



ANNUAL REPORT

2023



FOREWORD

Dear friends,

The five-year strategy period ended in 2023. Even though we could not consider the important influences that negatively affected our activities (covid, the Russian invasion of Ukraine), I must say that we have done more than well.

We achieved 96% turnover and 105% profit for the whole period. Of course, the results of 2023 also helped.

I would like to thank all employees for their efforts in fulfilling their work tasks. The year 2023 was not only a balancing of the period 2019-2023 but also a work on the preparation of the new strategy 2024-2028.

In the new strategy, we want to further expand new application possibilities in the membrane process area in connection with the final delivery of turnkey technologies.

In the area of surface treatment, we want to use our potential and dominant position on the Czech market to enter foreign markets, especially in the area of electrophoresis technology implementation.

We also want to be active in the field of ecological services, and I believe that this division will further spread the company's reputation on the Czech market.

I do not doubt that we will successfully complete the next strategic period and MEGA will continue to be a leading company in its field.

Luboš Novák

VISION AND MISSION

VISION FOR MEMBRANE PROGRAM

To become a globally active and financially stable company that offers its customers the best technological solutions based on electromembrane and integrated membrane processes with maximum emphasis on reuse of raw materials through implementation of waste-free technologies and environmental protection.

VISION FOR SURFACE TREATMENT

To become the leader in cataphoresis and other modern electrocoating technologies of surface treatments in the Czech and Slovak Republic.

VISION FOR ENVIRONMENTAL SERVICES

To become a recognized company interconnecting business and academic spheres in advanced remediation technologies in the Czech Republic.

VISION FOR WATER MANAGEMENT

To become the preferred supplier of advanced industry solutions based on a customised combination of integrated membrane processes.

THE CORNERSTONES TO ACHIEVE THE VISION

TARGETED AND RAPID RESEARCH AND DEVELOPMENT (R&D)

The leader in innovation in the field of membrane processes.

STRONG ENGINEERING AND KNOW-HOW

The company delivering comprehensive solutions, not only processes.

GLOBAL PRESENCE

The company with a strong distribution network and support of strategic partners.

COMPANY PROFILE

COMPANY HISTORY

The history of the joint-stock company MEGA goes back to the mid-1970s when the ČSÚP Central laboratories were established within the former Czechoslovak uranium industry, to address the issue of the impact of uranium mining and its subsequent processing on the environment.

Within this unit, a group was formed under the leadership of Luboš Novák, PhD., the current chairman of the company's board of directors which began to address the issue of water treatment and industrial solutions using membrane technologies. In 1985, the first heterogeneous membrane was produced as an essential component of its own technology. The laboratories were an independent state enterprise before the process of coupon privatisation.

Since 1992, MEGA has been operating on the market as a Czech, private, joint-stock company. Although it has been clear from the outset that the main strategic direction of the company development focused on the water treatment issue (especially by membrane processes), the company sought further application in other areas of environmental protection. This gradually led to broadening the portfolio of services offered. MEGA used its previous experience for its own production and according to the needs and wishes of its customers, it started to produce complete technological units.

In the long term, MEGA has been active in three areas, in which it provides complete supplies of quality technologies and comprehensive services. These are generally membrane processes (liquid separation), surface treatment of materials and environmental services.

MEMBRANE PROCESSES (SEPARATION OF LIQUIDS)

Within the Membrane Programme, the main business activity of the MEGA company is to supply its own products (ion-exchange membranes, distributors, membrane equipment manufactured within the manufacturing facilities of the company MEGA) and complete technologies for membrane separation processes (electro membrane or hybrid) based on its own know-how. In this field, MEGA belongs to world leaders. All products and technologies supplied by MEGA are the results of its own research and development base and reflect the latest knowledge and expertise.

SURFACE TREATMENT

In the field of surface treatment, we provide comprehensive technical and logistic services to customers of the segment, where we have been representing for a long time the established global manufacturer of coatings, the PPG Company, whose products GI (General Industry) are used in many paint shops in the Czech and Slovak Republic.

ENVIRONMENTAL SERVICES

In the area of environmental services, we have recently focused mainly on the interconnection of the commercial and academic sectors in advanced remediation technologies.

WATER MANAGEMENT

In the field of water management, we use our extensive know-how to design modern, efficient solutions based on innovative combinations of membrane processes.

The company aims to further develop its activities and the activities of its subsidiaries in such a way as to maximize mutual synergies and strengthen the position of the whole group on both domestic and foreign

markets. Special emphasis is placed on the direction of innovation and technological progress which in particular should contribute to further development of its subsidiary MemBrain. A team of highly qualified experts from the MEGA company is a long-term leader in membrane processes in the Czech Republic.

MEGA is a member of the European Membrane Society (EMS) and the International Desalination Association (IDA). Currently, we are becoming a highly respected company in the field of membrane processes in foreign markets. CEO of the MEGA company is the founder of electromembrane processes in the Czech Republic and at the same time the president of the Czech Membrane Platform (CZEMP). He was also a member of the Research, Development and Innovation Council (R&D&I Council).

In 2007 he was awarded in a project which supports scientific and technical minds, Česká Hlava (Czech Head) Award, in the category of Inventions for research and development of ion-exchange membranes for membrane processes in environmental and process applications. So far, he has been effectively managing the company's operations and has been actively engaged in popularizing the field of membrane separation.

MEGA cooperates with many foreign institutions in the field of membrane processes, with which it participates in the solution of projects within the European Union. We have long-time cooperations with universities and professional institutions, namely the University of Chemical Technology in Prague, University of Pardubice, Institute of Macromolecular Chemistry, Technical University of Liberec, Technical University of Ostrava, Palacky University in Olomouc, with which we solve several projects together. We have rich experience in project management. We also cooperate with several major foreign companies as preferred partners.

Offering solutions to the problems of individual clients is a comprehensive set of all necessary steps and measures. These include condition monitoring, optimal solution offer, final technology delivery, process monitoring, guarantees and responsibility for the proposed solution. Our customers are large industrial domestic and foreign companies, small and medium-sized businesses, as well as cities and municipalities. It goes without saying that we also provide all customers with the necessary legislative advice. MEGA is in all respects a company that provides comprehensive services with a responsible approach to the customer. An important moment in the existence of MEGA is the decision to verify its own customer

approach. This was a challenging requirement, after which the company was granted certificates according to standards ČSN EN ISO 9001, ČSN EN ISO 14001, ČSN ISO 45001, which were further steps to gradually build up the market position. MEGA processes and products are continuously and successfully certified according to current standards.



SUSTAINABILITY

Since 2005, our company has implemented and certified a management system according to ČSN EN ISO 14001:2016, which we are constantly improving. For several years, we have had a contract for joint performance with EKO-KOM. Last year we calculated our full carbon footprint (scope 1-3). We address energy consumption and potential savings. Therefore, we commissioned an energy audit in 2023.

In 2023 we started the preparations for the Non-Financial Reporting process. As part of this preparation, we involved MEGA in the ESG Rating competition organized by the Association of social responsibility in cooperation with the CEMS study programme at the Faculty of Business Administration, in which the experts awarded our work with 1st place.

At the end of 2023, MEGA was also judged in the Company of the Year competition. In a comparison of the best companies, we took 3rd place in the national final.

DETAILS OF THE SHARE CAPITAL

The registered capital of the company amounts to 62,328,000 CZK. Share capital consists of 62,328 shares with a nominal value of 1 000 CZK. Forms of company shares: registered shares. The shares are in book-entry form and are not registered.

The sole shareholder of the company is První pokratický holding with 100% of the share capital, it owns 62,328 shares with a nominal value of 1 000 CZK.

EQUITY INTERESTS

Company	Field of activity	%	Capital
MEGA-TEC s.r.o., Bystřice nad Pernštejnem	delivery of technologies in the field of water treatment and electrophoresis	51	100 000 CZK
MemBrain s.r.o., Stráž pod Ralskem	solving research and development projects and efficient transfer research results into industrial practice	100	1 000 000 CZ
TOV MEGA-UKRAINA, Kyjev, Ukrajina	supply of technological units based on membrane processes especially for food (dairy)	100	249 999,95 UAH
OOO MEGA ProfiLine, Podolsk, Rusko	supply of technological units based on membrane processes especially for food (dairy)	99	30 000 RUB

INFORMATION ON THE ACQUISITION OF TREASURY SHARES

The company did not acquire any treasury shares in 2023 and does not own any treasury shares.

INFORMATION REQUIRED UNDER SPECIAL REGULATIONS

The company is not required to disclose any other information under the special regulations.



BANK LOANS AND BONDS

Creditor	Type of contract
UniCredit Bank Czech Republic and Slovakia a.s.	Víceúčelová úvěrová linka, Treasury linka
Československá obchodní banka a.s.	Víceúčelová úvěrová linka, Treasury linka
Česká spořitelna a.s.	Víceúčelová úvěrová linka

2023 was again a year where there was no change with the cooperating banks. MEGA has agreements with banking financial institutions to cover operational financing, to issue bank guarantees and to cover the purchase of investment in machinery and equipment. Funds for operational financing are focused on short-term fluctuations in cash flow. MEGA does not draw any investment loans and finances any minor investments in production equipment (in the form of machinery and equipment) and R&D activities from its own resources.

In the future, we expect long-term loans only for strategic investments in in-house research and development in connection with planned growth. For all types of financing provided, MEGA complies with the conditions set out. For 2024, we again do not expect any changes in the cooperation with banks due to satisfaction with the services provided by the banks, considering the long-term cooperation.

Due to the development of the geopolitical situation in the world, we expect increased attention when verifying new customers and partial securing of receivables with verification of the creditworthiness of customers. As an alternative, due to lower financial demands, combinations of collateral with bank guarantees and commercial insurance against insolvency will be used - insurance companies EGAP,

Credendo, Lloyds, etc. The main reason for this change in management is the optimization of fees for banking services and, in particular, simplicity and speed.

The aim of the cooperation with the banks is to ensure that any future changes in the financing structure are controlled by a structure that will increase the value of the company. The main banks with which the company cooperated in 2023 were ČSOB and UniCredit Bank Czech Republic and Slovakia. We will continue to hold credit lines for commitment limits due to the provision of bank guarantees (down payment, performance etc.), following the custom collateralization in the membrane program.

In 2023, cooperation with other banking institutions - in particular ERSTE bank and Raiffeisenbank - was discussed to find optimal conditions for financing projects abroad, not only in Europe but also in more complex territories such as Ukraine, South Africa, India, Argentina, or Saudi Arabia, where possible financing provides a competitive advantage for customers and supports exports of the MEGA Group. In 2023 and the following period in the territories of Belarus and Russia, there was a decline in trade activity, again due to the geopolitical situation in the world.

Furthermore, negotiations with other commercial banks are still ongoing to verify the conditions set by our main banks and to find an optimal solution for the companies in the group. In 2023, the financing of R&D projects continued from our own resources - mainly to limit competition and prevent it from entering into these market segments. In 2023, there were no delays in the payment of liabilities.

There is a clearly defined credit and financial policy within the Group, the observance of which is the basis for maintaining the financial stability of MEGA company and the entire Group. The approved long-term strategy allows MEGA to finance subsidiaries, if necessary, with both long-term investment and short-term loans. For companies in the Group, we implement automated financing using banking tools - cash pooling - especially for the financing of R&D activities. In 2024, this strategy will be reviewed and revised given the setting of the new Strategy 2024+.

The set price conditions are under competitive but commercial conditions. It is the duty of all companies within the MEGA Group to maintain good relations with the above-mentioned banking institutions, and to fulfil the terms and conditions of credit agreements and other agreements in a due and timely manner so

that future financing is not endangered in case of need. MEGA strives to find an optimal financing structure that does not jeopardize stability and at the same time increases the efficiency and effectiveness of the business. For the above reasons, we are gradually centralizing financial management from the parent company. In the coming period, we will focus more on foreign currency bank financing due to the higher rate differentiation between CZK - EUR and USD.



FINANCIAL INDICATORS

	2022	2023
Total sales	782 786	939 888
Sales of own products and services	426 189	456 087
Sales of goods	359 597	474 801
ROA	6,67 %	10,13 %
ROE	7,73 %	13,79 %
EBITDA	67 871	107 978
EBIT	48 369	87 060
Liquidity common	3,19	3,22
Indebtedness	24,54 %	24,59 %
Number of employees (annual average)	171	176

Year-on-year comparison of financial indicators shows an increase in total sales by more than 17% compared to 2022, which we consider a success given the geopolitical situation - Russia's ongoing invasion of Ukraine, following the imposed sanctions and the necessary rapid changes in orientation to new markets. In the area of goods, there was growth by 8%, despite the impact of the strengthening of the CZK/EUR. Most sales of goods and services are made in EUR.

Revenues from own products and services grew by more than 25% compared to 2022. The impact on the growth of the above figure is due to the much higher contract volume that was worked on in the previous period, particularly in the Division of Membrane Processes. New custom hedging is being progressively worked on the latest Division of Water Treatment, but revenues have declined in 2023 due to the non-realisation of a major contract.

However, the biggest impact on the performance in the 2023 sales are still the sanctions imposed as a result of Russia's invasion of Ukraine, which have always been one of the important markets for the company. Nevertheless, our company has always fulfilled its obligations under the contracts it has entered into, and we have realized partial sales in these markets. In 2023, however, revenues from the Russian market were absolutely minimal. Despite various risks, we managed to negotiate a contract in Ukraine, which we are not abandoning, and we continue to support our subsidiary. In the other divisions, we have more significant orders with an impact on the period ahead.

In the period under review, the successful transfer of R&D also had an impact on realized sales. This R&D transfer (technology transfer) will also have a positive impact on sales in the future. Despite the reassessment of the strategy in 2020 (for the period 2021+2022), we are already seeing successes due to innovation with the expected significant impact in the next strategic period. This has been reflected in the new Strategy 2024+. In addition, we expect to establish cooperation with strategic partners.

There was significant year-on-year growth in performance indicators (ROA, ROE). The reasons are given in the evaluation of sales - the impact of the increase in revenue, but in particular the impact of the revenue mix in 2023 on the DMP division = significant impact on profitability. This has also allowed for more significant investment from R&D financed from own resources, which are gradually being reflected in the entry into new segments with the expectation of a renewed strengthening of the indicators in 2024 and the following years.

Other effects on profitability indicators in the future are the implementation of core projects within the supply of MEGA's own products, the change in the sales ratio in favor of Aftersales and Spare parts, and the supply to the Water Segment, including the implementation of the order in the new segment - all secured for 2024 and following years. For these reasons, we aim to continue to invest considerable resources in research and development, and to maintain competitiveness in the future period in line with

the newly defined Strategy 2024+. For 2023, we have invested more than 3% of the company's total sales in research and development from our own resources.

The financial stability of the company is expressed by the indicators of current liquidity and the level of indebtedness. In a year-on-year comparison, the above values were stable at acceptable levels despite the payment of dividends. The current liquidity is above the recommended level of 1,5 and, overall, it shows a year-on-year increase to the current value of 3.19 over the evaluated periods. However, we expect a gradual reduction in the liquidity ratio following the next expected payment of retained dividends to the company's owner. Nevertheless, we are still trying to keep a high share of cash in part to reduce the risks in the event of a further decline in the economic cycle, despite the reduction in economic efficiency. This has proven to be the right strategy over the long term, ensuring long-term stability and the ability to invest in research and development.

Another risk mitigation was to keep the level of indebtedness low at around 25%. The company has no significant problem in collecting its receivables, despite some unpaid receivables, and this is also reflected positively in the company's positive cash flow. The company is only resolving a larger receivable due to an incomplete handover of technology. In 2023, the receivable (from 2021) for the Italian company was settled and the receivable is no longer in an outstanding status.

The company fulfils all its obligations on time. The level of indebtedness is stable in the long term. In 2024, we do not expect a higher impact of financial costs on financial management due to the rapid rise in interest rates. There is still an effort to optimize foreign currency financing due to lower costs. Gradually, however, we expect the possibility of drawing long-term external resources in connection with the expected strategic investments. To support investments, we are also looking for subsidy support to reduce the use of our own and external financial resources.

The main reason for the use of external credit resources in 2023 and the following period (especially for operational financing) is the optimization of exchange rate changes balanced by natural hedging. Once again, a partial exchange rate hedge of approximately 30% of the company's annual sales for the period until 2023. A partial hedge is still agreed in 2024, but further hedges will have to be agreed to limit exchange rate losses in 2024+.

We are monitoring the global situation related to war conflict and take measures to mitigate any potential negative impacts (cost-saving measures, changes in the structure of operations, expansion of cooperation with holding companies, etc.).



COMPANY MANAGEMENT

THE COMPANY'S MANAGEMENT SYSTEM IS ORGANIZED IN A DUALISTIC SYSTEM BASED ON THE BOARD OF DIRECTORS AND THE SUPERVISORY BOARD

The internal structure of MEGA is based on the so-called dualistic system in the sense of the provisions of § 435 et seq. Act No. 90/2012 Coll., Act on Business Corporations. The company's statutory body is the Board of Directors. The number of members of the Board of Directors is set at 5. Luboš Novák, is the Chairman of the Board of Directors, its other members are Marie Nováková, Jiří Truhlář, Miroslav Matuška and Zbyněk Petráš.

Each member of the Board of Directors has been authorized to represent the company individually unless it involves a legal transaction, the subject of which is a performance exceeding the value of CZK 15 million. The Chairman of the Board of Directors represented the company in legal transactions whose subject matter exceeded CZK 15 million.

Special rules apply to the conclusion of credit or loan agreements of any amount, which is also established as the exclusive authority of the Chairman of the Board of Directors.

The company's supervisory body consists of a three-member Supervisory Board. Its members in 2023 were Světlana Adamová, Petr Vanský and Michal Hejral.

CAPITAL STRUCTURE OF THE MEGA GROUP

There was no significant change in the capital structure of the MEGA Group during 2022. The shares of MEGA were already transferred in 2019 to the newly established company První pokratický holding, which is currently the sole shareholder of MEGA. The shares of První pokratický holding are fully allocated to the Pokratický Private Trust Fund, the founder of which is Luboš Novák.

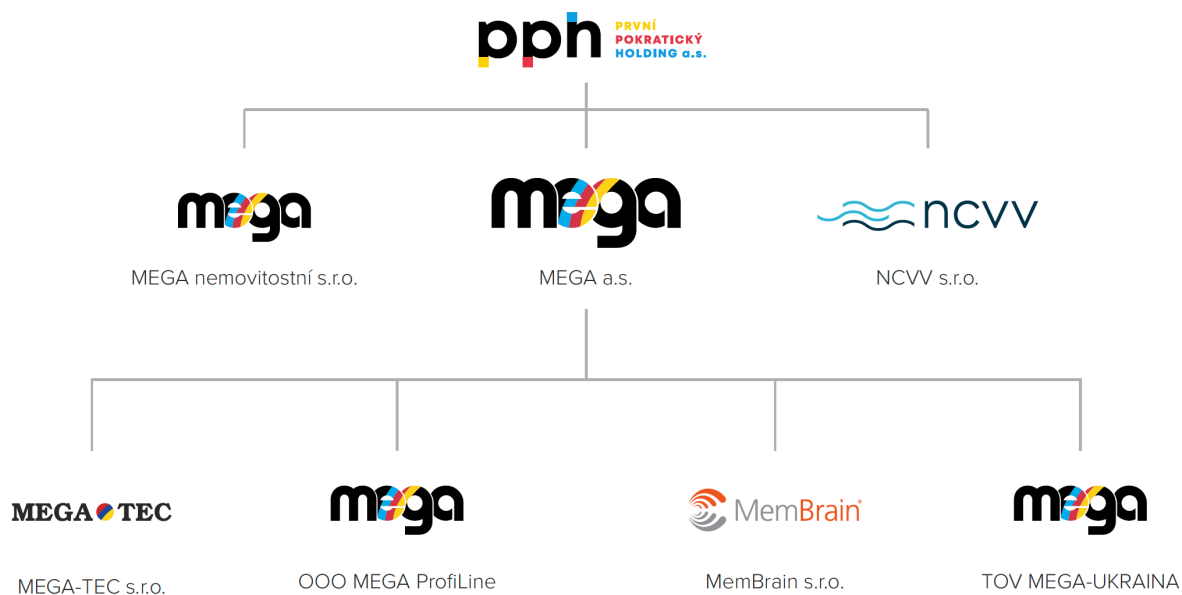
MEGA-TEC, a subsidiary of MEGA, has acquired a 100% stake in NOSCO, a company engaged in the implementation of comprehensive orders in the field of the automatization of production lines, single-purpose machines, and technological process control, on 14 January 2023.

MemBrain, a subsidiary of MEGA, became the sole shareholder of the newly established Memspin on 1 September 2023.

The shareholding of the company První pokratický holding in NCVV. (which is a sister company of MEGA Inc.) decreased from 51% to 5% on 7 September 2023.

THE ORGANIZATIONAL STRUCTURE

DIVIDED BY COMPANY



The company has a branch in Belarus.

DIVIDED BY PROGRAM

Membrane program

- Division of Membrane Processes
MEGA
- Division of Water Management MEGA
- MemBrain
- OOO MEGA ProfiLine
- TOV MEGA-UKRAINA
- MEGA-TEC
- NVCC

Surface treatment

- Division of Surface Treatment
MEGA
- MEGA-TEC

Ecological services

- Division of Ecological
Services MEGA

THE ORGANIZATIONAL STRUCTURE OF THE COMPANY MEGA

The system of the internal structure of the company is dualistic. The company has the following organs:

- the General Meeting
- the Supervisory Board
- the Board of Directors

HR POLICY

MEGA's HR policy is part of the company's strategy and defines the principles and procedures in human resources management. It covers aspects such as the selection and recruitment of employees, remuneration, benefits, working conditions, performance evaluation, development and talent management, HR marketing, leadership, communication, and employee relations. HR policy aims to ensure that the needs of the organization are matched with the needs of the employees, by legal and ethical standards. The right HR policy significantly affects the company's effectiveness and results.

KEY POINTS

- equal and transparent conditions and opportunities;
- compliance with laws and codes of ethics relating to human relations, environmental protection, work safety and personal data protection;
- safety and health protection of employees in the workplace;
- support for training and career development;
- establishing a system of communication, information and involvement of employees in the organisation's decision-making processes;
- ensuring employee motivation, satisfaction and loyalty through appropriate remuneration, benefits, training, career development, flexible working conditions and a suitable working environment;
- promoting teamwork, self-fulfilment and accountability for the results of one's work;
- diversity and inclusion.

The main goal of the HR strategy is to define the company's medium-term objectives in personnel and organizational development and the determination of measures leading to their achievement. We emphasize creating a positive work environment where employees feel motivated and engaged. This

includes addressing their needs, developing their skills, and supporting their career growth. The recruitment strategy is set according to pre-determined criteria ensuring objectivity to maximize efficiency and talent search. High-quality human resources therefore provide MEGA with stability and a competitive advantage.

The company is committed to ethics both in the workplace and towards business partners and the public. MEGA's Code of Ethics sets out the company's core values and defines desirable behavior outside and inside the company. It promotes trust in the company and demonstrates high professionalism. Continuous development of the corporate culture creates a positive environment and maintains a consistent direction for the organization.

Our company is committed to fostering a diverse, fair and inclusive environment, which is why our HR strategy includes a Diversity and Inclusion Strategy that clearly defines practices and standards in this area, including awareness raising, diverse recruitment practices, an inclusive work environment, regular monitoring and top management involvement.

We strive for continuous improvement of working conditions, fair remuneration with clear rules and maximum effort to be competitive in the job market. We monitor the differences in the average wages of men and women in the organization, regularly analyze the remuneration system and adjust it appropriately according to the company's current needs. We also focus on flexible employment contracts and work-life balance. THP employees can use a part-time or full-time home office where the nature of the work allows it, or they can use flexible working hours. We set suitable working conditions or part-time hours for employees with disabilities, and we enable employees on parental leave to balance work and private life (individual shorter work schedules etc.).

We have a strong focus on employee welfare, where employees can take advantage of a broad benefits programme aimed at attracting new employees, as well as motivating and retaining existing employees in the long term, fostering their positive relationship with their employer and team cohesion.

We regularly monitor the Net Promote Score and are pleased that MEGA has seen a significant increase in the number of employees who would recommend the company as a good employer over the last two years.

EDUCATION

Training plans are designed as annual plans and are drawn up individually for each department and employee according to the needs of the calendar year. The plans are then evaluated annually. We look for new talents and try to develop them appropriately.

Employees can take benefit of a wide range of educational activities, including tailor-made training, in agreement with their manager. We encourage upskilling and offer employees qualification agreements or career plans.

During the year, employees can deepen or improve their skills through professional and soft skills training. In 2023, we completed a three-year training grant project, Innovating through Education, which involved 99 employees and delivered a total of 106 training courses during the period, including 63 soft skills, 35 IT and 8 accounting courses. In total, in this de minimis subsidy project, we have used the possibility of training for more than CZK 1.5 million, of which approximately CZK 240,000 in 2023. Employees also benefited from other external training activities in 2023. In the area of professional competence training, we implemented 11 courses and 42 other professional courses to enhance the qualifications of employees with a value exceeding CZK 0.5 million.

Our strategy involves working not only with our employees but also with students. We actively and regularly participate in career days at chemically oriented universities such as the University of Chemistry and Technology Prague, the University of Pardubice, the Technical University of Liberec and others. We also actively cooperate with foreign universities such as the Slovak University of Technology in Bratislava or universities involved in the ERASMUS programme. We have implemented the field of electromembrane processes into the curricula and are authors of several professional publications.

We offer excursions to high schools and universities to the parent company and the subsidiary (science and research centre) with expert explanations. For university students, we offer a long-established student programme and organize an annual student workshop. We regularly hold specialized conferences and lectures on electromembrane processes. We also occasionally publish the results of our activities in peer-reviewed journals.

EMPLOYEE BENEFITS

The company's benefits program includes both financial and non-financial benefits, including: 5 days of vacation beyond the Labor Code, 1 free day, afternoon shift allowances, training support and career plans, Edenred cafeteria, work and life anniversary rewards, meal allowances, pension and life insurance contributions, refer-a-friend program, recruitment allowances, tutor rewards, provision of discounted banking products at cooperating banking institutions, Vodafone employee programme for family members, support for coping with difficult life situations, support for leisure activities, rewards for improvement proposals, work-life balance, home office, company events, competitions, surveys, etc.

The company financially rewards improvement proposals and initiatives in the field of prevention within the framework of OSH. We have a program to promote employee health and satisfaction. In 2023, we implemented Health Days for employees, which focused on healthy company meals, disease prevention, consultations with health specialists, professional lectures and training, mental hygiene, and body care (ergonomics and massage). We invest in occupational health and safety in the long term, whether it is PPE, prevention of infectious diseases, health checks, modifications to the working environment or equipment for easier handling or reduction of workloads. We regularly assess work risks and take appropriate measures.

COMMUNICATION AND COOPERATION

Communication with employees is very important to us, as is the feedback they give us. We regularly inform employees about what is happening in the company through regular departmental meetings, the company magazine, or MS TEAMS, where we have a very well-developed information system. Employees can communicate anonymously with their employer through satisfaction surveys or trust boxes. We always draw conclusions from the suggestions received, which are published by the management. In 2023, we implemented a protection system for announcers in accordance with Law 171/2023.

As part of our strategy for working with local communities, we mainly support local sports clubs, youth leisure activities, cultural social events, student science conferences and charity projects. In 2023 we supported a total of 14 events. At the same time, we are actively involved in improving the urban environment with an impact on the public (planting and maintaining green spaces, building playgrounds).



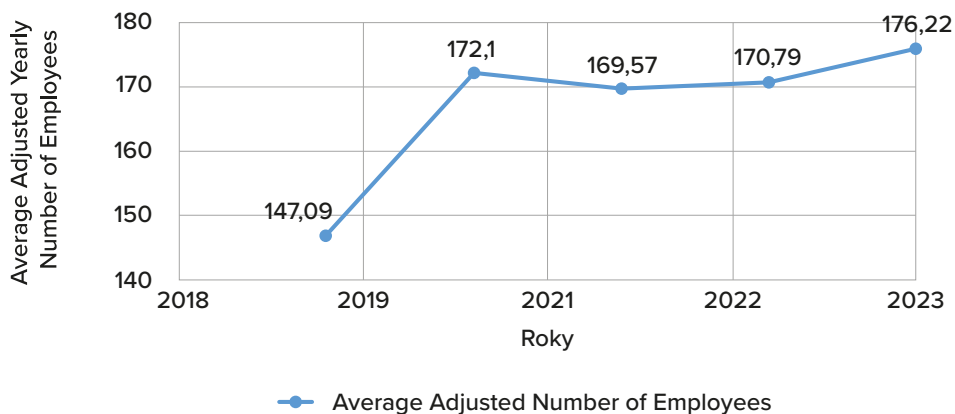
EMPLOYMENT AT THE MEGA COMPANY

The company is stable in human resources with moderate progress. The increase in the number of employees during the year was mainly in the Division of membrane processes, where production, assembly and construction were strengthened. As of 31 December 2023, the number of employees in employment in each division was as follows:

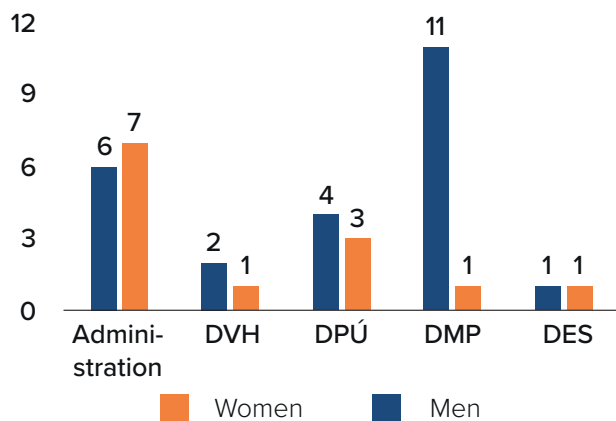
Division of ecological services	9
Division of membrane processes	92
Division of surface treatment	36
Water treatment	14
Administration	37
Total number of employees	188

We encourage diversity in teams and flexibility in work arrangements. In 2023, we employed 3 part-time employees. 2 employees were able to use agreement work as part of their parental leave. We also employ 3 employees with limited medical capability and 11 pensioners.

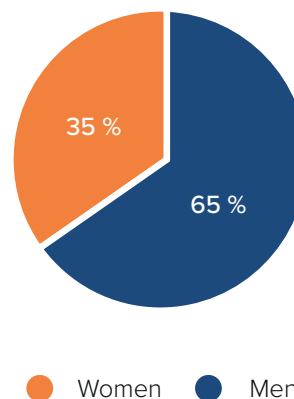
AVERAGE ADJUSTED NUMBER OF EMPLOYEES



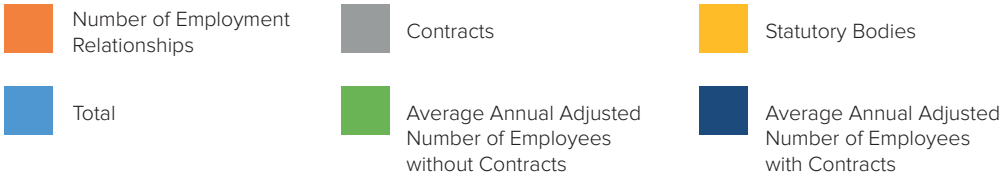
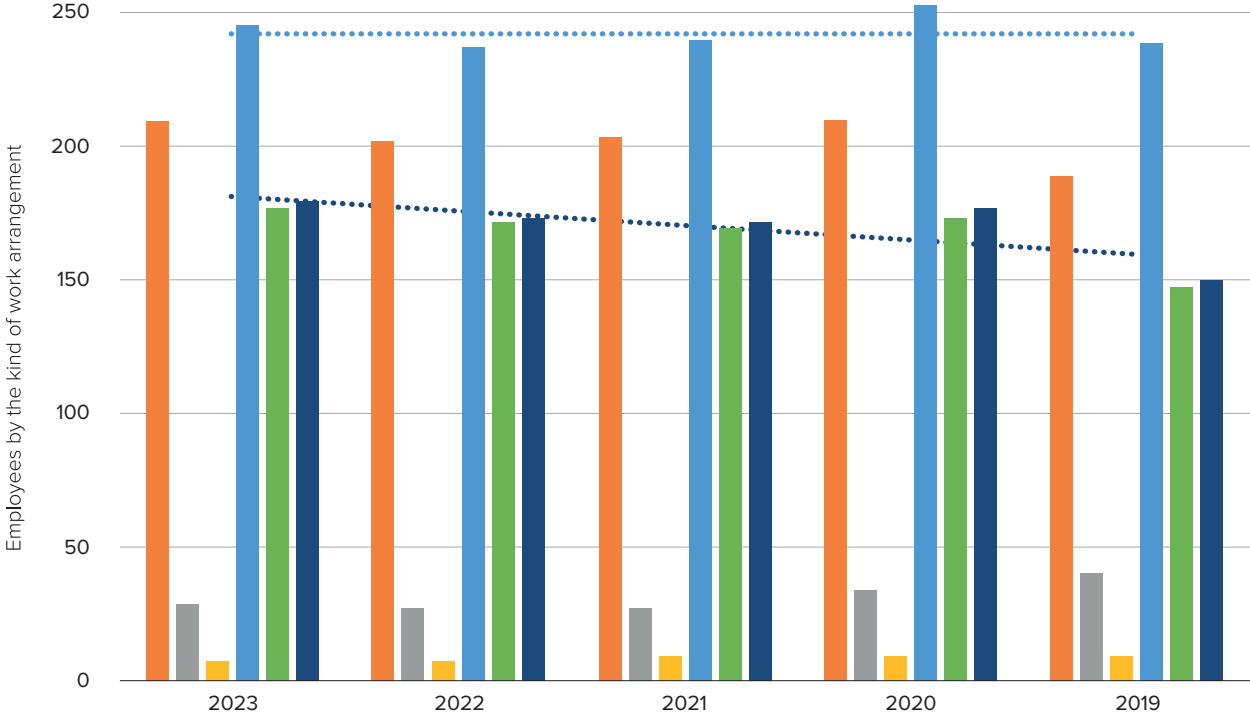
WOMEN AND MEN IN LEADERSHIP POSITIONS IN INDIVIDUAL DIVISIONS



RATIO OF MEN TO WOMEN IN MEGA



EMPLOYMENT DEVELOPMENT 2019-2023



COMPANY OBJECTIVES AND STRATEGY

Objectives of individual fields of activity are described in the following chapters.

The basic and long-term goal is to increase the efficiency of the business in all areas, further expand activities abroad, broaden the product portfolio, improve individual financial indicators through comparative analyzes with similar domestic and foreign companies and reduce financial dependence on banking institutions.

In the approved Strategy 24+ for the period 2024-2028, we plan to grow our business activities sustainably.

Great emphasis, as in the previous period, is dedicated towards our innovations, HR policy and social program to stabilize employees. Efforts to supplement the motivational components for employees and gain the position of a sought-after employer in the region.

ZERO LIQUID DISCHARGE BY ELECTRODIALYSIS



DIVISION OF MEMBRANE PROCESSES (DMP)

The division's business activities are focused mainly on deliveries outside the Czech Republic. The Division of Membrane Processes provides customers with sophisticated solutions based on electromembrane processes, especially in the water and dairy segments and special applications. In recent years, the aftersales segment has also contributed significantly to the division's total sales. The division's business is global and is conducted through its own offices and through an agent network that continues to be progressively expanded. Furthermore, the division cooperates with strategic business partners to deliver combined technology solutions. Overall, 2023 was marked by geopolitical events.

Presentation of MEGA products and technologies continued in the online environment, however, acquisition routes and active participation in major global exhibitions related to the division's activities continued as usual in 2023.

WATER TREATMENT

Within the segment, several projects with a high potential are elaborated.

Implementation and acquisition of new projects in 2023

A total of 33 projects were obtained:

- » 30 projects for the production of ultrapure water using EDI,
- » 3 projects for water treatment using membrane and electromembrane processes.

Territorial distribution of acquired projects:

- » 9 projects in Europe
- » 24 projects outside Europe

DAIRY INDUSTRY

The dairy segment has shown lower prices throughout 2023 compared to 2022 for commodities where MEGA technologies have a major contribution in production. This was reflected in the investment activity of producers.

Implementation and acquisition of new projects in 2023

A total of 6 projects were obtained for the processing of various dairy streams using electromembrane processes.

Territorial distribution of acquired projects:

- » 2 projects in Europe
- » 4 projects outside Europe

SPECIAL APPLICATIONS

The business activities in this segment were mainly focused on using the knowledge acquired from the pilot and laboratory tests to offer specific products. Several interesting projects are being developed. In 2023, three projects were acquired within this segment.

AFTERSALES

Business activity in the aftersales segment was stable throughout 2023, with sales in this segment gradually increasing.



DIVISION OF SURFACE TREATMENT (DST)

After the previous years with difficult-to-predict objective influences and the negative impact of the covid pandemic and the military conflict in Ukraine on the economic and social situation, 2023 can be considered a more stable period in the surface treatment segment.

Most companies have managed to overcome the period of dramatic price increases in basic materials, semi-finished goods, and energy. Although there was no significant decrease in these costs in the year under review, the situation was sustainable for most companies. The major downside remained the unprecedentedly high inflation rate and the resulting strong pressure on wages and the workforce in general.

It is also necessary to consider the actual unemployment rate in the Czech labour market, which is close to zero. Not to mention the large numbers of foreign agency workers in key sectors. Even with these problems, most manufacturers in key industries in the automotive, related transport and construction equipment and agricultural machinery sectors have managed to cope well.

Some companies experienced a significant drop in production and loss of projects without adequate compensation, fortunately, there were also opposite examples. In general, companies have lost some of their own profits and the potential to invest in future periods, resulting in strong pressure on suppliers and partners to reduce costs and de facto prices. This pressure has also affected us, yet the Division of Surface Treatment maintained turnover and profit parameters at a comparable level to previous successful years. Development especially in the automotive sector faces certain challenges due to strict environmental regulations, mainly in the context of the rapid transition of European manufacturers to competitive electric vehicles. This situation does not always have a positive impact, and we can expect several changes and possible negative consequences in the upcoming period.

Our advantage is that we are not only in the passenger car industry, but our major customers also include manufacturers of agricultural equipment, buses, and wagons, where the custom stability is higher. Our long-standing experience and know-how in the industry, providing a true „full package service“ not only for PPG paints and chemistry but in effective combination with the supply and service of cataphoresis equipment by our subsidiary MEGA-TEC and with the excellent chemical-analytical background and services of our second subsidiary MemBrain, gives us still room to maintain the status quo and the potential for development in selected segments or sub-projects.

Of course, the cornerstone and condition remain good cooperation with PPG, where despite rather complicated negotiations and frequent price demands, we maintain a serious and mutually beneficial relationship.

The year 2023 can be evaluated positively not only in terms of economic indicators but also in terms of agreements secured, activities carried out for new potential projects and the setting of tasks and targets for the next five-year strategy within the entire MEGA company.

PLAN FOR 2023 AND ITS IMPLEMENTATION

After difficult periods associated with several uncertainties, difficult-to-control external influences and dramatic cost increases, most of our customers have opened up pricing negotiations and put significant pressure on any reduction of inputs into their production process.

Due to PPG's minimal willingness to offer price concessions, the situation was not easy for us, but thanks to thoughtful business tactics in previous years and a record of accommodating requests from our side, we have defended the set price level without any major negative impact on the department's financial results and most business relationships. Most of our key clients maintained solid production volumes despite challenging conditions. Some companies experienced growth as well as production declines of up to tens of percent, fortunately mostly over a limited period.

One of the most important customers - for its total turnover and for the complexity of our services and the supply of a wide portfolio of products - is IVECO CR Vysoké Mýto. Our team outsources the comprehensive logistic and technical service of the entire set of paint shops and accompanying surface treatment operations. Thanks to the specificity of the bus manufacturing industry, or rather the nature of the customer portfolio, the negative effects were minimal and annual production was again heading towards maximum volumes.

In addition, the plans for the coming period include further growth in annual production, and we are successfully complementing the team from Vysoké Mýto - both technically and in terms of personnel - to ensure these visions.

Most other customers - subcontractors for automotive, agricultural or construction equipment - have maintained solid production volumes. New orders and deliveries of additional products for existing clients, particularly in the powder coatings portfolio, also proved positive. A major customer and manufacturer of truck wheels, F.X. Meiller Slaný, is going through a period of managerial and partly conceptual changes, which meant several complications for us not only for the current cooperation but also for the future.

Our adaptability is high but also limited by the needs and capabilities of PPG and its subsidiaries. In any case, we have managed to stabilize and get the cataphoresis coating plant up and running well, which is a strong support for us in our future business strategy with this important customer to maintain maximum sales turnover. The equipment was supplied and serviced by the subsidiary MEGA-TEC, so it is a typical example of a comprehensive „full package service“ with full responsibility on our side and convenience for the customer.

ECOS Vysoké Mýto, a subcontractor for bus manufacturers (not only IVECO), has also achieved significant growth in the production and consumption of our products. On the other hand, KEREX, a manufacturer of transport containers and a high-volume consumer of cataphoresis paint and some powder coatings, experienced a significant decline. Fortunately, in the last quarter of the year, the company secured larger orders and the situation and outlook improved.

The cooperation with our R&D base at our subsidiary MemBrain, especially with the chemical analysis laboratories and testing facilities, is working well. We provide flexible and fast standard analytical controls for cataphoresis baths, perform special tests, introduce new advanced coating systems, and handle specific troubleshooting requirements. This service is key to successful and mutually beneficial cooperation with most of our customers. It improves the professional level and speed of our crisis and preventive service and is also economically beneficial for both our companies.

The essential condition for success in the industry is maintaining high quality, conscious responsibility, corporate loyalty, and high expertise of all employees of the division. Thanks to the possibility of internal professional growth, we rotate and fill positions requiring a higher level of expertise by moving employees from lower positions that are, after all, more easily replaceable.

In addition to a good working environment, facilities and a good team mentality, salary conditions are a key factor for employee stability. Inflation has reached unprecedented double-digit values in the Czech Republic, to which we naturally had to respond with a sustainable, and for our employees acceptable, wage increase. According to the development of the situation and the reaction of the employees, this essential part of the company's management was also managed successfully and created a good basis for the next period.

OUTLOOK FOR 2024

If the trend towards stabilisation of the economic and social situation in the Czech Republic and within the framework of objective influences in the EU continues, some stress on our customers and the market, in general, could also decrease. Unfortunately, the last months of the year have already indicated the arrival of the crisis in many sectors and the risk of production cuts due to limited market demand.

How deeply and for how long industrial production will be affected is unclear, but our customers expect stagnation and a decline in performance at least in the first half of the year. The shutdown of some manufacturers is not excluded, but we do not expect this from our portfolio of established clients. Most of them have been able to cope with the critical years of covid and the energy cost crisis, so they are resilient

and have well-established business and production mechanisms. This may be a problem and a potential risk for us - the pressure on the prices of the purchased commodities will be even more severe. Already at the end of the year, we had to resolve prices for 2024 in several sub-cases of important clients. Fortunately, also thanks to the helpfulness of PPG, we were able to reach a currently acceptable agreement.

It is significant for the estimation of the course and result of the current year that our largest customer IVECO CR is expecting an increase in production rather than any reductions. In addition, an agreement has been reached between PPG/MEGA and IVECO on the terms of cooperation for at least the next three years. In the automotive passenger car business, the development will depend on the duration of current projects and the start of new contracts oriented towards electromobility. So far, it seems that for at least this year there is still good potential for established production, although probably with a lower sales turnover. Agricultural machinery is experiencing a downturn of more than ten percent, but production could recover in the second half of the year. Similar developments can be expected for construction machinery and trucks.

In the past year, we have also started targeted business activities in the field of powder coatings in general and have been working on specific designs for the supply of our systems for interesting projects that we could succeed in and start implementing in the second half of the year. Expectations are therefore quite optimistic, although they will probably not reach record results as they have in recent years, despite objective challenges, in our case rather unique opportunities and conditions. The essential and generally valid fact remains that the fields and products of our current customers cannot do without surface treatments, which still gives us a decent perspective for many years to come.

The personnel situation in the DST is stable. Since the beginning of the year, there has been another wage increase that was acceptable to all parties involved. Technical equipment and warehouse facilities have been significantly improved and we have been able to ensure greater versatility by expanding the leased area with a long-term perspective for Moravia and Slovakia. The renewal of the fleet with the higher tonnage of the new truck is in full synergy with this and allows us greater flexibility of deliveries from both base warehouses to IVECO and all other important customers, including the management of necessary or cost-effective stock for the whole of the Czech Republic and Slovakia.

The current year will certainly not be an easy period in terms of meeting targets and set economic parameters. However, we do not expect any major problems that could disrupt the long-term positive results of our business.



NEW AND IMPORTANT REFERENCES

ECOS V. Mýto – production of bus subassemblies

KV Final Kuřívody – automotive

HITACHI Žatec – shock absorbers

TATRAVAGONKA Poprad, SK – freight wagons

AGROSTROJ Pelhřimov – agricultural machinery, parts of trucks and special machinery

KEREX, Michalovce, SK – an important manufacturer of transport containers

MATADOR Vráble, Slovensko – automotive parts

TATRA TRUCK a. s. Kopřivnice – heavy trucks

BENTELER I, II, III, Stráž n. Nisou, Chrastava, Rumburk – specialised drivetrain parts

KARSIT Jaroměř – car seat frames and other parts for the automotive industry

BRANO Group Hradec nad Moravicí – automotive parts VW GROUP, TOYOTA...

FRITZMEIER Vyškov – agriculture and construction machinery production

THERMAL-TREND Starovičky – Europe's fourth-largest bathroom radiator manufacturer

BWI Cheb – production of shock absorbers

OUTSOURCING – FULL SERVICE

IVECO Czech Republic, Vysoké Mýto – production of buses

F. X. MEILLER Slaný – truck bodies, tippers

KYB Manufacturing Pardubice – shock absorbers for cars

FUTABA CZ Havlíčkův Brod – car parts TPCA, SUZUKI

KORADO Česká Třebová – radiators



DIVISION OF ECOLOGICAL SERVICES (DES)

The Division of Ecological Services has long been involved in several segments, particularly in the exploration of contaminated sites, remediation of environmental burdens, supervision of remediation work, research and development projects, and ecological projects focused on landscape revitalization and reclamation. At the same time, staff expertise was further enhanced by obtaining Waste Sampling Manager professional certifications.

A number of significant contracts were executed in the Ecological Services segment in 2023. The major contract, "Remediation of the old environmental burden in the area contaminated by the historical wood impregnation operations" in the village of Srní, in the water source region Česká Lípa - South, was successfully completed on December 31, 2023, after five years of implementation. Simultaneously, preparatory project work was already underway for a new key project, „Remediation of the old environmental burden at the Kortan industrial site,“ which is expected to start at the end of 2024. Furthermore, a remediation project involving the pressure injection of remediation agents was carried out in Jihlava, along with smaller projects such as risk analyses, preparation of project documentation, expert assessments, and groundwater monitoring. All of these were technically demanding projects with a high level of expert work. At the end of 2023, two new contracts were secured for supervisory activities in Jesenné near Železný Brod and Liberec-Rochlice.

In the Science and Research segment, we continued work on two projects supported by the Technology Agency of the Czech Republic in 2023. Thanks to grants for scientific, research, and innovation titles, we have the opportunity to collaborate with leading experts from both the commercial and academic spheres in the field of remediation.

More specifically, our science, research and development centre in the first project focused on the extension of the use of the supportive electro-reduction technology, for which MEGA holds a patent. The goal of the project is to maximize the effectiveness and migrability of injected remediation media into the contaminated subsurface at various locations. Additionally, we worked on developing remote online monitoring technology for remediation management. The remote online monitoring of the physical and chemical parameters of groundwater, based on software evaluations, provides real-time insights into the current situation at the site. The monitored data can then be used to manage or adjust technical interventions at the site.

In the second project, we collaborated on developing optimized remediation agents and their injection during the exploration and remediation of vertically stratified inorganic groundwater contamination. A key component of this project was the development of equipment for measuring the vertical stratification of inorganic contamination, allowing for the precise localization of phase boundaries. Interim results from this project were presented to professionals and government representatives at the ENVishop seminar in Prague.

In the segment of Ecological Projects – Revitalization and Reclamation, several contracts were successfully completed during 2023. In the first quarter, the Center for Environmental Services secured and successfully implemented a smaller project to revitalize the Tree Alley on 5. května Square in Stráž pod Ralskem. The project involved professional arboricultural treatment of existing trees and the planting of new large-leaved lime trees.

The main focus, however, was on completing and handing over the flagship project of restoring the Špičák Garden from the times of the First Czechoslovak Republic in the village of Libiš in the Mělník region. The project was successfully handed over in perfect condition in May 2023.

The Centre's flagship contract in the second half of the year was the implementation of the project for the revitalisation of the playground of the Tyršova Primary School in Rumburk. The project involved the renovation of the school's outdoor facilities, which included remediation works, landscaping, and the subsequent construction of paved walkways, a long jump sector, the erection of an outdoor pergola and classroom, and the installation of playground equipment and urban furniture. The work was completed and handed over in excellent quality in October 2023.

Additionally, during the year, the implementation of the reconstruction of the garden at the after-school centre at K. H. Máchy Elementary School in Doksy and the revitalization of the Václavice – Uhelná alley in Hrádek nad Nisou began. Their completion is expected in May 2024.



DIVISION OF WATER MANAGEMENT (DVH)

The Division of Water Management has been a part of MEGA since 2020. It provides advanced, environmentally friendly solutions for the sustainable use of water resources for municipalities, cities, and industry since its foundation. As an engineering and supply division, DVH represents a comprehensive range of services and equipment in the field of water treatment. Choosing the appropriate technology reduces the costs of water treatment and at the same time the costs of waste disposal, while meeting strict environmental standards.

Using knowledge, experience, and the right technology, DVH treats boiler, process, ultrapure, drinking, waste, and cooling water. It recycles water and treats condensate. It delivers the total solution from the technology draft through the project (design) and engineering to its overall implementation, including the construction part, electrical part, and HVAC. DVH is engaged in two main activities, namely water treatment for any segment and wastewater treatment (industrial, municipal, etc.).

WATER TREATMENT SEGMENT

In this segment, four new projects were implemented in 2023, both in the form of implementation, feasibility studies and facility designs.

Another ten projects are in the preparatory phase for implementation or in the phase of participation in tenders. All three projects are outside the Czech Republic. International projects are being processed in the form of cooperation with the Division of Membrane Processes.

WASTEWATER TREATMENT SEGMENT

In this segment, three new projects were implemented in 2023, both in the form of implementation and in the form of feasibility studies or facility designs. Other projects are in the preparatory phase for implementation or in the phase of participation in tenders. Other projects in preparation are outside the Czech Republic. These are mainly projects in cooperation with the Division of Membrane Processes.

Several projects are being prepared in the form of water audits, which will subsequently lead to implementation.



REPORT ON RELATIONS

REPORT ON RELATIONS BETWEEN THE CONTROLLING PERSON AND THE CONTROLLED PERSON AND BETWEEN THE CONTROLLED PERSON AND PERSONS CONTROLLED BY THE SAME CONTROLLING PERSON.

SECTION I –STRUCTURE RELATIONS

Controlled Person

MEGA

ID 44567146

Registered office: Drahobejlova 1452/54, 19000 Praha

Registered in the Commercial Register maintained by the Municipal Court in Prague, Section B, Entry 9113.

(Hereinafter referred to as the controlled person)

Each member of the Board of Directors is authorized to represent the company independently, unless it is a legal act, the subject of which is a performance exceeding the value of CZK 15 million, or the conclusion of a loan agreement of any amount.

In legal negotiations involving transactions above CZK 15 million, the company shall be represented by the Chairman of the Board of Directors. In concluding credit and loan agreements, the company is represented by the Chairman of the Board of Directors.

Controlling Person

From 1 January 2023 to 31 December 2023

První pokratický holding

ID: 07756895, Registered office: Drahobejlova 1452/54, Libeň, 190 00 Praha 9

Registered in the Commercial Register maintained by the Municipal Court in Prague under file No. B 24082

The sole shareholder of the controlling person:

All shares of První pokratický holding are allocated to the Pokratický Private

Trust Fund, ID No.: 08581461, registered in the register of trusts under No. SF 2111, maintained by at the Regional Court in Ústí nad Labem.

(Hereinafter referred to as the controlling person)

Persons controlled by the same controlling person

MEGA-TEC, ID 255 38 276, Registered office: Průmyslová 1415, 593 01 Bystřice nad Pernštejnem, registered in the Commercial Register kept by the Regional Court in Brno, Section C, File 30723, on 3 March 1998.

NOSCO, ID 28328485, Registered office: Průmyslová 1415, 593 01 Bystřice nad Pernštejnem, registered in the Commercial Register maintained at the Regional Court in Brno, file number: C 61523.

MEGA nemovitostní, ID 07756933, Registered office: se sídlem Drahobejlova 1452/54, Libeň, 190 00 Praha 9, Registered in the Commercial Register kept by the Regional Court in Brno, Section C, File 307110.

MemBrain, ID 286 76 092, Registered office: Pod Vinicí 87, 471 27 Stráž pod Ralskem, Registered at the Registration Court in Ústí nad Labem, Section C, File 26344.

Memspin, ID 19682280, Registered office: Pod Vinicí 468, 471 27 Stráž pod Ralskem, Registered at the Registration Court in Ústí nad Labem, Section C, File 50990.

TOV MEGA-UKRAINA, Registered office: Mechanizatorov 2, 03035 Kyiv, Ukraine, ID 38419553.

OOO MEGA ProfiLine, Reg. number: 1072635016277, Registered office: Bolshaja Serpuhovskaja 202B, 142.181 Podolsk, Russian Federation.

TOO MEGA ProfiLine Kazakhstan, Reg. number 220540048859, with registered office in Almaty, Kazakhstan, Kunayev Street 18/2.

STRUCTURE RELATIONS

The controlling person owns 100 % of the shares of the controlled person.

The controlled person owns a 51 % interest in MEGA-TEC which owns a 100% interest in NOSCO.

The controlled person owns a 100 % interest in MEGA nemovitostní.

Luboš Novák, PhD owns a 1 % interest in OOO MEGA ProfiLine and the controlled person owns a 99 % interest in OOO MEGA ProfiLine. OOO MEGA ProfiLine owns a 100% interest in TOO MEGA ProfiLine Kazakhstan.

The controlled person owns a 100 % interest in MemBrain, which owns a 100% interest in Memspin.

The controlled person owns a 100 % interest in TOV MEGA-UKRAINA.

The controlling person owns a 5 % interest in Národní centrum využití vod company.

Control is carried out exclusively through decisions of general meetings or decisions of the sole shareholder/partner outside the general meeting in cases where it is the sole shareholder/partner. No shareholders' agreements or other ancillary agreements were concluded within the Group. The controlled person does not have a special role within the Group.

SECTION II. — THE REFERENCE PERIOD

This report covers the period from 1 January 2023 to 31 December 2023.

SECTION III. — OVERVIEW OF MEETINGS EXCEEDING 10 % OF THE OWN CAPITAL OF THE CONTROLLED PERSON

No legal transactions involving assets exceeding 10% of the equity capital of the controlled person, were made during the period at the instigation or in the interest of the controlling person or persons controlled by it.

SECTION IV. — OVERVIEW OF MUTUAL CONTRACTS

An overview of contracts concluded between the controlled person and entities controlled by the same controlling person in the reference period is in Annex 1 to this Report.

SECTION V. — ASSESSMENT OF RELATIONSHIP BETWEEN CONTROLLED AND CONTROLLING PERSONS

In the reference period, the controlling person did not conduct any legal acts towards the controlled person and no contracts were concluded between them that would cause harm to the controlled person. All legal relations between the companies shall be conducted in accordance with the principles of standard commercial relations. It is therefore not appropriate to settle the damage under § 71 and 72 of the Business Corporations Act.

No particular disadvantages or risks arise for the controlled person from the relationship between the controlling person and the controlled person or between the controlled person and persons controlled by the same controlling person. An advantage arising from the relationship between the controlled person and persons controlled by the same controlling person is the possibility of sharing resources and capacities in accordance with applicable legislation and the persons' constitutional legal acts.

SECTION VI. – CONCLUSION

This report was prepared by the statutory body of the controlled person.

Given that the controlled person is obliged by law to prepare an annual report, this report will be accompanied by an annual report as its integral part.

Stráž pod Ralskem on 13 February 2024

Luboš Novák, PhD

Chairman of the Board of MEGA

CONTACT INFORMATION

Company Name	MEGA
Registration	in the Commercial Register at the Municipal Court in Prague, Section B, Entry 9113
Headquarters	Drahobejlova 1452/54, 190 00 Praha 9 – Vysočany
Statutory representative	Luboš Novák, PhD., Chairman of the Board
Phone	+420 487 888 111
E-mail	info@mega.cz
ID / VAT	44567146 / CZ699005394
Bankers	UniCredit Bank Czech Republic a.s., Na Příkopě 20, 111 21 Praha 1
Account number	318881-004/2700
ID databox	ui6cfzk
Website	www.mega.cz

DETACHED WORKPLACES, BRANCHES AND SUBSIDIARIES OF MEGA

Stráž pod Ralskem

Pod Vinicí 87, 471 27 Stráž pod Ralskem
tel.: +420 487 888 111, 100, e-mail: info@mega.cz

Bystřice nad Pernštejnem

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IVECO Czech Republic, a.s., (KAROSA) Vysoké Mýto

Dobrovského 74/II., 566 03 Vysoké Mýto
tel.: +420 465 452 960, e-mail: karosa@mega.cz

Hodonín

Velkomoravská 87, průmyslový areál č.p. 3543, 695 01 Hodonín
e-mail: sklad.hodonin@mega.cz

Pardubice

Náměstí Čs. legií 565, 530 09 Pardubice, Zelené Předměstí

Trnava – office for Slovakia

Pekárska 11, 917 01 Trnava, Slovenská republika
tel.: +421 910 913 298, e-mail: lackovic@mega.cz

Praha

Drahobejllova 1452/54, Praha 9 – Vysočany – company headquarters
Ke Klíčovu 191/9, Praha 9 – Vysočany, 190 00

SUBSIDIARIES OF MEGA

MEGA-TEC

Průmyslová 1415, 593 01 Bystřice nad Pernštejnem, kral@megatec.cz

MemBrain

Pod Vinicí 87, 471 27 Stráž pod Ralskem, info.membrain@membrain.cz

TOV MEGA-UKRAINA

Kyjev, ul. Mekhanizatorov 2, tel.: +38 099 452 52 52,
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OOO MEGA ProfiLine

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tel.: +7 495 739 82 02, e-mail: info@mpline.ru

ANNEX – OVERVIEW OF MUTUAL CONTRACTS IN 2023

Číslo	Druhá smluvní strana	Datum uzavření	Předmět smlouvy
SO23085	MemBrain s.r.o.	01.01.2023	Smlouva o podmínkách užívání know-how
SO23086	MemBrain s.r.o.	20.12.2023	Smlouva o převodu práv k podílu na know-how
SJ23004	MemBrain s.r.o.	20.01.2023	Smlouva o spolupráci na řešení projektu
SJ23068	MemBrain s.r.o.	13.12.2023	Smlouva o účasti na řešení projektu
SI23052	MemBrain s.r.o.	02.10.2023	Smlouva o podnájmu části nebytového prostoru
SI23075	MemBrain s.r.o.	22.12.2023	Smlouva o poskytování správních služeb
SO22079	MemBrain s.r.o.	01.01.2023	Smlouva o užívání know-how
SI20083/02	MemBrain s.r.o.	01.04.2023	Dodatek ke smlouvě o dodávce pitné vody a odvádění a čištění odpadních vod
SJ14016/02	MemBrain s.r.o.	20.12.2023	Dodatek č. 2 ke smlouvě o úvěru
SI23076	Memspin s.r.o.	01.09.2023	Smlouva o poskytování správních služeb
SO23087	Memspin s.r.o.	20.12.2023	Smlouva o převodu práv k know-how



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