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# OPENING WORD

## *Dear colleagues,*

The winter months are a busy time in all companies, when one year comes to a close and the following years are planned. I have been with Meopta since the summer of 2024 and in that time I have come to understand how exceptional it is in its technological maturity and complexity. The alignment of business and manufacturing steps to meet the increasing demands of our industrial, military and end customers is a huge challenge. The end of 2024 was marked by intensive work on the preparation of a strategic plan to steer Meopta towards further growth. We worked as a broad team on the plan and found a shared vision for the period ahead.

The future business strategy does not seem to envisage a major revolution, but it clearly includes a strong focus on key customers and building market share gains, particularly in the semiconductor industry.

There are no longer many new markets available in semiconductors, but as this segment is very cyclical, we need to focus on other parts of the portfolio (Defence, Industrial) to cover any downturns in this area so that we are able to deliver balanced results. In particular, we need to look for new markets and

new applications for all our quality technologies.

Last but not least, we are working on a significant revival of our traditional sports optics business, where we are fundamentally changing our strategy. Our goal is to return to the position we have historically held in this business. We have developed a plan that will significantly improve our current results. Personally, I expect sales to multiply. This is thanks to a completely new portfolio and building distribution in the largest market in the world (USA), which we are now entering.

In the longer term, the development is similar, we just need to focus more on the larger units we supply in the semiconductor segment to increase our penetration with key customers. Our key customers are eagerly awaiting the completion of the investments that are underway, which will allow us to offer them more comprehensive services in the longer term.

The military area is very specific and I have to divide it into two parts - for HH (personal equipment for soldiers) it is increasing participation in tenders worldwide and penetrating new markets, mainly Asia and South America. For

other equipment, it is very much linked to offset programmes related to the Czech army's purchases.

The end of the year is also the best time to meet with friends and family, to enjoy a moment of peace and rest before another busy year. I personally look forward to spending time with my family and my grown-up daughters, for whom I have relatively little time. If the time works out, I will go skiing and actively relax.

I wish you too, dear colleagues, that the New Year brings you new joys and opportunities and that you have time for your loved ones and can do all that you enjoy in life. Meopta achieves its success thanks to the teamwork and commitment of all of you. For that, you have my sincere thanks.



**Rudolf Kodytek**  
Chief Commercial Officer

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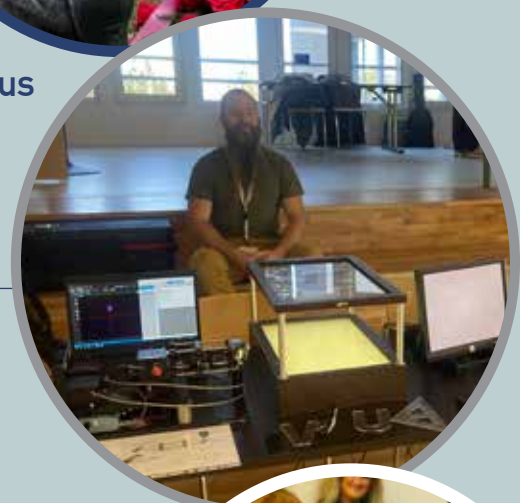
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# China

In July this year, three of my colleagues and I were sent on an overseas business trip to remote China. The aim of this more than 14 days trip was to visit a total of 7 of our cooperating companies producing riflescopes, binoculars, monoculars, collimators, spotting scopes and other optical instruments. A new addition was a visit to a new factory producing thermal imaging instruments that will soon expand the portfolio of sporting, hunting and probably military optics.

The CEO Alena Moore appointed the then newly appointed CCO (Chief Commercial Officer) Rudolf Kodytek as the head of the team, who had a great opportunity to get acquainted not only with the products, companies, but also with the ways of cooperation, producti-



on processes, quality control, etc. Other members of the team were Martin Král (production engineer), Jiří Lavický (project coordinator) and myself.

The second essential task was to get acquainted with the new products, set

new parameters for cooperation and start the production of samples for testing, which has been gradually taking place since September in our test lab here at Meopta.

All the aims and objectives of the mission were fulfilled. Meopta is renewing its portfolio of sports and hunting optics. We are entering an intensive phase where the prerequisite is a complete renewal of all products, either in the form of redesigns or, of course, by offering completely new products.

When asked how I would evaluate my trip abroad, I can say the following.

China is a beautiful country full of contrasts. It is a showcase of cutting-edge technology, wealth and prosperity, but it still has the enduring charm of a rich history, traditional mindset, behaviour and customs. This experience has given



us a complete insight into the capabilities and capacities of the companies we work with. With many of them we have established, I would say, friendly relationships that need to be maintained and developed for the sake of subsequent cooperation.

We here at Meopta will continue to develop and produce the highest quality products, but due to their price they are more difficult to compete in today's market and therefore will be offered primarily to the armed forces. However, we will also continue to offer them in the sports and hunting optics segment.

Price is the main reason why we cannot do without foreign companies today. We are currently cooperating with companies in China, but perhaps in the near future we will add companies from Malaysia, India or even Japan. However, the important thing is to keep our standard, not to deviate from it and to demand it from our partners abroad. In this way, we will not only be able to offer high quality products that are more difficult for some to afford, but also to offer quality products at prices that are affordable to everyone else. In total, our team travelled over 6500 km in China alone, starting in Beijing, then visiting the cities of Wuhan, Shanghai, Nantong, Zuhai and Kunming. The entire trip went off without a single hitch, significant delay, or the need to change the plan in any way. It must be mentioned that our partners took excellent care of us, from helping us select and arrange hotels, providing ground transportation, complete demonstrations of operations, and last but not least, demonstrating the gastronomic richness of Chinese cuisine. In December, we expect a visit from one of our partners, whom the team visited in July. So we will have a great opportunity to return their hospitality

**Pavel Konvalinka**  
Product Manager

Photo: Pavel Konvalinka, Martin Král



# Vision Stuttgart and Precision Fair

## Vision Stuttgart

From 8 to 10 October 2024, Meopta participated in the Vision exhibition in Stuttgart a hot spot for disruptive technologies and visionary ideas.

The thirty-first edition of the world's leading machine vision trade fair set a new exhibitor record and saw an impressive increase in visitor numbers (+23%).

Key players, highly specialized companies and industry newcomers from all over the world presented future-oriented solutions, discussed market and industry trends and made new contacts.

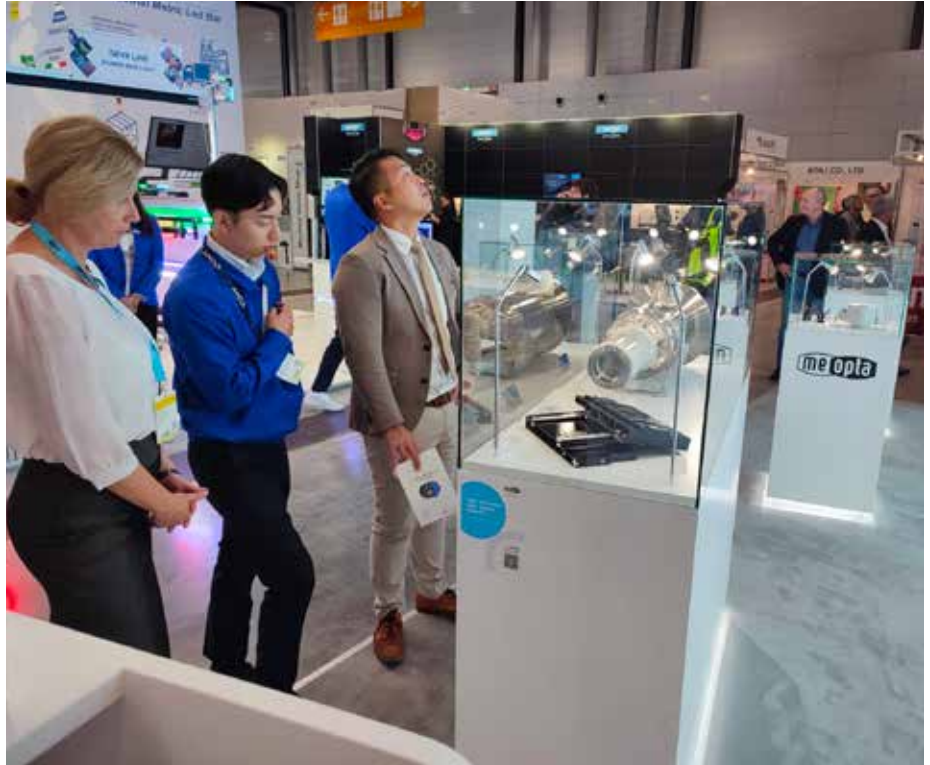
VISION 2024 was a complete success: 483 exhibitors from 38 countries participated and more than 8,000 visitors attended, 49 percent of whom came from abroad.

## Precision Fair

Meopta participated in an important exhibition Precision Fair in Holland during 13-14 November 2024.

The Precision Fair is the premier trade fair where you can meet and discover the top players and solutions in the field of high and ultra-precision technology!

- Over 350 exhibitors
- 50 inspiration sessions
- Networking arena



- International Meet & Match
- The Precision Fair targets technical professionals and decision-makers from high-tech companies, including OEMs and tier 1 to 3 suppliers, involved in:
  - Precision mechanics (micron-range)
  - Motion control & control engineering
  - Mechatronics
  - Optoelectronics
  - Measurement equipment
  - Nanotechnology
- Microsystem technology, micro-assembly, laser processing, and joining
- Sensor technology
- Precision machining equipment

## Libor Grygar

Sales Director SBU Industrial Application

Photo: Libor Grygar



# Olomouc Design Days

Since the beginning of November, an event mapping industrial design in the Olomouc region took place in several institutions and spaces in Olomouc. The event was so successful that the organizers extended it until the end of December.

The organisers of the exhibition approached us knowing that a number of interesting personalities from this field worked in Meopta, so we selected at least a few representatives and design curiosities in our depository that characterise our most important designers.

To get a sense of the scope of the event, let's take a look at how the organizers themselves characterized the event:

**"Olomouc Design Days will offer a series of exhibitions, seminars, discussions, workshops and much more throughout November, and not only about design. We bring the classic model of a "design week"- a platform for popularizing a wide range of cultural and creative industries. We encourage interaction between creators and the public and want to awaken interest in creative fields such as (not only industrial) design, architecture, arts and crafts and more, across society."**



During the event, those interested could actually attend a series of lectures, workshops, discussions with interesting personalities, talks and last but not least, several theatre performances. During the event, increased attention was paid to some entities, including Meopta. This is quite evidently an indication of how Meopta is perceived throughout the region:

Industrial Design in the region:

**"Meopta is one of the most important industrial companies in our region and is an integral part of its history. It is also a pioneer of cutting-edge industrial and applied design in the field of optics. The exhibition presents a selection of works by leading designers who have worked with the Přerov company since the 1950s on many popular instruments."**

Our exhibits were concentrated in several showcases and contained examples of the work of our selected designers - Danuša Mazurová, Jana Vaňková, Karel Čížmář and some others, among others our current designer Jakub Verner.



**Zuzana Veselá**  
Marketing Officer

Photo: Pavel Vysloužil, Jaroslav Sypěna

# Anniversary of the passing of Paul Rausnitz

On November 11, we marked the 6th anniversary of the passing of Mr. Paul Rausnitz. Many of the people who remember his time at Meopta are now gone from the company and newcomers hear about him perhaps only in bits and pieces, from their older colleagues. In any case, Mr. Paul has made an indelible mark on the company's history and his memory will hopefully linger in the minds of employees and Přerov residents for a long time to come.



Zuzana Veselá / Marketing officer



# Sports optics

## Exhibition hunting and fishing Varaždin

From 4 to 6 October, the 27th International Fair on Nature, Hunting, Fishing and Tourism was held in Varaždin, Croatia. This is the oldest event of this type in Croatia, where 80 exhibitors from Croatia, Bulgaria, Hungary, Slovakia and Slovenia presented themselves. This tradition was continued only last year by our Croatian distributor Lovac, which had the largest stand in the entire hall. The exhibition was very successful, almost doubling the number of visitors since last year. In addition to the products on display, the attraction of the fair was also the "hunting cauldron" competition, where 22 teams from Croatia and Slovenia prepared their dishes in cauldrons in the outdoor area.

### Eva Pajorová

#### Area Sales Manager

Photo: Eva Pajorová



## Falcon race

Hunting is the sum of many diverse activities, not just wild game hunting. It includes, for example, year-round care of game and nature, special dog training and, last but not least, falconry.

Falconry is not only about the hunt itself, but also about the necessary preparation of the bird of prey for the hunt, which includes obedience training and subsequent fitness training. There is a healthy competitiveness among falconers and every active falconer is duly proud of his or her raptor - the athlete. The falconry competitions in the 400 m horizontal speed flight are held in various places in the world, in our country, for example, at the airport in Podhořany.

This year we supported this event with a sponsorship donation, certainly such an activity is very interesting and attractive for both the participants and the public.

### Jan Janča

#### Area Sales Manager

Photo: Jan Janča

## 86<sup>th</sup> Karel Podhajsky Memorial

### Top international competition for pointers 5/10-7/10/2024.

The most top cynological events in the country - 86. Karel Podhajsky Memorial - was held by the District Hunting Association Jičín. Meopta was for the first time ever at an event of this importance, and we were one of the general partners.

We had the opportunity to consult a wide range of questions about hunting riflescopes and binoculars from the truly professional community of cynologists and hunters at our stand, which led to mutual enrichment of knowledge from practice.

The Memorial is attended by the best hounds from Central Europe, who have to go through the nomination competitions to get to such an extraordinary competition. The trials were all the more challenging because the weather was not in favour of the organisers all weekend. It was rainy, cold and often foggy, which required more concentration of the dogs and their handlers during the various disciplines on the water, in the large and small field, but also in the forest.

### Jan Janča

#### Area Sales Manager CZ/SK

Photo: Adam Simandl, Jan Janča



# Military events

## The 7<sup>th</sup> Mechanized Brigade Commander's Rifle Competition 2024 is over!

Today's day at the shooting range in Přešlavice was marked by adrenaline and uncompromising performance. Forty of the best shooters from the 7th Mechanized Brigade competed for the title of the best in the prestigious Shooting Competition. They competed in four disciplines including shooting with P10 C pistols and Bren 2 assault rifles. The key element was not only accuracy, but also mastering the tasks within the time limit and physical preparedness. In addition to the medal metals, the participants had the opportunity to win valuable prizes from the sponsoring companies Česká zbrojovka and Meopta. In the men's category, the first place went to the fighters from the 73rd Tank Battalion "Hanácký". In the women's category the fighters from the 72nd Mechanized Battalion "Major General Josef Buršík" excelled.

**Pavel Tománek**

Area Sales Manager



Photo: archive of the 7th Mechanized Brigade

# Military Sniper Association - Take the Throne II Shooting Competition

The Military Sniper Association hosted the second annual "Take the Throne 2" international sniper competition this year. The best snipers from the ranks of the Army of the Czech Republic, the Police of the Czech Republic, the Customs Administration and the top PRS (Precision Rifle Shooting - sport civilian branch) were shooting. Meopta participated in the prizes for the winners in these categories alongside Czech Armory, Cairo CZ, Perun Arms and others:

***Bolt action sport division (sport repeating rifle)***

***Division "Bolt action LEAF" (service repeating rifle)***

***Division „Semiauto LEAF" (self-loading service rifle)***

At the end of the competition, the battalion was awarded by Sgt. Jakub Tománek from the Agency for War Veterans Support from the hands of the AVO Director the proceeds of the event - a cheque for 45.000 CZK, in favour of the Military Solidarity Fund.

**Pavel Tománek**

Area Sales Manager



Photo: Jakub Machala



# Future Forces Prague

**At this year's edition of the international exhibition Future Forces in Prague, Meopta successfully presented itself again. This prestigious event, focused on advanced technologies for defence and security, became a great opportunity to present our latest products to a wide range of professionals, not only from the military and security sector, but also from the research field.**

Visitors to our stand were able to see our latest optical systems, including high-precision rifle scopes, binoculars and night vision devices designed especially for the armed forces. In particular, our innovations in improving the accuracy and reliability of optics, which are

tailored to the needs of modern armed forces and emergency services, were of great interest. The highlight of this year's exhibition was our new MeoDot DF TM4 and D collimators based on the OLED display collimation principle, which are unique in the world so far in terms of their processing.

In addition to product presentations, we used the exhibition as an opportunity to establish new business contacts and gain valuable feedback from the market. Future Forces once again provided us with the opportunity to strengthen our position in the field of defence technology and enabled us to adapt our innovations to current trends and the requirements of our partners.

Future Forces 2024 in Prague has become an important meeting point for experts and leaders in the field of defence, security and crisis technology. This prestigious biennial event allowed companies and institutions to present the latest innovations aimed at modernising the military and security forces. This year's key themes included advanced communications technologies, night vision, robotic systems and the use of artificial intelligence, which are increasingly integral to modern security and defence strategies.

During the exhibition, a number of expert lectures and discussions were held, where the latest knowledge and experience in the field of defence technologies were shared. Companies had the opportunity to present their innovations, make important contacts and get direct feedback from users. Future Forces has thus become an essential event for anyone following current trends in defence technology and has fostered an international exchange of knowledge that is crucial for the further development of this dynamic sector.

**Pavel Konvalinka**  
Product Manager

Photo: Pavel Konvalinka



# Big changes in the portfolio of sports and hunting optics await us

After analysing the portfolio, markets, competitors, opportunities and capabilities of our own and our manufacturing partners abroad, the basic contours of the product strategy for sports and hunting optics have emerged. Below we describe these new parameters.

The life cycle of each product is now defined as 2 years. Price tiers are defined and nowadays named. The lowest price tier is MeoSport, followed by MeoHunter, MeoPro up to the current MeoStar. Each product in this price entity will therefore be identified with a corresponding name and other additional information.

**R - riflescope**

**B - binokulár**

**S - spotting scope**

**RD - red dot**

**T - thermal**

**D - digital**

An example is a thermal rifle scope with laser rangefinder, which we will offer in the second lowest price category - MeoHunter TR LR, or a rifle scope with six times magnification in the second most expensive category with illuminated cross in the second focal plane - MeoPro R6, 1-6x24 SFP RD. R - riflescope, B - binocular, S - spotting scope, RD - red dot, T - thermal, D - digital. An example is a thermal rifle scope with laser rangefinder, which we will offer in the second lowest price category - MeoHunter TR

LR, or a rifle scope with six times magnification in the second most expensive category with illuminated cross in the second focal plane - MeoPro R6, 1-6x24 SFP RD.

Furthermore, the products will be classified according to the target groups they will subsequently serve. There is a logic to this measure. We have defined these entities, specifying their purpose, reasons and ways of using the products we develop, manufacture or purchase for them, while comparing each process with competitors and gaining insights from customers. Thus, the American Hunter, European Hunter, Tactical and Sport Shooting, and Observer entities were created.

This completes the circle perfectly. We know who we sell our products to. We know at what price points we have a better chance of success compared to our competitors. Or where we need to work more with price or product quality to succeed, for example, in a market where for some reason we want to succeed and then sustain and grow our success.

By the end of the year, the complete portfolio of sports and hunting optics will be replaced. In the first phase, exist-

ing products will be redesigned and in some cases expanded. In the second phase, existing military products will be converted into sporting and hunting products. In the third phase we will come up with completely new products that are currently requested by customers.

It will be very similar in military optics, but that will be discussed in the next article, after the product and business plans, which are currently being developed.

**Pavel Konvalinka**  
Product Manager

# Scientists' Night & Physics around us

## Scientists' Night

On Friday, 27 September, the Night of Scientists took place at colleges, universities and some other institutions in the Czech Republic. As the organizers themselves say, the Night of Scientists is an event that brings to life hundreds of scientific buildings in one evening, which are not accessible to the average mortal. Visitors cruise through laboratories, lecture rooms, exploding experiments and go in-depth on current topics. Kids, adults, seniors, anyone passionate about science is welcome.

In layman's terms, everywhere in these institutions and schools, the public is introduced to various fields of science and study in a popular way, with interesting experiments and presentations.

Palacký University offered Meopta a space for presentation directly in the building of the Faculty of Science, and in order to present optics to the public in the most entertaining light, we asked for the cooperation of ÚDiF - The Amazing Theatre of Physics. Colleagues prepared a small demonstration of their portfolio for the public, namely games with mirrors and folding kaleidoscopes.

The event was a success, as evidenced by the fact that it was already in its 19th year. Let us hope that similar events will arouse interest in technical fields in at least some young people and that optics will also see new Mazurkas.



## Physics around us

ÚDiF, or the Amazing Physics Theatre, was founded more than fifteen years ago. It was inspired by a street theatre festival in Scotland. There, its founder Ondřej Pribyla had the idea that if people like to watch someone juggling, dancing or singing, they might also like to watch someone doing physics experiments. It turns out that this is indeed the case, and what's more, the moment the audience is intrigued by an experiment, they themselves have a very intense desire to understand exactly how it works. And that's exactly what they do to this day. They show the experiments to anyone they can, and they try to lead the audience to understand what they have seen, regardless of their previous knowledge and experience of physics. Their ambition is therefore to make physics interesting, fun and, above all, a natural part of everyday life for the public

and children from an early age. And also as an opportunity to get to grips with many different practical conundrums.

We cooperated with ÚDiF for the first time in 2018 during the installation of the annual exhibition in the Museum of Patrimony in Olomouc. Some of you may remember the laser maze, the infinity mirror, the giant figure mirror and many other optical attractions.

Currently, the Institute offers interesting programmes based on various physics experiments and offers them to schools and the public. They also organize various seminars, corporate events and theatrical performances. They have also published a publication for all those who like to explore and observe. It takes the reader through the whole house and shows where physics hides everywhere and how interesting it can be. In it can be discovered several experiments to do at home and, above all, the joy of the beauty of physics around us. The book is aimed at "pre-physics" children, but it will certainly interest and excite older readers, their parents or teachers.

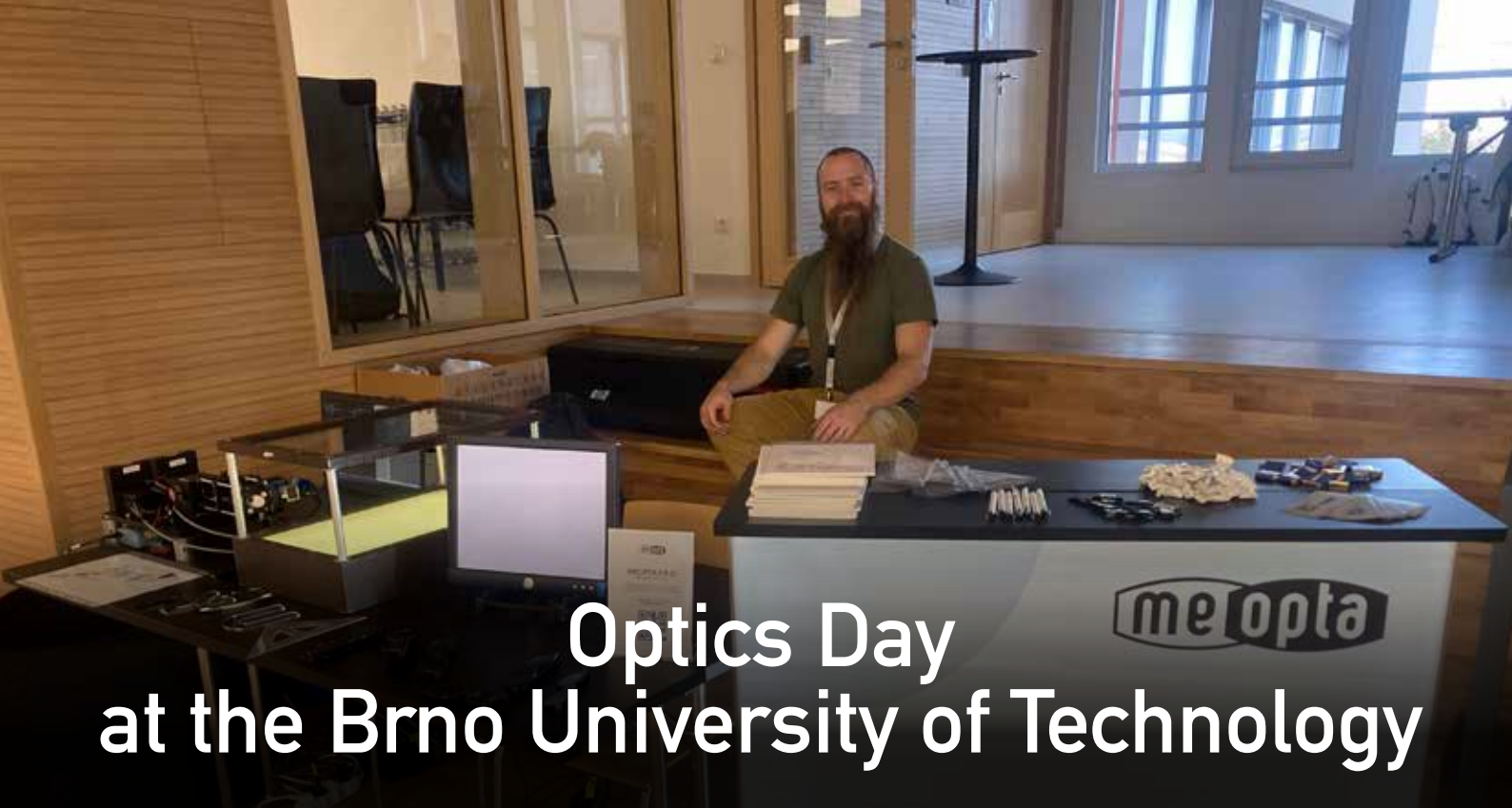
If you are interested in the world of physics, visit their website and discover how beautiful the world of physics can be.

<https://udif.cz/>

**Zuzana Veselá** / Marketing officer

Photo: archiv UPOL



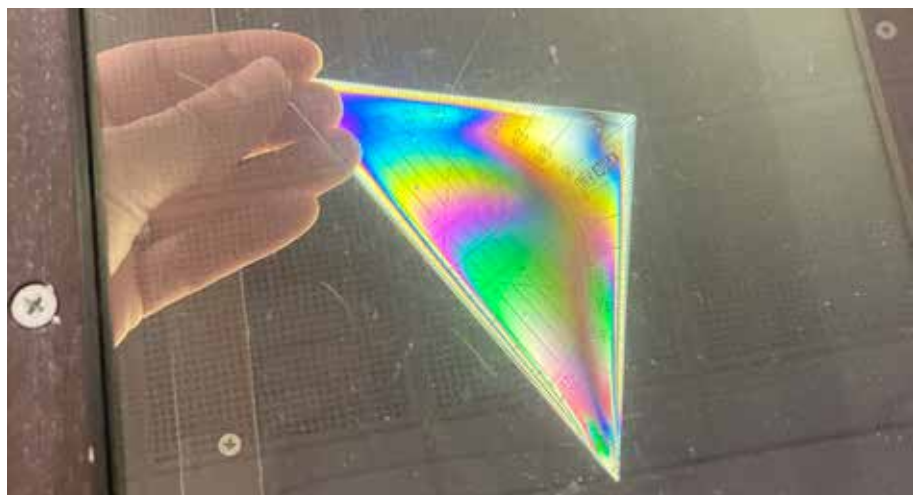


# Optics Day at the Brno University of Technology

On 24 October 2024, our company participated in the Optics Day at the Faculty of Mechanical Engineering of Brno University of Technology. At our stand we presented interesting exhibits focused on polarization, which attracted the attention of many students.

In addition, we had prepared a short presentation in which we introduced Meopta, its focus on optical technologies, development projects and career opportunities for graduates. We also discussed the scholarship programs we offer to students and shared valuable information for those who want to develop their career in optics.

Optics Day was a great opportunity to make new contacts and exchange knowledge between professionals and students.



**Pavλίna Macháčová**  
HR Business Partner

Photo: Pavλίna Macháčová

# INVESTMENTS 4<sup>TH</sup> QUARTER 2024

During the 4<sup>th</sup> quarter, 2 new OptoTech PPM 80 and Satisloh Gi machines were installed on the classic M4-1NP optics. Due to the weight and larger dimensions of one machine, transport was carried out through the open building envelope using crane technology.



Construction of "Precision Machining II" is still underway in the Mechanical Hall this quarter, which also includes the construction of new locker rooms, a day room and restrooms. One of the pieces of equipment that will be part of this construction is the "Forplan" deburring assembly, which has already been provisionally installed in the plastering room.

Furthermore, construction work on the warehouse of work-in-progress production was underway in the M1 hall. New deep foundations were built on piles under 4 automated KARDEX stacking towers and a new floor construction. Plastering, painting, installation of electrical and HVAC systems were carried out. Pallet racks were installed in the space.





At the same time, preparatory work on the "Reconstruction of surface treatment" and adjacent technological / service areas was underway. New technology is gradually being weighed in for temporary storage.



In the M1d building, construction work is finishing on the "DUV Optics and Cylindrical Optics" building, which consists of building a clean room to house vacuum apparatus, a washing and inspection workstation and other supporting technology.

A new PINK Plasma cleaner was installed in the M1c cleanroom and connected to the media distribution system.



### The following is gradually implemented:

- completion of the HVAC project for the modification of working conditions at the washing workplace, hall M1
- preparatory work for the installation of an exhaust hood in the dusty part of the KARBON workplace, hall M1
- preparation of project documentation for the insulation of selected buildings
- preparation of project documentation for the change of heating system for the Meopta site

**Jana Drkošová**

Project Engineer – Technologist

Photo: Jana Drkošová

# Tactical exercise of fire protection units

On 23 October 2024, a synergy exercise of the Meopta Fire Brigade unit with the Olomouc Region Fire Brigade unit, Přerov station, took place. The subject of the exercise was the discovery of an old canister with sulphuric acid. As there was a risk of damage to the acid container during handling, the Meopta Fire and Rescue Service unit chose the disposal procedure according to the rules of intervention for hazardous substances using anti-chemical suits. Decontamination of the intervening firefighters and the belay group was provided by the Olomouc Region Fire Rescue Service. The task of the training units was to practise intervention on a hazardous substance and to practise cooperation in a joint intervention of the Meopta Fire Brigade unit with the Olomouc Region Fire Brigade unit. The training tasks were completed and during the final evaluation of the exercise it was stated that the training units performed all tasks flawlessly.

## Jaromír Šindler

Velitel HZS podniku a osoba odborně způsobilá v PO

Photo: Pavel Konvalinka



# MeoPlus - new mobile app for employees



## INTRODUCING

MeoPlus mobile employee app: effective communication and more in your pocket

We are pleased to introduce the MeoPlus mobile app, which will be officially launched in early 2025. This innovative app is designed to make it easier for corporate employees to communicate, organize and access important information. With MeoPlus, you'll always have all the tools you need to communicate efficiently and instantly at your fingertips.

The MeoPlus app brings several features that will greatly simplify your daily work life. The main benefits include:

- Instant information. Wherever you are.
- Calendars and deadlines.
- Handy information: easy access to important links and documents.
- Questionnaires and suggestions: A quick and easy way to share ideas and gather feedback from colleagues.
- Contacts and galleries: Keep track of colleagues, company activities and photos from joint events.

In addition to the basic features that greatly simplify everyday work, MeoP-

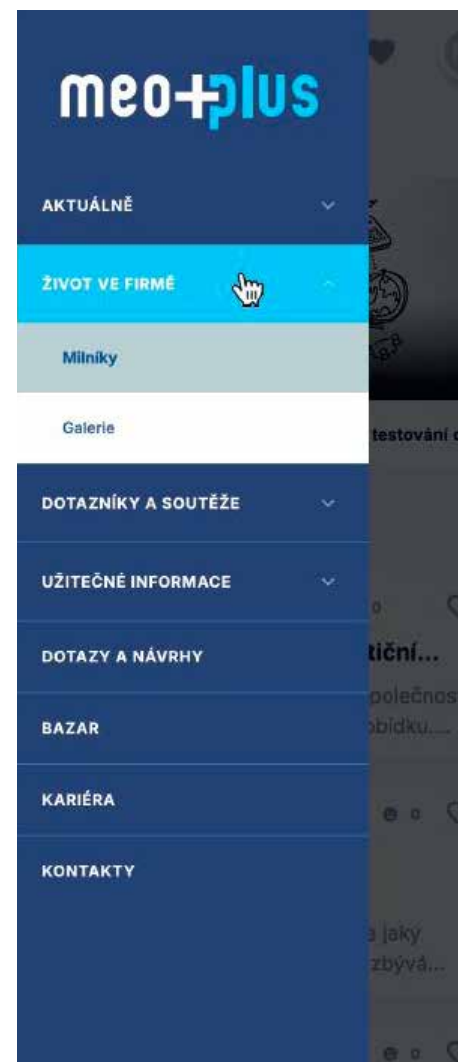
lus offers extra modules to further improve the work environment and flexibility for employees: Bazar:

- Bazaar: an easy place to advertise among colleagues, where you can sell, buy or exchange things.
- Co-working: Support eco-friendly transport and simplify travel by finding a colleague to carpool with.
- Careers.

With MeoPlus, communication between employees will be fast, efficient and clear - no matter where you are. Get ready for a revolution in internal communication starting as early as 2025.

### Olga Holzmannová

HR Administration & Payroll Clerk / Internal Communication Specialist



# Collective bargaining results for 2025: key changes in working conditions and wages

After several weeks of negotiations between the union and the employer, agreements have been reached that respond to current labour market challenges, inflation and rising employee expectations.

The main objective of these negotiations was to achieve a balanced compromise between the demands of the unions and the employers' options.

## Results of the 2025 CA

### 1. Across-the-board wage increases as of 1 January 2025

CZK 2 000 THP employees in time wages  
12,3 CZK/hour D employees on time wages

CZK 1 800 THP employees in monthly variable component - performance  
11,1 CZK/hour D employees in monthly variable component - performance

Further related to this point:

- a) The employer's commitment to introduce a functional piece rate by 6/2025; if not met,
- b) Flat wage increase of C\$1,000 (100%) on 7/1/2025 with no conditions attached.

### 2. Increase the afternoon shift premium to 8 CZK/hr from the current 6 CZK/hr.

### 3. Increase in night shift premium to 25 CZK/hour from the current 23 CZK/hour.

### 4. Increase the supplement for harmful environment to 15 CZK/hour from the current 13 CZK/hour.

### 5. Increase the budget of the manager's remuneration fund to CZK 3 000/employee/year + anchor in the governing documentation that the fund will not be suspended

The fund will be used to pay apprenticeship bonuses.

### 6. Provision of washing powder to category D staff

### 7. Introduction of 1 Free day

As in the past, it will be paid at a set rate of pay.

Prerequisite: exhausted leave from previous years (= old leave).

If not taken in a given year, it is not carried over to the following year

To be taken only in a whole day (shift), cannot be halved or divided.

Requests via electronic application forms, no need to prove reason for leave.

### 8. Increase in meal allowance to 40 CZK

### 9. Team building allowance - to be drawn from the manager's remuneration fund

HR department



## *Kova wish*

The Czech Republic has been living in a new democratic system for 35 years now and the past years have brought many changes to our lives, both positive and negative, and often a lot of confusion and confusing situations in which we were not used to navigating. We have gone through the wild nineties, we have experienced free unrestricted travel around the world, young people routinely study and work abroad. We have had several free elections and a global pandemic. Sadly, Europe has also been hit by what we thought might have been averted, and that is war.

We do not know what the future holds, and the world does not look kindly on many fronts. That makes us all wish all the more for a bit of security, peace of mind, contentment in our families and in our jobs, and above all for that which cannot be bought with the most money - health. So may all colleagues prosper at work and at home and, above all, may we all enjoy the strongest possible health.

ZV OS KOVO

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## *Wishes of the Editorial Board*

**Dear colleagues,**

The members of the Editorial Board join us at the beginning of the year in wishing the best of health, happiness and professional success to all our loyal readers.

## Corporate event with tasting of butcher's specialties with Christmas punch supported Spolusetkávání Přerov

On Friday, December 13, 2024, a corporate event was held that combined good times with a good cause. Employees had the opportunity to taste traditional butcher's specialties prepared with love and care. Christmas punch was also a part of the event, which contributed to the pleasant and festive atmosphere of the meeting.

The event also had a charitable dimension. The price of the punch, by the way, perfectly cooked by Aramark, was a voluntary contribution, which will be donated in full to support Spolusetkávání Přerov - an organization supporting the self-actualization of people with mental disabilities and any associated physical or sensory disabilities from the age of 16 years from Přerov and its surroundings. It enables them to spend their time in a meaningful way, to work on the development of their personal possibilities and thus to better integrate into society.

You have donated an incredible 8238,- CZK! The management of the company will "match" this amount up to a total of 20 000,- CZK. Thank you to everyone who participated in the event and not only spent a pleasant afternoon with colleagues, but also contributed to a good cause.



Photo: archive Meopta

**Olga Holzmánová**

HR Administration & Payroll Clerk / Internal Communication Specialist

## TREE OF FULFILLED WISHES

On Tuesday, 17 December 2024, nearly 100 gift packages were handed over at the Home for the Elderly on Kabelíková Street as part of the Christmas event "A Tree of Fulfilled Wishes". This traditional charity initiative of Meopta employees once again fulfilled its goal - to bring joy to clients who often face difficult life circumstances. The gifts were carefully selected according to the clients' wishes, allowing each package to be truly personal and beneficial to the individual. The presentation of the gifts took place in a friendly and warm atmosphere, which underlined the meaning of the event. The professional staff of the social services appreciated the great interest and solidarity of Meopta, which was crucial for this event. The success of the "Wish Granting Tree" event thus showed once again how strong the loyalty of the company's employees is, who are able to come together and help those who need it most. We would like to thank all the employees who provided the gifts and those who participated in the organization of this event for their time, effort and hearts full of willingness to help.

**Olga Holzmánová** HR Administration & Payroll Clerk / Internal Communication Specialist

Photo: archive Meopta



## Work anniversaries of our fellow employees

	NAME	SURNAME	JUBILEE	CENTRE
September	Helena	Vávrová	40	1630
	Renata	Mališková	20	3043
	Jitka	Nevrlová	20	3043
	Marie	Sohlichová	20	4060
	Jaromír	Březina	40	7050
	Renata	Ráčková	30	7230
	Marcela	Stržanovská	20	7310
	Jiří	Kyvalský	20	7860
October	Petra	Číhalová	40	1002
	Yveta	Šalamonová	30	8500
	Ivo	Tisovský	30	7500
	Michal	Drábek	20	7412
	Bedřich	Flaška	20	1140
	Jiří	Horák	20	4311
	Pavĺína	Kupková	20	3043
	Monika	Nedělníková	20	7500
	Veronika	Opletalová	20	4251
	Miluše	Velechová	20	4251
November	Petr	Bednařík	20	2100
	Daniel	Doubravský	20	7412
	Pavĺína	Morbicrová	20	4331
	Jan	Petřek	20	7310
	Ilona	Zaoralová	20	7820
	Bedřich	Borek	30	1650
	Vladimíra	Kubíková	30	4232
December	Jana	Proroková	30	7900
	Jana	Derychová	40	7430
	Libuše	Divinová	40	4271
	Renata	Dohnalová	40	4320
	Libuše	Geršlová	40	4060
	Jana	Koutná	40	7041
	Vladimír	Matečka	40	7060
	Dana	Papšová	40	7840
	Dana	Petřivalská	40	7430
	Rostislav	Polívka	40	8171
	Jana	Pospíšilíková	40	7880
	Vlastimil	Složil	40	7200
	Věra	Študentová	40	7240

**CONGRATULATIONS!**

