camp

12

experts serving as group mentors

20

hours of social
consultations

56

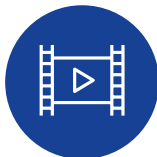
project hours

6

hours of meetings
with external experts



EDUCATIONAL PLATFORM



over

200 materials

educational videos



@ADAMEDStartUP



@adamed_smartup



/ADAMEDStartUP

10TH ANNIVERSARY OF THE ADAMED FOUNDATION

On September 30, 2024, at the Aula of the Faculty of Physics of the Warsaw University of Technology, during a ceremonial gala marking the 10th anniversary of the Adamed Foundation, we celebrated with emotion and joy a decade of the Foundation's activities for the development of science, support of young people, and health promotion.

“The 10th anniversary of the Adamed Foundation is a moment that allows us to look back at everything we have achieved over the past decade. When we launched the ADAMED SmartUP program in 2014, we did not expect that as many as 80,000 young people would apply, with 5,000 of them participating in our science camps dedicated to enthusiasts of exact and natural sciences. To date, hundreds have benefited from educational consultations with top specialists, and one-third of them have received scientific scholarships. Recent years have also shown how important Adamed's mission is – addressing key challenges of modern medicine. During the COVID-19 pandemic, we created the first educational film explaining the principles of protection against infection, which was broadcast, among others, on television. We also prepared educational posters distributed throughout Poland.



In cooperation with the Scientific Council of the Adamed Expert Foundation – which includes national consultants and experts from many medical fields – we prepared Poland's first guidelines and procedures for managing patients infected with COVID-19. Considering the rise in suicide attempts and cases of depression among children and young people during the pandemic, we launched Poland's first comprehensive program to prevent risky behaviors among individuals under 18 years of age. Our project ‘Supporting School’ provides real assistance to teachers, parents, and students, helping effectively counteract the crises faced by so many young people today.”

– said Małgorzata Adamkiewicz, MD, PhD, President of the Management Board of the Adamed Foundation, during the official opening of the anniversary gala.



10 YEARS OF THE SCHOLARSHIP PROGRAM



Around
80,000
registered
participants



500
participants of the innovative
science camp



100
main prize winners



27
scholarship holders



ADAMED SMARTUP ACADEMY



Over 2,000
participants of free weekend
science workshops



Over 700
hours of classes

ADAMED SMARTUP ABROAD:



Spain, 3 editions,
almost 260
participants



Vietnam, 6 editions,
almost 950 participants



Uzbekistan, 2 editions,
almost 60 participants

SUPPORTIVE SCHOOL

Supportive School, launched in autumn 2023, is the first comprehensive program in Poland aimed at preventing suicidal behaviors among children and young people. It is implemented in cooperation with the Adamed Foundation and leading experts in suicidology working within the Life Worth Talking About service. From the very beginning, the initiative has been under the patronage of the Minister of Education, the Ombudsman for Children, as well as the substantive patronage of the Polish Psychiatric Association and the Polish Sociological Association. Its partner is Adamed Pharma.

The program is addressed to primary and secondary schools. Its reach includes not only children and young people in mental health crisis, but also their peers, parents, and school staff: principals, teachers, educators, and school psychologists. Additionally, through publicly available educational content on the website wspierajacaszkola.pl, anyone interested can explore the subject.

The goal of **Supportive School** is to build awareness of mental well-being among children, young people, teachers, and parents, to provide adults with tools to prevent risky behaviors, and to teach them how to support young people in mental health crises—where to seek help and how to provide it.

As part of the program, adults are equipped with the knowledge necessary to help young people in crisis through training and consultations on this subject, as well as professional support in creating crisis procedures and establishing

a school crisis team. Schools also receive access to educational materials developed specifically for the program's needs. Schools that benefit from the full package of services receive the "Supportive School" certificate, which confirms that the mental health of students is treated as a key educational priority. In addition to activities carried out directly in schools participating in the program, we also offer nationwide open webinars on emotional crises and addictions among young people, which anyone can join.

By the end of 2025, the program will include a total of 85 schools across Poland. Schools that took part in the pilot program received their Supportive School Certificate from the Minister of Education, Barbara Nowacka. Schools participating in the second edition of the program will receive certificates from the Deputy Minister of National Education, Paulina Piechna-Więckiewicz. Starting in 2025, the initiative will also be co-financed by funds awarded under the Ministry of National Education's competition "See the Emotions – implementation of educational, preventive, therapeutic, and intervention projects and programs based on scientific evidence, including universal, indicated, and selective preventive programs."

Thanks to the additional funding, it will be possible to double the number of schools covered by support activities and to expand the scope of assistance – including a cycle of open webinars for school staff and new educational materials promoting peer support principles.



**Wspierająca
Szkoła**

FUNDACJA ADAMED

www.wspierajacaszkola.pl



GOVERNANCE

RESPONSIBLE COMPANY MANAGEMENT



Adamed is an active member of the Polish Association of Pharmaceutical Industry Employers and a direct member of Medicines for Europe – an organization bringing together leading European manufacturers of generic and biosimilar medicines. Membership involves a commitment to comply with the Medicines for Europe Code of Ethics, which sets high ethical standards and norms of responsible conduct in the pharmaceutical sector.

The principles set out in the Code are implemented into Adamed's internal policies and procedures. Their practical expression is the Transparency Report, published annually since 2018, which presents the company's rules of cooperation with the medical community.



One company – one standard. The EU-GMP standard, implemented in Poland and Vietnam, is a set of standards applied to ensure the high quality of materials used in the production of medicines.



Adamed also maintains active membership in numerous industry organizations, including: PZPPF, PASMI, IG Farmacja Polska, IQMED, the Health Committee of the Polish-Ukrainian Chamber of Commerce, and the Polish Recycling Association.



Compliance at Adamed – Code of Ethics, Anti-Corruption Policy, Whistleblowing Policy, and more.



Regular employee engagement surveys.

43%

of top management are women

0

violations recorded in the areas of corruption, privacy protection, protection of market practices



1st place in the category “People are Strategy” in the ESG Compass competition in 2025.



Distinction in the “KOD S” category for 2024 in the KOD ESG competition during the 4th ESG Congress.

“COMMITTED” BADGE



Adamed received the prestigious “Committed” badge awarded by EcoVadis – the global leader in assessing companies in the field of sustainable development. This distinction confirms the company’s consistent commitment to responsible management, transparency of actions, and continuous improvement of ESG practices.

EcoVadis evaluates companies in four key areas: environment, human rights & working conditions, ethics, and sustainable procurement.

The assessment process is based on verifying documentation, policies, and implemented actions, taking into account international standards such as the UN Global Compact, ISO 26000, GRI, and OECD Guidelines. The assessment is further supported by the 360° Watch system, analyzing data from external sources.

The “Committed” badge is awarded to organizations that have solid ESG foundations, implement environmental, social, and governance policies, and actively develop good practices in this area. For Adamed, it is proof of its consistent approach to sustainable development and business ethics, reflected in concrete actions and effective procedures addressing global environmental and social challenges.

DIVERSITY CHARTER



Adamed is a signatory of the Diversity Charter.



Adamed Pharma S.A.

Pieńków, ul. Mariana Adamkiewicza 6a,

05-152 Czosnów, Polska

tel.: +48 22 732 77 00

e-mail: adamed@adamed.com

www.adamed.com