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not for sale

OPENING WORD

Dear colleagues,

Summer bid us farewell with intense rains associated with a high level of flood risk and showed us the power of nature. We checked Meopta's preparedness, the emergency plan and all preventive and partial measures. I am very pleased that everything was without damage, not only to Meopta's property but also to our employees. I would like to thank everyone involved in this process for a job well done.

In my editorial, I would like to stress the importance of the investments that are crucial for Meopta this year. Our investments are primarily focused on expanding production capacity and improving production quality. These projects also include the modernisation of older technologies that deserve renewal. Personally, I am looking forward

to the completion of the construction of the new hall for DUV, which we will start equipping with state-of-the-art technology at the beginning of next year. Compared to the average of the last five years, the volume of investment has doubled in 2024, which shows the great confidence of our owner, even though the company's growth is stagnating compared to 2023. The planned investments will bring unique technologies to Meopta that will position us among the world's leaders in optics, mechanics and assembly. This is essential to maintaining our future competitive advantage.

I often get questions about bonuses and KPIs. You can trust me that we are working hard with senior management to make these metrics achievable for

you. We have reduced their level from 85% to 50% of the set KPIs. However, we are currently failing to meet the key criteria for their payout - particularly in sales and profit. However, I am confident that this trend will soon reverse.

Within Meopta's top management, we welcomed Rudolf Kodytek to the position of Chief Commercial Officer. We are confident that Rudolf will use his wealth of experience and succeed in reigniting business growth.

I wish you all a peaceful autumn and look forward to working with you again.



Dušan ŠEVC
CFO

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Work anniversaries of fellow employees

Activities to support the Czech and Slovak sports optics market

8/6 - Heřmánky - Libavá

The military-forestry event at Libavá attracted thousands of visitors. Representatives of sporting/hunting optics presented new products for the year 2024 - Meostar R riflescopes.

The exhibition of trophies, military equipment, competition of cold-blooded horses and also a rich programme for children attracted over four thousand visitors to the natural area Heřmánky near Potštátu on Saturday, 8 June. The organizer of the event Army, Forestry and Hunting at Libava was the Military Forests and Estates of the Czech Republic (VLS).

14/6 - 16/6 - Forestry Day in Ralsko

47th year of Forestry Day in Ralsko and XXII. CZECH REPUBLIC CHAINSAW CHAMPIONSHIP - VLS CUP 2024

Representatives of Sporting / Hunting Optics participated in the largest domestic forestry event, where they exhibited hunting riflescopes and binoculars. It included the traditional Czech Chainsaw Championship. The organiser was the Military Forests and Estates of the Czech Republic, in whose premises at the Glassworks near Mimona in the Liberec region the event took place. The absolute top of the world of Timbersport and



the best woodcutters came to Ralsko to compete in the following disciplines: felling, lopping, combined and precision cutting, all in front of the visitors.

22/6 - 23/6 - National Hunting Festival OHRADA - Hluboká nad Vltavou

The penultimate weekend of June belonged to the celebration of hunting. The biggest celebration of this kind in the Czech Republic took place, and where else but in the National

Agricultural Museum OHRADA. The main representatives of hunting across the Czech Republic gathered here. Under the auspices of the CMMJ (Czech-Moravian Hunting Union) - there was a varied programme, where the real pearl was the National Championship in deer baiting.

Representatives of MEOPTA took over the associated Children's Day - when they announced a competition "find your fox"- to the adjacent forest, hiding children's stuffed foxes in different distances, so that they could attract a wide age range of children, and who found them with the help of binoculars got their plush fox MEOPTA. MEOPTA representatives were announced by the event organiser and the children themselves as the best stand of the Children's Day.



10/8 - 11/8 - Hunter's Třeboň

The town of Třeboň, the magazine MYSLIVOST, the Czech-Moravian Hunting Union, the Trumpeters' Club and the Falconers' Club organised

a hunting festival called Myslivecká Třeboň on the second Saturday in August. The event took place on Masaryk Square. Representatives of Sporting / Hunting Optics - MEOPTY had the opportunity to come into contact with a large number of end customers, both domestic and foreign. Interestingly, satisfied customers from Australia and the USA, who use our riflescopes, stopped by our stand to exchange a few words and inform themselves about the new products in MEOPTA.

15/8 - 18/8 AGROKOMPLEX NITRA - Hunting, Fishing and Beekeeping

We participated in the 50th celebration of Poľnohospodárstva and Polovníctva in Slovakia. The biggest exhibition in the country. Representatives of semi-farming from all over Slovakia gathered in Nitra to exchange experiences from the previous year and also to meet business partners from Slovakia and abroad. Representatives of Meopta presented hunting riflescopes and binoculars, and had the opportunity to answer many questions from both business partners and end customers.

30/8 - 1/9 St. Hubert's Days in St. Anton - 32nd year



Representatives of sport/hunting optics participated in the 32nd annual St. Hubert's Days in Svätý Antony. It was not only a traditional holiday for hunters, but also an important cultural, social and especially spiritual event for the general public from all over Slovakia. More than 10,000 visitors, including political leaders and top officials of the country, gathered here. The cult of St. Hubert remains an irreplaceable part of the enduring hun-

ting traditions even in the electronic age. It is no coincidence that, especially in the last decade of the twentieth century, a number of cultural and social events began to emerge that recall the ever-relevant legacy of the St. Hubert legend - hunters should above all protect game, understand its irreplaceable importance in nature and the cultural landscape, and in this spirit tame their hunting passions.

Jan JANČA

Area Sales Manager CZ/SK





Game Fair France 2024

On 14 and 16 June, the largest hunting and outdoor exhibition in Europe took place in France.

This prestigious event has been taking place since 1981 in the Sologne region on 65 hectares of beautiful French countryside. Every year, more than 600 stands and tents are set up on this generous open area, all in a uniform white design. This year, the show broke attendance records and attracted 101 400 visitors. For them, the exhibitors prepared the latest products in the field of hunting, fishing, shooting, cynology and outdoor activities.

This exhibition is traditionally attended not only by individuals and professionals, but also by whole families, who had a caravan park with full facilities for the entire exhibition. Visitors were able to take part in workshops, seminars and expert lectures, while others were able to try out various weapons on the outdoor shooting ranges, falconry or archery.

For children, there was a zone with various activities such as pony rides, archery or an interactive exhibition on animal and nature conservation. People also had the opportunity to taste various gastronomic specialities and enjoy a rich accompanying programme,



which was traditionally crowned by a spectacular firework display in the evening.

Meopta has been represented at the exhibition for many years by Sidam, the exclusive distributor in France, which had one of the largest exhibition tents and also operated two shooting ranges. I am delighted that the stand was well attended and there was constant interest in the products every day until late opening hours.

The show is known throughout Europe for its high standard and I can only give credit for that.

Despite the fickle rather April weather, it was held in a friendly atmosphere and it is no wonder that it is becoming an annual holiday for all enthusiasts.

Eva Pajorová
Area Sales Manager

Foto: Eva Pajorová

Meopta's carbon footprint and sustainability

Meopta is a large manufacturing company and as such is subject to sustainability reporting obligations under the European Union's Corporate Sustainability Reporting Directive (CSRD) from 2025.

What do we mean by this? And what good will it do us? We can think of this non-financial report as a questionnaire with a thousand questions on which we comment at length. Getting the reporting process right will keep us at the forefront of technology companies and give us a competitive advantage, especially in industrial applications where our customers are very attentive to their suppliers' approach to these issues and sustainability. The basis of this reporting document is a comprehensive sustainability strategy, an analysis of the so-called dual materiality (fundamental issues that are financially and non-financially crucial for our company) and the measurement of the company's carbon footprint, which underpins the strategy at many points. Because Meopta is proactive and has been implementing sustainability projects for a long time, we are definitely not beginners in this topic and can be an inspiration for companies that are just starting out with ESG issues. Even though the topic of ESG brings many new legislative challenges, Meopta has been intertwined with parts of it for a long time.

Measuring the carbon footprint is crucial for several reasons:

1. Identifying the sources of emissions: it helps to understand where our greenhouse gas emissions are coming from. This is the first step towards reducing them.
2. Reducing environmental impact: The carbon footprint shows how our activities contribute to climate change. Reducing our carbon footprint can help mitigate global warming and its negative impacts.

3. Economic benefits: through monitoring and enforcement measures, we can achieve cost savings not only through more efficient use of resources and energy, but also through savings on 'offsets' that reduce the residual carbon footprint.
4. Regulatory requirements: Increasing awareness of climate change is leading to stricter regulations on greenhouse gas emissions. Companies that actively monitor their carbon footprint are better and earlier prepared for these changes.
5. Reputation and competitive advantage: Companies that work on their sustainability performance have a better reputation among consumers, investors and business partners.

What makes up our carbon footprint?

The carbon footprint is measured according to the so-called GHG protocol (greenhouse gas) and each component has its own emission factor, which is multiplied by the amount of consumption. It is measured in two basic areas. Scope 1 and 2 - basic direct and indirect emissions and Scope 3 - indirect emissions.

Scope 1: Direct emissions from own or controlled sources. This includes, for example, emissions from company-owned vehicles or emissions from producti-

on processes.

Scope 2: Indirect emissions arising from the production of purchased electricity, heat, steam or cooling consumed by the company.

Scope 3: All other indirect emissions that are generated in the company's value chain. These include:

- Emissions from purchased goods and services
- Emissions from the transport of goods to customers
- Emissions from waste disposal
- Emissions from investments and licenses
- Emissions from employee commuting and business travel
- Emissions from packaging consumed

Meopta's goal is to monitor and meaningfully reduce the emissions produced. The reduction of emissions is facilitated by investment projects and innovations that we have been implementing for a long time, as well as by changes in technologies and sources of heat and power generation (fuel mix for production). We are continuing our activities and have successfully and substantially reduced our Scope 1 and 2 emissions since 2021.



Jaroslava **BLAŽKOVÁ**
Chief sustainability officer

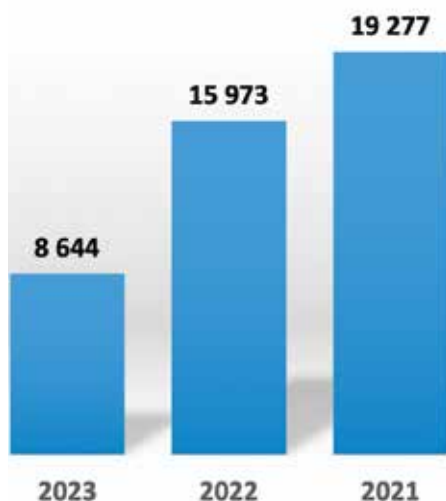


Chart : Meopta's carbon footprint in Scope 1 and 2 in 2023, 2022, 2021



INVESTMENTS 3RD QUARTER 2024

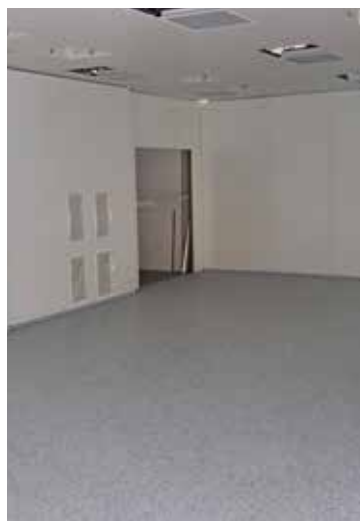
More construction is underway on the Mechanical Hall this quarter. The largest is the construction of "Precision Machining II", which will be equipped with CNC turning/milling machines, washing and inspection stations.

In addition, demolition work on the mechanical hall began on the work-in-progress warehouse.



At the same time, demolition work on the "Reconstruction of surface treatments" and adjacent technological

Construction work on the "DUV Optics and Cylindrical Optics" building is nearing completion at the M1d facility, which consists of building a clean room to house vacuum apparatus, a washing and inspection workstation, and other supporting technology.



In building M1c, a UPS (backup power supply) was installed and connected to selected installed equipment that is sensitive to power instability.



In addition, an air shower was installed in this building, before entering the clean room.



The construction of the PV plant with an output of 1.5MWp has been completed, the distribution system operator ČEZ Distribuce has accepted and approved all the required documents. Functional tests of the PV plant have been successfully carried out, approval has been given and the PV plant will be put into trial operation. The procedure for issuing a licence for electricity production is underway at the ERU. The expected lifetime of the PV plant is at least 25 years.

The following is gradually implemented:

- development of an HVAC project to modify the working conditions at the washing workplace, hall M1
- extraction from the dusty part of the CARBON workplace, hall M1
- installation of new FORPLAN equipment, hall M1
- modification of the hand washing plant, building M1c
- preparatory work for the placement of new machines,

During the summer holiday a more demanding, planned replacement of approx. 340 filter inserts in the existing clean rooms of the M1c hall took place simultaneously.



In the power engineering department, a transformer in the E3 substation was replaced during the summer holiday. The original transformer will be refurbished and will remain as a backup in case of a potential accident and to limit long-term generation outages.



- building M4
- preparatory work for the installation of the new Plasma cleaner + RGA
- preparation of project documentation for the insulation of selected buildings
- - preparation of project documentation for the change of heating for the Meopta site

Jana DRKOŠOVÁ

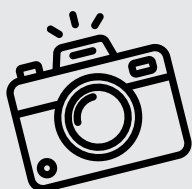


Photo contest

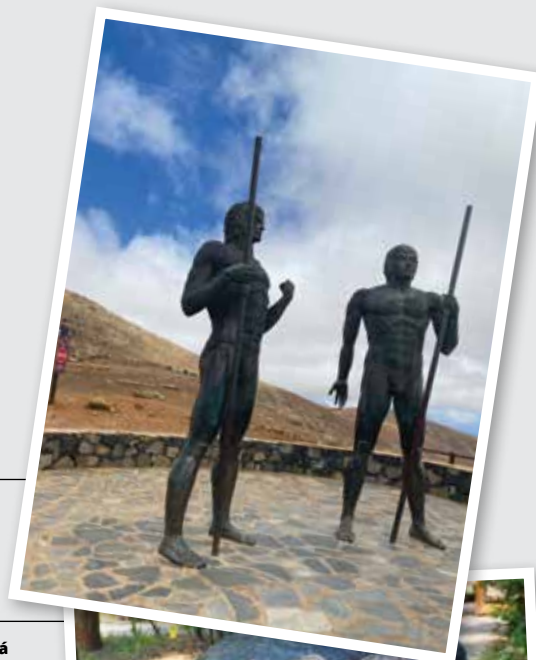


In the last issue, we invited employees to send in photos of their holiday travels. Let's welcome your colleagues to the gallery and be enchanted by their impressions and experiences.

Zuzana Pavlicová
Wed. 4331
View from Kašperk Castle



Eliška Holánová
Wed. 8030
Fuerteventura, Canary Islands



Martina Frolíková
Wed. 1110
See you later, alligator



Kateřina Petříková
Wed. 3240
The oldest bridge
Ponte Di Tiberio in Italy
in Rimini built in 14 AD.

Věra Navrátilová
Wed. 2060
Bernina Glacier
near St. Moritz



Josef Hnilo
Wed. 2020
From vacation



Lenka Hudečková
Wed. 1113
In the Zoo



Petr Andráš

Wed. 8071, photo from 17th day vacation with a friend in the west of the USA.

„The picture shows Bryce Canyon, which we visited on 26.05.2024, it was incredible to see with our own eyes what nature has done in hundreds of years.”

Ondřej Vrbík

Wed. 1640
Bečva 2024



Lucie Dočkalová

Wed. 70501
Roadtrip around Denmark
"Sand Dunes of the Råbjerg Mile
– my northernmost visited place so far"



Michal Výkruta

Wed. 7200
Sunset by the river



Iva Čelková

Wed. 4060
Sunrise on the Greek island of Thassos



Michal Zavadil

Wed. 7412
Girl on the train



Adam Effenberger

Wed. 2020
Looking back

Monika Littnerová

Wed. 4281
Croatian sunset



Dear Colleagues,

fifteen employees participated in the competition for the best holiday photo All the photos submitted are interesting and show that you enjoyed your summer. Some of you have sent more than one photo, but we have published only one photo at a time to keep the view objective. In the end, we decided not to choose a winner and reward all participants with a small gift. Please sign up in the marketing department.

Zuzana Veselá

Stray Happiness

I'm sure you've all noticed the activity leading up to the gradual trapping of stray cats on our premises. This is in fact the only possible solution to the current situation, because the cats find shelter and food there, but because they are not controlled or cared for in any way, they can - apart from overpopulating - be carriers of dangerous diseases.

Zuzana VESELÁ
Foto: archiv Meopty



It is a well-known truth that dogs stick to the master and cats stick to the food. So they settle where they have a chance to eat and do not necessarily need deeper relationships to do so. An abandoned dog becomes an unfortunate dog, a cat just somehow manages on its own.

When I was a kid, we used to have more than 5 cats in the house regularly, simply because we lived in a village near fields and woods, and mice from all over the neighborhood would flock to the house for the winter. Our cats have always been handy mousekillers, and they would produce a bounty in our yard like hunters after a hunt. In return, they got a good diet, mostly milk and often bits of meat. There was no kibble or canned cat food, but our cats were happy.

Times have changed and today few people keep cats for the purpose of hunting mice. The hounds have

become mice, pets, darlings and their role in the home has gone from pure purpose to pure velvet. Cat cages, scratching posts, toys and even collars and leashes are made for cats. My grandmother would probably have crossed herself three times because this would have gone against her philosophy of life. I get it. Although I loved to cuddle with the cats, none of them ever lived inside the house, they all slept in the hayloft and got their food on the porch. They were just useful creatures. The cats living here not only find plenty of suitable places to sleep or hide, but above all they find sustenance from their kind-hearted colleagues. Nothing against it, it is really understandable, after all, caring for living beings enriches us and makes us better. Unfortunately, it is not reasonable.

As I said, cats breed spontaneously and, because they are not looked

after by a vet, they can indeed suffer from various diseases, some of which are dangerous, for example, for pregnant women. In addition, they are at risk from passing vehicles and sometimes die accidentally when they are confined in some basement space where they take refuge. Their capture and transfer to a shelter means, above all, a more dignified life for them.

That is why the infrastructure workers have made great efforts to find a systemic solution that satisfies both parties. It has not been easy to find a shelter willing to catch and take in such a large number of strays, as at least 11 have been counted so far. And who knows if there are any unreleased kittens hiding somewhere.

The trapping of the cats will take place in several stages, and it is not possible for the shelter to take them all in at once. But if you love cats and want to help them in a meaningful way, you

can contribute any amount of money. After all, even though the shelter's staff is devoted to the cats primarily out of love, food and veterinary care are not free.

So if you want, send a donation to:
2001155265/2010

In the message to the recipient, please include the password "meokočky", we would like to get an overview of how much money has been raised from Meopta.

You can also help in other ways. You can choose a kitten for adoption at the shelter and take it home. These would not be Meopta cats, they must first be groomed, spayed or neutered and then at least minimally socialized. Most of them are partially or completely feral and are not suitable for living together in a household or even in a family with children. But there are still plenty of pets available. You can see them on the shelter's website

www.zatoulanestesti.cz

Adoption is not free, but includes only a symbolic fee of 600,-CZK.

There is one more way to help. You can adopt a cat "virtually". Some cats are not suitable for traditional adoption for serious reasons. These are mostly shy, terminally ill, very old or disabled cats. This will probably include our "meo cats", at least for some time. The whole concept of virtual adoption is that if you like one of the cats here and would like to help her, in the concept of virtual help it will cost you 400,-CZK per month.

More detailed information can be found on the shelter's website.



You can also use a QR code to pay.



P. S.

To date, 8 kittens and 7 adult cats from Meopta live in Zatoulaný štěstí. Currently there are still 2 cats/cats in the Meopta area, we will be catching them in about 2 weeks, the shelter cannot accept any more cats at the moment.

Contact the shelter:

Stray Happiness, z. s..

Karla Chrástová
Kojetínská 1175/42, Kroměříž 767 01
Email: zatoulanestesti@seznam.cz
phone: 606 844 502
www.zatoulanestesti.cz


Shelter Headquarters:

Osvoboditelů ev. no. 931, Kroměříž 767 01

Transparent account number::

2001155265/2010.

In the message to the recipient please write the password "meokočky"



The journey to the plate once again brings fresh local ingredients. And this year, a chance to win!



You will have noticed that this year we are also serving dishes from the popular Journey to Plate concept at Meopta Restaurant. We buy freshly ripened seasonal fruits and vegetables from Czech farmers and growers to shorten their journey from the field to your table, support our farmers and offer you ingredients in full ripeness and freshness.

We have already harvested romaine lettuce, radishes and kohlrabi. This year, for the first time, you also enjoyed specialities made from Czech mushrooms. And by the end of the year, we will also offer other popular crops that you know from last year's harvests, such as pumpkins, red and white cabbage, kale or root vegetables.

But this time, the most important novelty is the national competition called "Join the Journey and Win". It is taking place in all Aramark restaurants and, of course, also at Meopta. For a meal from the Journey to Plate concept, you will receive a card with a unique code. After registering on cestanatalir.cz and answering the competition questions, you are then entered into the draw.

The game is not a little. In addition to free lunches and boxes of fresh fruit, you can also win a weekend wellness stay or a goose and duck feast for you and your colleagues. We are delighted that many Meopta guests have already entered the competition. And some have even already claimed their prize. But the rest of you still have a chance,

if you haven't registered or been drawn yet. In total, we have two more rounds of draws to go.

Good luck, have a great rest of the summer and good taste

Martina SOLDÁNOVÁ
Aramark Meopta Restaurant Manager



News from the children's group

This September, for the third time, the children's group in Meopta will welcome another group of two-year-old children, who will be cared for and developed in every way so that their transition to kindergarten will be smooth and without difficulties. Our capacity of 12 children, which is completely full, allows us to approach each child as sensitively and individually as possible, taking into account their current needs.

The programme and the individual activities throughout the year reflect the current seasons, holidays, as well as popular themes such as fairy tales, occupations, domestic or exotic animals, etc. This year, we want to focus even more on activities that are particularly hands-on, allowing children to explore and try out activities that engage all of their senses and help them explore the real world around them through experiential activities. It is a joy for us to see the huge progress the children make during the year. As they develop their speech, ability to work with other children in the group, self-care and much more.

We look forward to welcoming the new children and for those who are moving on to the nursery we wish them to enjoy life and to never let go of their desire to explore and learn new things.

Kateřina Žůrková
Children's group supervisor



Employee mobile app

Until last year, Meopta used the Kaizala app to provide detailed information to employees on their mobile phones. The app was discontinued and the HR department was looking for a way to continue to provide more information to employees. Finally, a suitable tool, Plusco, was found that could fully replace the app. The HR department launched a competition to find a new name for the app that would reflect its functionality. 73 employees took part in the competition, the winner was Mrs. Šárka Olivíková, who received a gift package and a voucher for lunch at Aramark.

Other successful colleagues - Mrs. Eva Beránková and Lenka Goldová - will be rewarded with a small gift.

Among the suggested names were:
MeoApka 22 votes
MyMeo 13 votes
MyMeo 9 votes

Employees sent 29 other proposals, from all of which the name MeoPlus was finally chosen, and the graphics for the logo and app are being worked on. The app will be launched in November this year.

www.plusco.cz



Public transport survey

Regarding the public transport survey, 11 suggestions were received in total, 2 comments were selected for the connections after 2 p.m., namely buses 101 and 115 at the stop near Meopta.

The comments were sent to the Přerov City Hall, the Department of Administrative Services and Municipal Trade Licensing, Department of Transport and Administrative Agencies. The final changes will be known after their discussion at the end of December this year.

Delivery box from Zásilkovna

The delivery box will be located at the parking lot of the development, receiving and dispatching of parcels will be done via the SMS application www.zasilkovna.cz.

The box function is expected to be operational in late 2024/25.



Olga HOLZMANNOVÁ
Personalista, mzdový účetní/
specialista interní komunikace

Road closure in Kozlovice

We have tried to find out some more precise information about the end of the closure in Kozlovice, unfortunately we have not received any clear statement. We received the following answer from the municipality:

The deadline agreed in the SOD will not be respected. The extension of the construction deadline is currently under negotiation. We will inform you as soon as the extension is negotiated.

We can only hope that the repair of the road in Kozlovice will not take too long.

Paul Rausnitz Foundation 2024

Paul Rausnitz Foundation

The table shows clearly how many applications for support were received and how much funding was granted.

requests for a financial aid						
month	ski course 1500 CZK	suburban camp 1000 CZK	summer residential camp 1500 CZK	sports stay / camp 1500 CZK	school in nature 1000 CZK	bereavement and crisis allowance
january	5	1				1
february	3	2	3	1		1
march	3	2	2	1	1	
april		2	2		1	2
may		1			2	
june	1	2	4	3	2	
july		2	1	1	1	
august		4	4			
september			1	1		
october						
november						
december						
In total	12	16	17	7	7	4

month	number of applications submitted	number of approved applications	amount of approved applications	actually reimbursed
january	7	7	78 500,00 Kč	77 500,00 Kč
february	10	9	31 000,00 Kč	28 500,00 Kč
march	9	9	12 000,00 Kč	10 000,00 Kč
april	7	7	28 000,00 Kč	28 000,00 Kč
may	3	3	3 000,00 Kč	2 000,00 Kč
june	12	12	16 000,00 Kč	9 000,00 Kč
july	5	5	6 000,00 Kč	6 000,00 Kč
august	8	8	10 000,00 Kč	
september	2			
october	0			
november	0			
december	0			
In total	63	60	184 500,00 Kč	161 000,00 Kč

MULTISPORT card benefit program

Meopta has prepared a new benefit for employees, the MultiSport card. It is a means for interesting leisure activities and for promoting a healthy lifestyle.



In the free test period of August 2024, cards were issued in the names of employees in employment as of 31 July 2024, which remain **available for collection at HR**.

The free test scheme ends on 31 August 2024. Cards that have not been activated via QR code for the next period (from September 2024) for the amount of CZK 500,- / month, are being automatically **deactivated**.

However, the card can also be activated **at any later date**, e.g. from December 2024. It is not necessary to apply for a new card, only to set the date from which the employee wants to draw the benefit

New employees employed from 1 August 2024 can apply for a card at the HR department.

Who can take advantage of the benefit?

- Employees of Meopta s.r.o. and Meopta - systems s.r.o. working on the basis of a main employment contract in the registration status 000, 050, 060.

Who cannot take advantage of the benefit?

- Agency employees, employees of Meopta s.r.o. and Meopta - systems s. r.o. in a non-registered status (e.g. on maternity and parental leave), employees working on the basis of agreements.

How, where and when can the MultiSport benefit be accessed?

- By the 15th day of the month at the HR department, with the card valid from the 1st day of the following month. Always during Open HR hours every Thursday 1.30 - 2.30 p.m., exceptionally by appointment.

How is the MultiSport card paid for?

- The card fees are always paid through the employer, from the employee's wages, based on the Payroll Deduction Agreement.
- The agreement is part of the application for an employee card, and must be signed at the HR department by the end of the month in which the application is submitted.

How, where and when can you withdraw from the MultiSport benefit?

- You must apply for deactivation of the card at the HR department by the 15th of the month, effective from the 1st of the following month. Always during the Open HR hours every Thursday 13.30 - 14.30, exceptionally by agreement.
- The termination of the benefit includes the deactivation of all associated cards, if any.
- If the employee does not have sufficient income in a given month to make a deduction from the salary, the card and all associated, will be blocked.
- Re-ordering the card is possible at the earliest in 6 months.

In the event of incapacity for work...

- If the employee does not have sufficient income in a given month for payroll deduction due to incapacity for work, the card and all associated cards will be suspended.
- The card may be suspended for health reasons from the 1st day of the month in which the card and associated cards were not used for benefits. In such case, the 6-month time limit does not apply for reinstatement.

Work anniversaries of fellow employees

July

NAME	SURNAME	ANNIVERSARY	CENTRE
Renata	Sedlářová	20	2060
Marie	Veselá	20	4281
Markéta	Bohatá	20	7230
Marek	Novotný	20	7300
Jiří	Kuban	20	7310
Gabriela	Pospíšilová	30	7411
Svatava	Vörösová	40	8020

August

NAME	SURNAME	ANNIVERSARY	CENTRE
Pavel	Dočkal	20	4235
Klára	Jemelková	20	3032
Martina	Stašová	20	7041
Juraj	Jánošík	30	8222
Lada	Jeřábková	30	7300
Jaromír	Knichal	30	8500
Michala	Matyášová	30	3043
Miroslav	Miklík	30	8171
Miroslava	Kluková	40	2060
Lenka	Vilímková	40	1113

CONGRATULATIONS!

