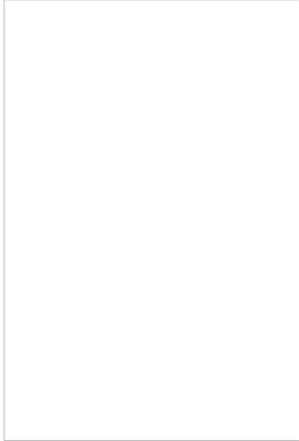


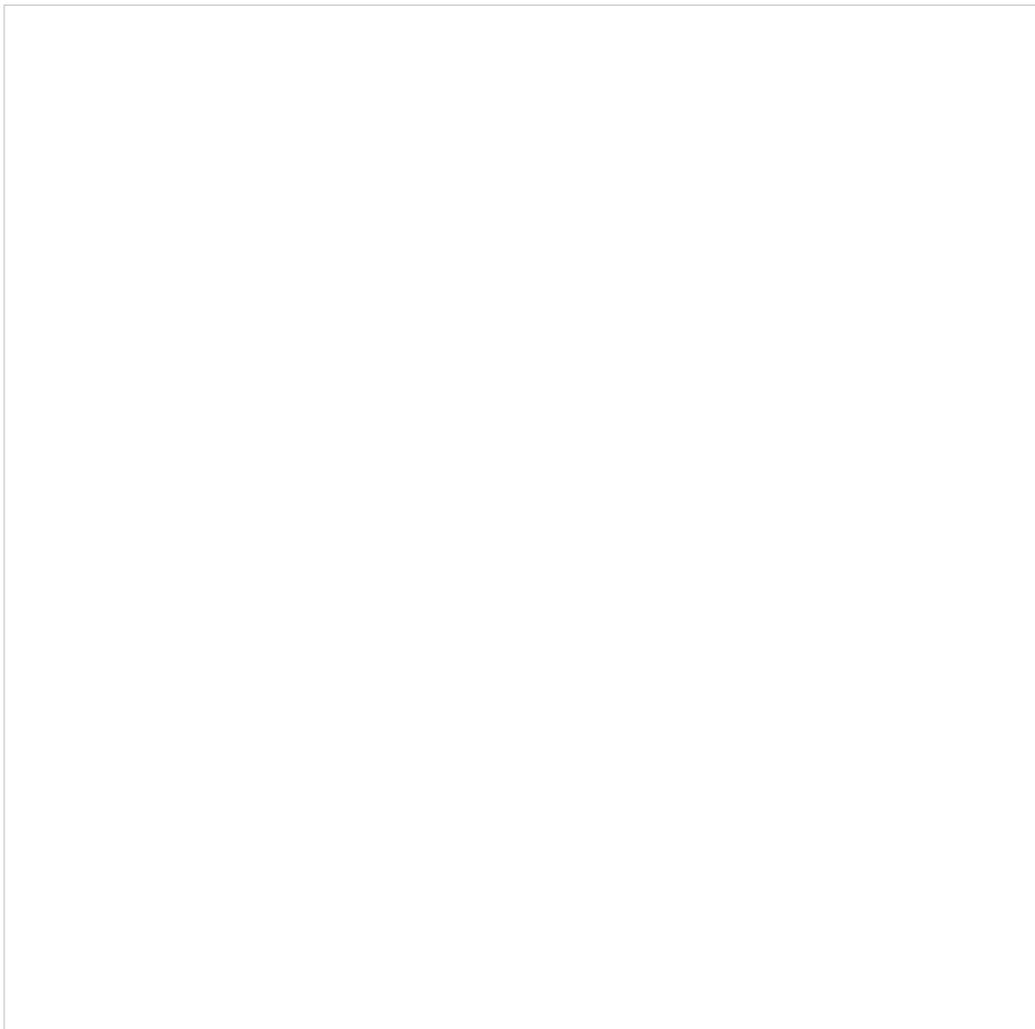
Our Culture and Values

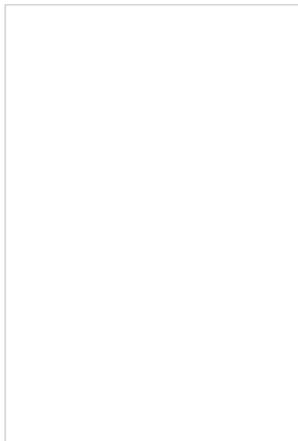
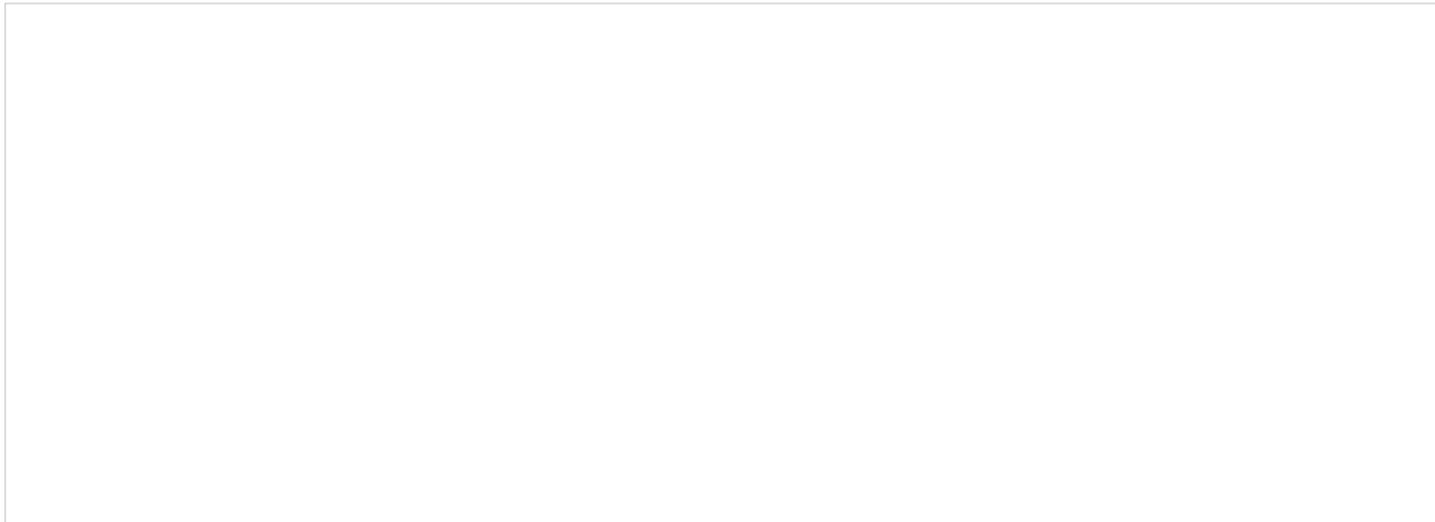
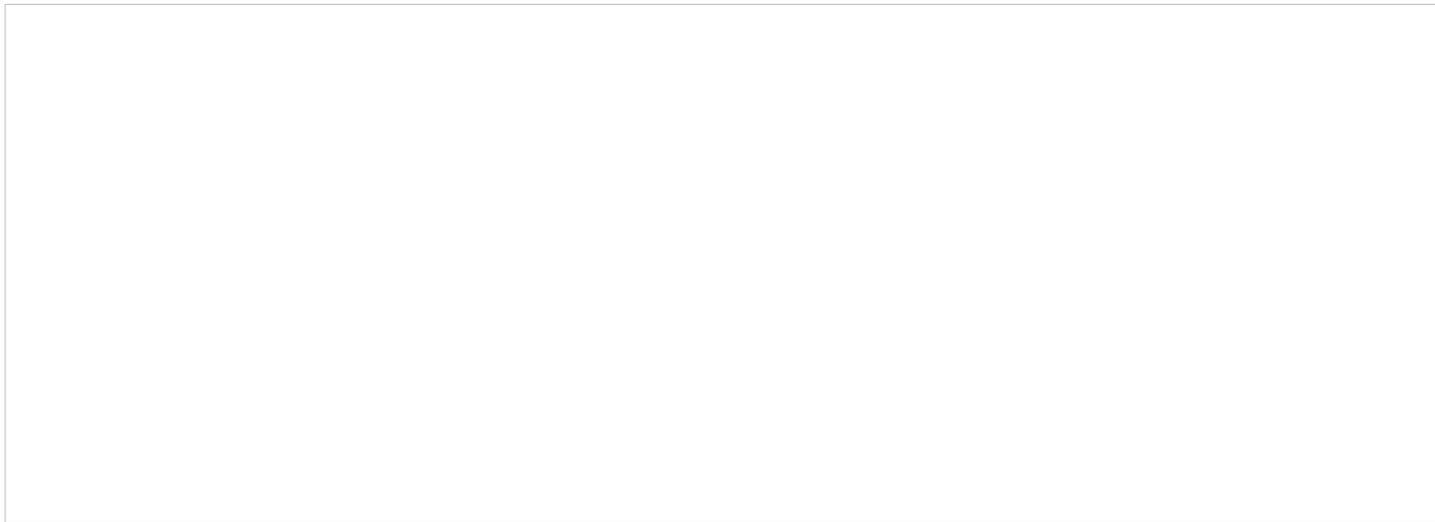


«If there's something that is special about us, I think it's that we've managed to develop a great culture in the organisation, and that drives engagement, which in turn drives performance, and that is the one single thing I would point out that I think we have succeeded with.»

Fredrik Rågmark, Board of Directors and CEO Medcover

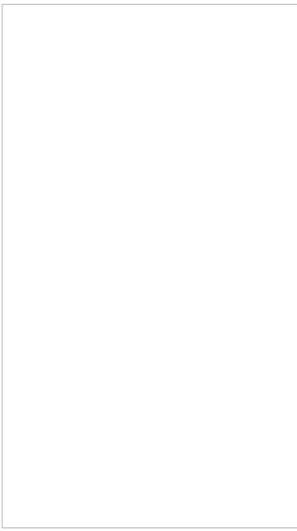
The Values that form the foundations of Medcover's culture are:





«In Medcover team spirit is not only an expression; it is present in our everyday work, in our readiness to 'go the extra mile' for our colleagues, to go beyond the duties specified in the job description. Such an attitude contributes to work efficacy and strengthens the team. This, in turn, makes you want to go to work, knowing you'll be with colleagues you can truly rely on.»

Dr Silvian Cioata, Clinic Manager Medcover Romania



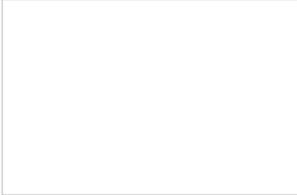
«It's all about team spirit. About the Synevo team, which despite difficult and numerous obstacles, fulfilled its duties in a timely and reliable manner. I feel the sense of pride and gratitude.»

Inna Hayman, Nurse Synevo Ukraine



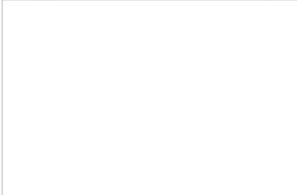
«I value the quality of the doctors with whom I come in contact here. I have always been treated with respect, with a smile on the doctor's face. I myself am like this so it is a confirmation of my belief that this is the right place for me. It's exactly this type of company that I want to work for and to this day I do!»

Patrycja Cech-Cuber, HR Processes Management Coordinator



«Here, each member of the team tries to do their work as best as they can and to help others [...] they try to add as much as they can to achieve common goals, doing it in an unconventional but appropriate way. Here quality is not just a word but a main motto.»

Sergiy Kostenko, Medical Representative Synevo Ukraine



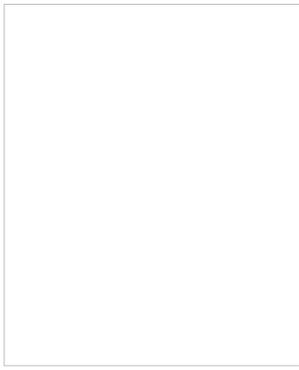
«One of the values at our company is Empowerment. Giving co-workers the freedom and support to make the appropriate decisions which lead to achieving results.»

Iryna Gyrenko, HR Manager Synevo Ukraine



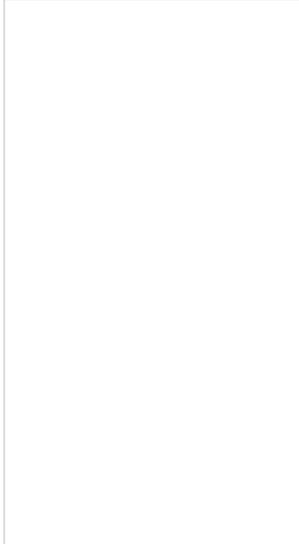
«Doctors rarely get to hear good words from their patients. But in Medicover we are more lucky because teamwork, empowerment, integrity, entrepreneurship and passion for quality are values which we are guided by every single day. Thanks to them, we are so exceptional on the market of healthcare services.»

Dorota Klimecka, Deputy Centre Manager for Medical Affairs Medicover/Occupational Health Specialist Medicover Poland



«Pursuit for quality has become our true passion. In Synevo we keep upgrading our skills and enhance our knowledge. The Company is open to all initiatives aimed at optimising processes and rationalising the use of resources. We are empowered and we have many opportunities to demonstrate our entrepreneurship.»

Dorota Góralczyk, Administration Specialist Synevo Poland



«What I have learned from the Synevo team is approach to teamwork, accountability for my decisions, quality, entrepreneurship and honesty.»

Valentyn Lukianenko, Engineer Programmer Synevo Ukraine

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