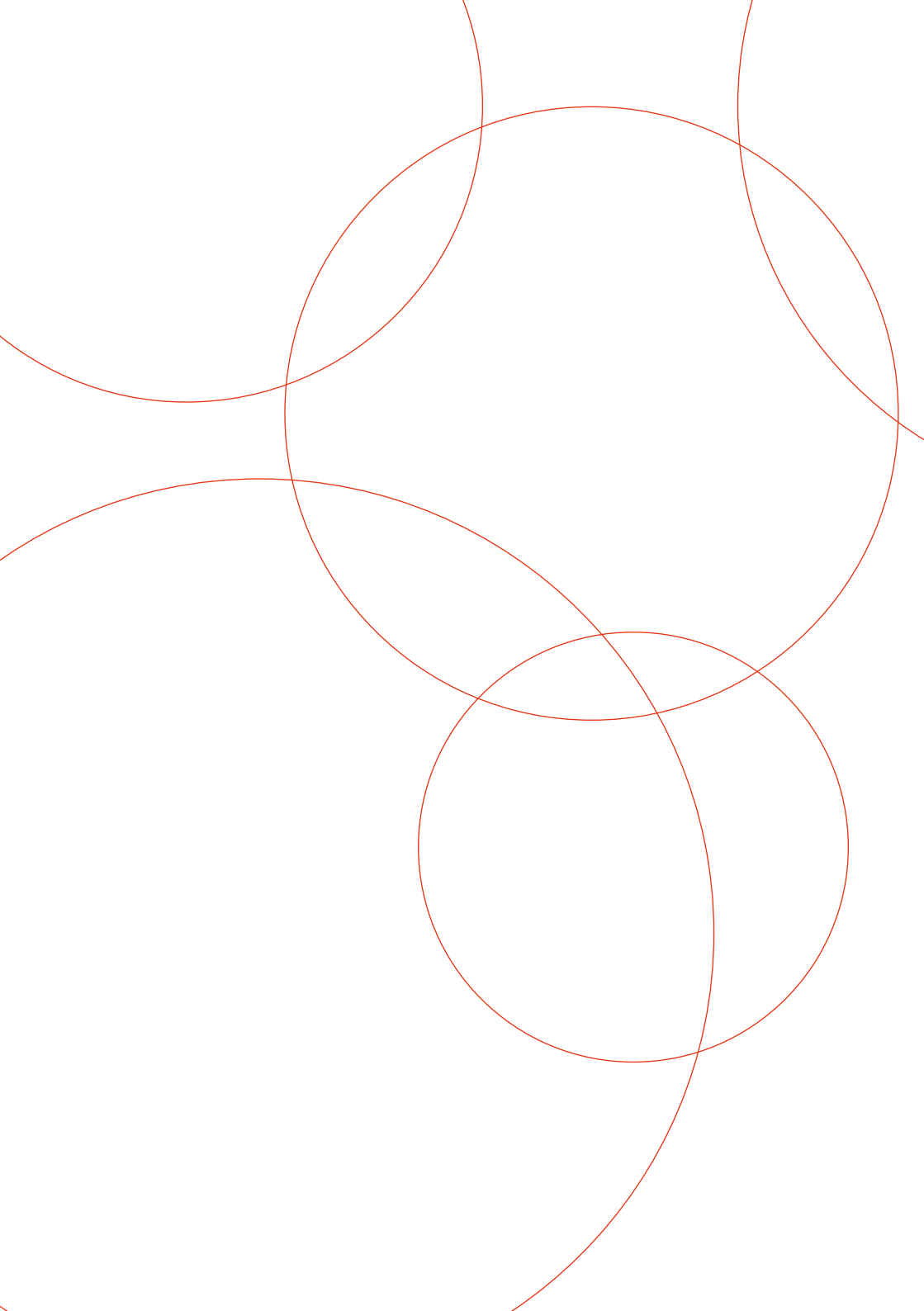




Annual Report 2016



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Pontis Foundation





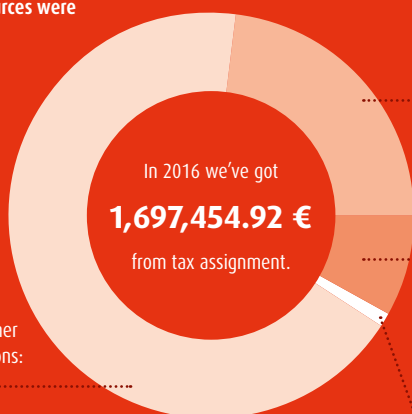
In 2016 the Pontis Foundation team spent teambuilding in the beautiful surroundings of the apiary Včeli kraj (Bee Country) in Liešnica near Kokava nad Rimavicou.

Pontis Foundation

We are one of the largest grant-awarding foundations in Slovakia. We support corporate and individual philanthropy, corporate volunteering, and corporate social responsibility promotion. We also assist companies in devising and implementation of their philanthropic strategies, and we manage their endowment funds. Furthermore, we develop corporate volunteering and pro bono assistance by organizing "Our City" – the biggest corporate volunteering event of Central Europe in Bratislava, and the Pro Bono Marathon. In addition, we administer the Business Leaders Forum, which is an association of responsible companies, and organize the Via Bona Slovakia Awards that are given to companies for their philanthropic activities and corporate social responsibility policies. We focus on developing individual philanthropy through programmes such as the "Great Country" and "Heart for Children". Through the Fund for Transparent Slovakia, we are also strategically involved in combating corruption. Education is also one of our priorities: our project Generation 3.0 awards and disseminates the most innovative education approaches in this field. Furthermore, we help promote Slovakia's and EU's foreign policy based on the values of democracy, respect for human rights and solidarity. Currently, our projects are being implemented worldwide in countries such as Kenya, Georgia, Moldova, Macedonia, and northern Kosovo.



This is how we used 2% from taxes you gave us in 2015. Resources were used throughout the years of 2015 and 2016.



68 %
for support of projects of other Slovak non-profit organizations:
1,151,040.72 €

23 %
for funding of our projects such as Great Country, Our City, Via Bona Slovakia, etc.:
390,037.09 €

8 %
for the administration of grant schemes:
143,930.97 €

1 %
for covering of our administration and operating costs:
12,446.14 €

Pontis Foundation Management



○ Lenka Surotchak

Executive Director

has been in charge of the foundation's strategy and management since 2002.



○ Gabika Zúbriková

Finance Director

is responsible for the financial management of the foundation.



○ Michal Kišša

Programme Director for Responsible Entrepreneurship

is responsible for the pillar of responsible entrepreneurship and works as the executive director of the Business Leaders Forum.



○ Pavel Hrica

Programme Director for Corporate Philanthropy

is in charge of the pillar of corporate philanthropy.



○ Anka Podlesná

Programme Director for Individual Philanthropy

is responsible for the pillar of individual philanthropy. (From February to September 2016 at maternity leave)



○ Katarína Turčanová

Programme Director for Individual Philanthropy

is responsible for the pillar of individual philanthropy during A. Podlesná's maternity leave from February to September 2016.



○ Ivana Raslavská

Programme Director for Democratization and Development Cooperation Abroad

is in charge of the team of democratization and development cooperation abroad.



○ Monika Smolová

Operations Manager

is responsible for HR and education, Open Book Management and is in charge of PR team. Besides that, she is also responsible for internal communication, events, internal processes and rules.

Board of Directors



○ Lucie Schweizer
Partner at the Ružička Csekes s.r.o.



○ Michele Bologna
Slovenské elektrárne
Membership has ended on December 5, 2016



○ Šimon Šicko
Pixel Federation



○ Dušan Oravský
consultant



○ Lukáš Bakoš
Maxman Consultants



○ Silvia Miháliková
SAV



○ Marcel Imříšek
ProRate

Supervisory Board



○ Vladimír Vaňo
Sberbank



○ Radoslav Derka
consultant



○ Ľuboš Vančo
KPMG

PR Team



○ **Monika Smolová**

Operations Manager
is in charge of PR team.



○ **Simona Gembická**

PR Manager
is the coordinator of the foundation's PR strategy and the web and the social network administrator. She is responsible for external communication and for media relations.



○ **Monika Kožurková**

PR coordinator
from February to August 2016 was in charge of PR for pillars of corporate philanthropy and of responsible entrepreneurship.



○ **Zuzana Schaleková**

PR coordinator
from March to September was in charge of PR for pillar of individual philanthropy. Since September 2016 she is responsible for PR for pillars of corporate philanthropy and responsible entrepreneurship.



○ **Radoslav Kmec**

PR assistant
is part of PR team since November 2016. He helps with preparations of media monitoring, managing of Pontis Foundation website, and is responsible for researches, databases and other tasks.

Finance Department



○ Gabika Zúbriková

Finance Director

is responsible for the financial management of the foundation.



○ Slavomíra Hvizdošová

Finance Manager

is responsible for financial reporting for projects funded by the European Commission



○ Martina Petrová

Accountant

Martina is responsible for accounting, salaries and taxes in Pontis Foundation.



○ Adriana Petrová

Finance Manager

is responsible for financial reporting for development cooperation projects abroad.



○ Dana Kotianová

Finance assistant

is responsible for record keeping, invoice issuing and payments. (From June 2016 at maternity leave)



○ Kristína Maur

Finance assistant

is responsible for record keeping, invoice issuing and payments. (To October 2016)



○ Zuzana Pakanová

Finance assistant

Is responsible for record keeping, invoice issuing and payments. (From October 2016)



○ Lucia Ružičková

Finance coordinator

Lucia is responsible for leading double-entry bookkeeping, for helping with annual accounting closure, etc.



○ Daniela Snyder

Office Manager

is in charge of the operation of the foundation's office.

Corporate Responsibility Team



○ Michal Kišša

Programme Director for Responsible Entrepreneurship

is responsible for the pillar of responsible entrepreneurship and works as the executive director of the Business Leaders Forum.



○ Slavomíra Urbanová

Programme Manager

is the administrator of the BLF association and is responsible for Via Bona Slovakia, the CEE CSR Summit and the BLF Newsletter. (From November 2016 at maternity leave)



○ Radka Jurčáková

Programme Coordinator

is the administrator of the BLF association and helps organize events about responsible entrepreneurship.



○ Tatiana Čaplová

Programme Coordinator

helps organize the CEE CSR Summit and is responsible for the communication of the Responsible Entrepreneurship Team.



○ Tatiana Žilková

Programme Manager

helps part-time with the CEE CSR Summit and is responsible for Sustainable SOLUTIONS HUB.



○ Monika Brošková

Programme Manager

is in charge of programme Heads Help and with Ashoka they build a network for social innovators.



○ Martina Kolesárová

Programme Coordinator

helps build a network of social innovators. From September she is responsible for developing relationships with companies, and for preparing fundraising processes and strategies.



○ Marek Richter

Programme Coordinator

co-organizes Our City as well as the spring and the autumn clothes collection together with the Engage workgroup.



○ Barbora Páleníšová

Programme Manager

is in charge of Pro Bono Attorneys.



○ Karin Boboková

Programme assistant

helps with spreading awareness about CSR, with organizing of pillar projects, with external communication, and with internal documentation.

Corporate Philanthropy Team



○ Pavel Hrica

Programme Director

is in charge of the pillar of corporate philanthropy.



○ Ľubica Chnápková

Programme Coordinator

is the coordinator of the endowment funds of dm drogerie markt, AXA, Telekom and programmes of Allianz Foundation.



○ Ondrej Gallo

Programme Manager

is the coordinator of the endowment fund of Slovenské elektrárne, the Fund for Transparent Slovakia and the Philip Morris donor programme.



○ Juraj Récky

Programme Manager

is the coordinator of the endowment fund of Telekom, but also of the endowment funds of Lear, Dell and Mobis.



○ Norbert Maur

Programme Manager

is the coordinator of the endowment funds of Accenture, ZSE, PWC, Lidl, Embraco, PSA Slovakia and the organizer of Generation 3.0.



○ Radana Deščiková

Programme Coordinator

is the coordinator of the endowment funds of Lidl, Johnson Controls, Tesco and Kia Motors Slovakia. She is also in charge of a survey about sustainability of the non-profit sector.



○ Veronika Gilanová

Programme Coordinator

helps coordinate programmes of the endowment funds of Lenovo, Accenture, PWC and Honeywell and the Fund for Transparent Slovakia.



○ Dominika Horňáková

Programme Coordinator

helps coordinate the endowment funds of dm drogerie markt, AXA, Strabag, Slovenské elektrárne and Telekom.



○ Natália Petrová

Programme Assistant

is responsible for communication with supported organizations, control of the final reports, phone monitoring and other tasks.



○ Alžbeta Hamráková

Programme Assistant

communicates with supported organizations and monitors the implementation of projects.



○ Linda Vladovičová

Programme Assistant

Is responsible for communication with supported organizations, control of the final reports, phone monitoring and other tasks.

Individual Philanthropy Team



○ Anna Podlesná

Programme Director for Individual Philanthropy

is responsible for the pillar of individual philanthropy. (From February to September 2016 at maternity leave)



○ Katarína Turčanová

Programme Director for Individual Philanthropy

is responsible for the pillar of individual philanthropy during A. Podlesná's maternity leave from February to September 2016. She also leads the Heart for Children programme.



○ Judita Majerová

Programme Coordinator

is a member of the Heart for Children team, where she is responsible for financial matters, calls for grant applications, reporting donations and drafting contracts.



○ Alexandra Kopáčová

Programme Coordinator

is a member of the Heart for Children team, where she is responsible for communicating with families and drafting contracts.



○ Veronika Kočišová

Programme Coordinator

works in the Heart for Children team, where she is responsible for processing applications and necessary documents from families.



○ Marek Chalány

Programme Coordinator

is member of Great Country team. He is responsible for online campaigns, technical coordination of portal and managing of social networks.



○ Zuzana Schaleková

Programme and PR Coordinator

From March to September she was member of Great Country, where she was responsible for communication with non-profit organizations, and for preparation and coordinating of campaigns. From September she is member of PR team.



○ Sandra Štasselová

Programme Coordinator

helps with developing of Great Country programme and initiative of individual donation. (From March 2016 at maternity leave)

Democratization and Development Abroad Team



○ Ivana Raslavská

Programme Director for Democratization and Development Abroad

is in charge of the team of democratization and development cooperation abroad.



○ Jakub Šimek

Programme Manager

is in charge of the Sote ICT project in Kenya and a responsible entrepreneurship project in Belarus.



○ Tatiana Žilková

Programme Manager

is in charge of projects in the Western Balkans and Eastern Partnership countries, especially in Kosovo, Belarus and Georgia.



○ Ivana Uličná

Programme Coordinator

works on the Sote ICT project in Kenya and is also in charge of the programme of development education.



○ Veronika Konečná

Programme Coordinator

works on projects in the Western Balkans and Eastern Partnership countries.



○ Jana Desiatniková

Programme Coordinator

is responsible for organizing Development and Democracy conference and NGO Leadership Workshop.



The teambuilding event made it possible for the Pontis people to take a close peek into the fascinating world of pollinators.

Our Volunteers

Katarína Cagalincová

Marek Adamov

Johana Paluchová

Anna Mravcová

Eva Svitačová

Tomáš Profant

Martina Bolečeková

Eva Kis Lengyelová

Alžbeta Hamráková

Nina Matejčíková

Lukáš Bakoš

Peter Kolesar

Daniela Vidová

Michal Kišša

Monika Bandurová

Lucia Borovská

Monika Brošková

Boris Budínsky

Táňa Čaplová

Jana Desiatniková

Michal Fiabáne

Ondrej Gallo

Simona Gembicka

Veronika Gilanová

Lucia Helmová

Dominika Horňáková

Jeremy Holt

Pavel Hrica

Zuzana Foltýnová Hulová

Marek Chalány



In line with tradition, our annual teambuilding events also include work.

Dávid Chnápko

Adam Jankola

Veronika Konečná

Michaela Kováčiková

Filip Králik

Katarína Králiková

Zuzana Kunertová

Ľubica Chnápková Lukáčová

Judita Majerová

Adela Meluchová

Barbora Pálešová

Zuzana Schaleková

Marek Ševčík

Katarína Turčanová

Daniela Vajsabelova

Laura Verlhac

Vladimír Polák

Lenka Galetová

Erika Baluchová

Barbora Kočíšová

Alena Fulopova

Jana Desiatniková

Katarína Ferancová

Katarína Peterová

Martina Vyskočová

Peter Škreko

Maroš Korinek

Zuzana Lapešová

Ivana Uličná

Jana Bernatáková



A man in a dark suit and tie stands on a stage, smiling and holding a small globe. The background is a blue curtain with a spotlight. A large, semi-transparent white circle is overlaid on the right side of the image, containing the title and text.

Corporate Responsibility

Corporate responsibility is one of the key topics for us. We have promoted our activities in this field at many professional events, thanks to which we have been able to provide information on responsible and fair business and show examples of leaders in responsible business not only among entrepreneurs themselves, but also among the wide public.



Winners of the Via Bona Slovakia Awards for 2015.

Via Bona Slovakia in 2015

Via Bona Slovakia is the only award for responsible entrepreneurship and corporate philanthropy in Slovakia.

The Pontis Foundation handed out the 16th annual awards for companies doing business with a higher interest than that of earning a profit. The 2015 winners of Via Bona Slovakia help their surrounding and employees. They respect the environment, they fight against corruption, and they deal with socially important topics.

75 nominations were in the running for the Via Bona Slovakia award for 2015 and 23 of them were shortlisted. The most inspiring examples of responsible business were chosen by an independent jury composed of representatives of the business community, state administration, the NGO sector and educational institutions on the basis of company nominations and personal presentations in two rounds. There were awards in seven categories: Responsible Large Company, Responsible

Small/Medium Company, Green Company, Great Employer, Fair Market Player, Supporter of Volunteering, and Good Partner of the Community. The eighth awarded company was chosen by the public, who voted on the webpage www.sme.sk. The Pontis Foundation announced the results at a ceremonial gala evening in Bratislava's Refinery Gallery which was attended by the Slovak president Andrej Kiska. The atmosphere of the gala evening was marked by connecting with each other and cooperation.

The 2015 winners of Via Bona Slovakia

1. Category of Responsible Large Company:

Heineken Slovakia, Hurbanovo/Bratislava

The goal of this beer producer from Hurbanovo is to become the greenest brewery in Slovakia by 2020: that is why it is focusing on protecting water sources, decreasing carbon dioxide emissions, using local foodstuffs from sustainable sources, supporting responsible beer drinking, protecting employees' health and safety, and, last but not least, developing the communities in which the company operates. Heineken is aware of the fact that the alcohol contained in beer can cause health, social and economic problems if

drunk irresponsibly. This is why Heineken is trying to spread information about reasonable consumption. Besides running public awareness campaigns, they refrain from placing their advertisements near schools, kindergartens or health care institutions, and in their advertisements they only employ actors who appear older than 25 years of age.

Companies in finale: EKOLTECH, Heineken, Slovenská sporiteľňa

2. Category of Responsible Small/Medium Company:

TaylorWessing e/n/w/c attorneys, Bratislava

Taylor Wessing law firm tries to enforce a clear and transparent business environment and good law enforcement. They provide counselling for non-governmental organizations and media, and they participate in pro-bono projects whose aim is to improve the legal environment in Slovakia. They are also responsible, when it comes to choosing their co-workers. Company does not use the mandatory five-year practice of trainee lawyers to secure cheap labour. They consider people as the most important asset in their firm, and every partner invests a big part of his time in training and cooperation with younger colleagues.

Honorary certificate: The Pontis Foundation awarded honorary certificate in this category for bringing homeless people back into society: Dobre&Dobré, Bratislava

Companies in finale: Dobre&Dobré, Obnova, TaylorWessing

3. Category of Green Company:

GreenCoop cooperative, Zlatná na Ostrove and JRK Waste Management, Bratislava

The jury decided to give two awards in the Green Company category. One for a large company with number of employees over 250 and one for a small company with number of employees less than 250. GreenCoop from Zlatná na Ostrove, a cooperative that supplies to the market more than 10 million kilograms of local tomatoes a year, won the large green company award. Not only do they try to produce healthy crops, they also try to grow them in an eco-friendly fashion. They have been building greenhouses equipped with the most modern affordable technology for ten years. They are also trying to restore old greenhouses and make abandoned geothermal drill rigs, out of which hot water often flows uncontrollably into the ecosystem, operational once more. The other green company to receive an award was JRK Waste Management, whose aim is to reduce the amount of mixed municipal waste by increasing its separation. Since 2010 the company has been working with municipalities and individuals to encourage home composting. In 2015 it reduced the amount of greenhouse gases by more than 4 000 tons and prevented the landfilling of almost 650 thousand hectolitres of biodegradable waste.

Companies in finale: GreenCoop cooperative, JRK Waste Management, Heineken Slovakia

297

847

Since 1998, 297 companies entered the competition for the award with 847 nominations

108

37

We handed out overall 108 awards and 37 honorary certificates.

Winners of Via Bona Slovakia 2015 by regions

Bratislava region: (4)

TaylorWessing,
JRK Waste Management,
Hewlett-Packard Slovakia,
Dobre&Dobré

Nitra region: (3)

HSH, GreenCoop cooperative,
Heineken Slovakia



Košice region: (1)

Východoslovenská
energetika Holding

Banská Bystrica region: (2)

PayLess Consulting,
Obnova



Vera Wursterová, the host of the gala evening, together with Radovan Palo and Andrej Leontiev, attorneys from TaylorWessing.

4. Category of Great Employer:

HSH limited liability company, Veľké Zálužie

The HSH abattoir builds flats and houses for its employees. The relationship between employer and employee is very important for society, and this is why they offer their employees various benefits, including free breakfasts and the possibility of accommodation in terraced houses near their place of work. HSH also tries to help its employees by means of interest-free loans.

Companies in finale: ANER HAUS, HSH, Krajské bývanie

5. Category of Fair Market Player:

PayLess Consulting, Banská Bystrica

The aim of PayLess Consulting is not to create barriers between operators and clients, but rather to help clients reduce the costs of telecommunication services in an efficient way. Their efficiency and fair approach is also reflected in their free provision of these services to civic associations. Another interesting fact is that while 50 % of a client's saved costs are used as remuneration for PayLess, if the client does not save anything, PayLess does not claim any remuneration at all.

Honorary certificate: The Pontis Foundation awarded honorary certificate in this category for their exceptional and fair approach to business, their employees, and the community of disabled people: ARES lifts and platforms, Bratislava.

Companies in finale: Ares, IKEA, PayLess Consulting

6. Category of Good Partner of the Community in 2015:

Obnova, Banská Štiavnica and Východoslovenská energetika Holding, Košice

In this category, the jury decided to hand out two awards, one for a large company with number of employees over 250 and one for a small company with number of employees less than 250. The first awarded company was a small construction company called Obnova from Banská Štiavnica, which specializes in the renovation and revitalization of historical buildings. For example, they carried out works on Orava Castle and on the ruins of Likava Castle. With their motto "We remember historic sites," Obnova tries to point out the fine line between what constitutes destroying the essence of an historic site and having a well preserved site. Východoslovenská energetika Holding from Košice was the large company to be recognized as a Good Partner of the Community. Its employees help female clients from crisis centres return to normal life by mentoring them and being in regular contact with them. At the same time, they actively take part in the renovation and cleaning of particular centres. The company's employees also organized fund-raising campaigns and joint activities like the baking and selling of Christmas gingerbread.

Companies in finale: Obnova, Východoslovenská energetika Holding, KPMG

Members of evaluation committees of Via Bona Slovakia 2015

Green Company

Ivana Maleš, Martin Kováč,
Andrej Kovarik, Monika Bandúrová,
Kvetoslava Matlovičová,
Josef Ošlejšek, Jozef Pivka

Great Employer

Iveta Pačutová, Ivana Molnárová,
Katarína Matulníková, Tomáš Hasala,
Roman Kurnický, Miriama Letovanec,
Lucia Kureková Mýtka, Martin Bajanič

Fair Market Player

Martin Mazag, Petronela Ševčíková,
Allan Bussard, Gabriela Dubcová,
Gabriela Vlčková

Supporter of Volunteering

Katka Šujanová, Vladimír Kordoš,
Juraj Bobula, Marek Adamov,
Monika Juríková, Daniela Danihelová

Good Partner of the Community

Zora Bútorová, Miriam Kejzarová,
Oliver Kleinert, Igor Guttler,
Petra Lipnická, Juraj Kováč,
Andrea Ungváryi

Responsible Small/Medium Company

Martin Štrba, Daniel Mušec, Ján Pallo,
Ján Lunter, František Kvarda, Pavol
Trnovec, Michele Bologna, Lukáš Bakoš

Responsible Large Company

Zuzana Čaputová, Andrea Ferancová-
Bartoňová, Tatiana Švrčková,
Jozef Kokoška

7. Category of Supporter of Volunteering in 2015:

Hewlett-Packard Slovakia, Bratislava

With its Elderly project, Hewlett-Packard Slovakia won the Supporter of Volunteering category. The company's employees work with a community of elderly people on a long-term basis. Their aim is to make the lives of the lonely clients of a social care home more pleasant, engage them in different activities and socialize them. Both parties benefit from this – the senior citizens look forward to the particular activities with the volunteers, and the volunteers acquire new skilled practice, experiences and feelings.

Companies in finale: Hewlett-Packard Slovakia, SASHE: Dobrý obchod, PS Digital

8. Public Award:

Dobre&Dobré, Bratislava

The winner of Via Bona Slovakia 2015 Public Award was decided by readers of the SME daily newspapers, who voted from February 17 to March 13 on the webpage www.ekonomika.sme.sk. Dobre&Dobré is the only prosocial café in Europe since their opening in November 2014. They employ homeless people on their way back to normal life and the café can be found in the building of Old Market Hall on SNP Square in Bratislava. After field social work STREETWORK and Daily integrating centre DOMEK is café Dobre&Dobré third project of civil association Vagus, which offers expert help to those, who lost their home. This job

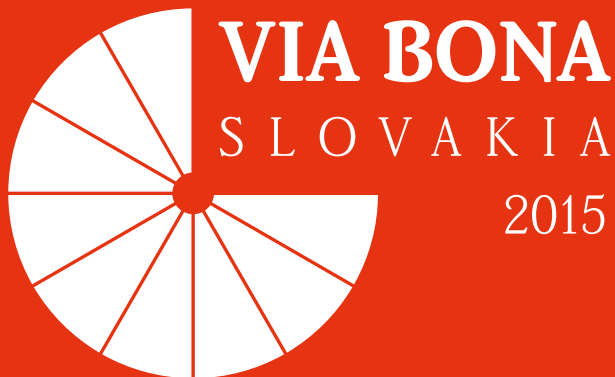
gives employed homeless people feelings of self-respect and realization. For customers it offers positive experience with people without homes. All employees are regularly educated in gastronomy, communication with customers, they have teambuildings are gaining overall positive work experience. Connecting homeless people with common employees is important factor in the process of integration, increasing rate of employment on labor market and decreasing rate of prejudice against homeless people.



Peter Škodný from Accenture Slovakia awarded the main award to Odín Goedhart, CEO of Heineken Slovakia.

Partners of Via Bona Slovakia 2015

Pontis Foundation would like to express their gratitude to all partners without which it would not be possible to carry out the process of choosing and awarding the winners as thoroughly and with proper recognition.



Organizer



General Partner



Main Partners



Partners



Pro Bono Consultations



Main Media Partner



Media Partners



In Cooperation with





A media breakfast with the Business Leaders Forum on 3 February 2016.

Business Leaders Forum

Mission of Business Leaders Forum is to cultivate the society by means of creating and implementing standards for responsible business practice in Slovakia.

New president of BLF

In January 2016, Peter Škodný, country managing director of Accenture Slovakia, became the new president of the association of responsible companies. This two-year tenure post was previously held by Magdaléna Dobišová, director general of the company Skanska Slovakia, who led the association from 2014 to 2015.

Peter Škodný has been working in the Slovak branch of the company Accenture since its foundation in Slovakia. In the last 16 years, he has succeeded in expanding a small branch into a stable and prosperous firm, which currently has more than 1600 employees. For the year 2014, the company received the prestigious Via Bona Slovakia award in two

categories – Responsible Large Corporation and Excellent Employer. Peter Škodný also holds the function of regional director responsible for Accenture's branches in the Czech Republic, Hungary and Romania. The new president of the BLF is known for his uncompromising attitudes in the field of business ethics. These also have an influence on Peter Škodný's main priorities for his presidential tenure for years 2016 and 2017. His priorities not only include business ethics and transparency, but also law enforcement and diversity.

BLF promised to assert „Ten Commandments for legally consistent state“

BLF joined the Rule of Law Initiative, which is key initiative of several employers' associations and chambers of commerce since 2014. Representatives of associations, trade unions, chambers of commerce and industry joined together to form a professional coalition, which is aiming at ensuring the proper functioning of Slovakia as a legally consistent state. BLF in cooperation with others representatives of coalition will be trying to improve three main sections. Transparency and the predictability of the legislative process, corruption

as a negative and damaging factor for the “Slovakia brand”, transparent and effective justice are the key factors of the initiative. Goal of coalition is to form a strong legislative framework for domestic and foreign investors and to appeal to the National Council of the Slovak Republic for these commitments to be part of the program plans of the political parties and the government itself. The goal is to strengthen the rule of law in Slovakia, to ensure transparent and competitive business environment and to positively influence the image of our country abroad. Corruption, justice and legislative process, and their instability hinder the development of Slovakia’s economic potential and the creation of good business opportunities.

BLF has grown to 38 members.

The association was expanded by 8 new members in 2016 – Adient Slovakia, Colliers International, CRH (Slovakia), dm drogerie markt, Deloitte Audit, Kia Motors Slovakia, TNT express worldwide and Danone Nutricia. Together, 38 member companies are actively looking for ways to improve their responsible entrepreneurship in different areas and thus promote long-term sustainability. Expert discussions with BLF members and expert events in 2016 focused on various topics such as Responsible Communication, Green Buildings and Health of Employees, Cradle to Cradle, and Responsible Business Reporting.

BLF members met regularly at quarterly meetings. The March meeting hosted Heineken Slovakia. The June outing meeting was held at WHIRLPOOL SLOVAKIA and in September the quarterly meeting of the member companies took place at the premises of Allianz – Slovenská poisťovňa. The main topic of the meeting was, in addition to the forthcoming activities of the members, to discuss the involvement of the BLF in the UN Global Compact and the creation of the Charter of Diversity in Slovakia. The meeting also featured changes within the Engage group, where Engage and BLF activities will engage under one headline from 2017, allowing them to bring greater efficiency in activities and meetings. The December Final Meeting was held at the premises of Dobré&Dobré, and its main theme was to review the year 2016 and the upcoming activities for 2017.

Teaching of undergraduates

The BLF association started to cooperate with the University of Economics in Bratislava. It prepared an attractive course called Corporate Responsibility in Practice. This accredited subject is exceptional especially for focusing on practise. For the period of 26 weeks, students had the opportunity to get a comprehensive insight into CSR. Each week they

could engage into discussions about current CSR topics with real experts from the private sector (e.g. circular economy, diversity in workplace, volunteering and business ethics). Main lecturers were the members of BLF member firms. Following success of the summer term, the course was re-opened in the winter term. Around 100 students took the course, half of them were foreign students (Mexicans, Germans, Romanians, Dutch, Finnish, Russians, etc.).

Discussions with the press

In January, we organised informal media breakfast with representatives of the Slovak media, during which the essence and functioning of BLF, and activities of member companies were explained. In addition, we discussed the importance of law enforcement transparency and ethics in business, which was pointed out by the president of BLF himself, Peter Škodný of Accenture.

BLF Newsletter

Throughout the year of 2016, 5 issues of the BLF Newsletter bi-monthly focused on CSR were published. An average number of copies amounts to 691 pieces of print version and 911 pieces of e-version per issue. Each issue of newsletter was focused on one inspirational topic, each time with an interesting interview with a practitioner.

- February 2016 – New BLF President Peter Škodný
- April 2016 – CEE CSR Summit 2016
- June 2016 – Sustainable SOLUTIONS HUB
- August 2016 – Green Buildings and Health of Employees
- October 2016 – Green Business Breakfast / Reporting CSR
- We published recommendations on these topics
- Circular Economy
- Communicating Corporate Social Responsibility
- Corporate Responsibility Report

Hi4CSR

Since October 2016, Pontis Foundation has taken part in the project entitled Hi4CSR (Harmonization and Implementation of EU CSR directives) launched under the patronage of Erasmus+ under a common goal to examine the effectiveness of the EU directives related to CSR. The main aim of the project is to educate and share proper experience and proved practice in the process of implementation and harmonization of EU directives related to CSR among the participants. The role of Pontis Foundation is to introduce the amendment to the Act No. 431/2002 on Accounting to the partners and other supporters of the project. According to the document, certain firms are obliged to disclose information on their CSR

activities and diversity policy measures in annual reports. The representatives of Pontis Foundation also presented the best practices of CSR implemented by Slovak companies.

With BLF, we took part in expert events:

- How to Do Business Responsibly and Fairly, February 16, 2016 – The Matej Bel University in Banská Bystrica hosted a lecture on CSR delivered by Michal Kišša (BLF) and Ján Lunter (AlfaBio/Lunter).
- Eco Day 2016, June 24, 2016 – Tatiana Čaplová, Radka Jurčáková and Slavomíra Urbanová came to Košice to present the guidelines for a responsible waste management practice to the visitors of the Eco Day 2016. The event was organized by Resonance.
- CSR Summer School in Georgia, from July 1 to July 3, 2016 – Michal Kišša and Slavomíra Urbanová discussed the basic concepts of CSR in accordance with the GRI methodology with a group of participants of the Summer School in Georgia. The event was organized by Pontis Foundation in cooperation with CSR DG and Visegrad Fund.
- CSR Training for the representatives of Cuba's civil society, August 3, 2016 – Tatiana Čaplová and Karin Boboková presented the core ideas and practices of CSR, coupled with information on the current development of CSR in Slovakia.
- The Oikos Conference, September 30, 2016 – Michal Kišša gave a lecture on the activities of the BLF member companies, as well as the activities of the BLF platform and Pontis Foundation.
- Corporate Volunteering Award, December 5, 2016, Belgrade, Serbia – Michal Kišša guided the participants through the concept of corporate volunteering (both manual and expert) related to the Our City project and the best practices of volunteering in Slovakia.



BLF participated in the third year of the successful Košice project EKODEŇ on 24 June 2016.

Members of Business Leaders Forum in 2016:

Accenture, a.s.
 Adient Slovakia, s.r.o.
 Allianz – Slovenská poisťovňa, a.s.
 Bayer, spol. s r.o.
 Citibank Europe plc
 Colliers International CRH (Slovensko), a.s.
 Danone Nutricia – Nutricia, s.r.o.
 Deloitte
 dm drogerie markt, s.r.o.
 Embraco Slovakia, s.r.o.
 ESET, spol. s r.o.
 GSK Slovakia, s.r.o.
 Heineken Slovensko, a.s.
 Hewlett Packard Enterprise Slovakia, s.r.o.
 Johnson Controls Bratislava, s.r.o.
 Kaufland Slovenská republika, v.o.s.
 Kia Motors Slovakia, s.r.o.
 Novartis Slovakia, s.r.o.
 Orange Slovensko, a.s.
 Pfizer Luxembourg SARL, a.s.
 Philip Morris Slovakia, s.r.o.
 Pivovary Topvar, a.s.
 Skanska SK, a.s.
 Slovak Telekom, a.s.
 Slovenské elektrárne, a.s.
 Stredoslovenská energetika, a.s.
 T-Systems Slovakia, s.r.o.
 Tatra banka, a.s.
 Tchibo Praha, spol. s r.o.
 Tesco Stores SR, a.s.
 TNT Express Worldwide, spol. s r.o.
 U. S. Steel Košice, s.r.o.
 Veolia Energia Slovensko, a.s.
 Volkswagen Slovakia, a.s. VÚB, a.s.
 Východoslovenská energetika Holding, a.s.
 WHIRLPOOL SLOVAKIA, spol. s r.o.
 Západoslovenská energetika, a.s.



Sille Krukow, a behavioural design expert and the owner of the company Krukow at the CEE CSR Summit.

CEE CSR SUMMIT

This is the biggest and the eldest event about responsible entrepreneurship in Central and Eastern Europe.

The year 2016 was the 13th year of the conference and brought together more than 215 CSR experts from 15 countries and 4 continents – Europe, Asia, Africa, and North America.

Participants of the CEE CSR Summit have learned how, thanks to an effectively set CSR strategy, they can strengthen loyalty on their employees or gain the loyalty of their customers. In addition, we have also looked at whether the investments in responsible programs are just “tuxedos” that drain company resources, or that businesses are financially healthier and more viable due to fair business. At the summit, we looked at specific returns on investments in responsible business.

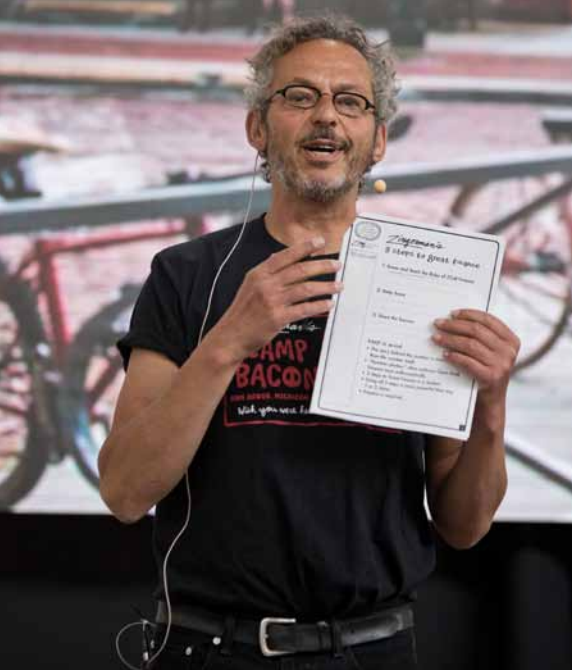
The main speaker of summit was Ari Weinzwieg, who is founder of one of the most successful small businesses in

America – Zingerman’s. At the summit, he shared one of the secrets of success of Zingerman’s, which is the involvement of each and every employee in the company itself. Besides him, there were also Elaine Cohen (Beyond Business), Sille Krukow (Krukow), Stephen Mooney (Synoptica).

This year’s CEE CSR Summit offered a place for round-table discussions about various local issues – CSR Cafeteria. These included, for instance, electro mobility and smart cities, women in business, reporting, corporate culture and employment of the homeless people. Each discussion was led by an expert in one of 12 current issues from both local and foreign environment. The participants could thus work on case studies with executives of GSK Slovensko, Deloitte, Pivovary Topvar, Synoptica, Slovenská sporiteľňa, ZSE, etc.

Main topics of CEE CSR Summit:

- Why are companies more successful thanks to investments in sustainable innovations?
- Transparency and Open Book Management
- Measuring the impact of philanthropic business activities
- What is affecting consumer purchasing decisions



The CEE CSR Summit also introduced Ari Weinzwieg, the owner of Zingerman's, one of the most successful small enterprises in the USA.



Sustainable SOLUTIONS HUB, a marketplace of corporate solutions.

Sustainable SOLUTIONS HUB market

As a part of the CEE CSR Summit 2016, the Sustainable SOLUTIONS HUB took place, which gathered representatives of 23 responsible companies in order to share best practices of how to be more healthy, fair and eco-friendly.

1. Asante, s.r.o. – Ecoterra – Eco-drugstore
2. BatSuite – Solutions for blind
3. Cyklokuriér Švihaj Šuhaj – Lunch on the bike
4. Embraco Slovakia, s.r.o. – Family day
5. GreenCoop družstvo – Happy tomatoes
6. Heineken Slovensko, a.s. – Drink responsibly
7. ChemPlay – Chemistry game
8. IKEA Bratislava, s.r.o. – Sustainable home
9. JRK Waste Management, s.r.o. – Less waste
10. Memonik – Game for sight(less)
11. Orange Slovensko, a.s.: Exchange phone for help
12. Orange Slovensko, a.s. – Innovative Lab
13. Občianske združenie kRaj – Bee Country
14. Dobré&Dobré, s.r.o. – Responsible cafe
15. Octago, s.r.o. – Get moving

16. Pfizer Luxembourg Sarl, o.z. – Country of saviours
17. Pivovary Topvar, a.s. – 9 months 0 permille
18. Slovenské elektrárne, a.s. – Help for homeless people
19. Slovenská sporiteľňa, a.s. – How to start your business
20. Slovnaft, a.s. – Even a drop of oil is counting
21. Ten Senses, s.r.o. – Fair coffee
22. Vinárstvo Michal Bažalik – Ecological wine
23. Západoslovenská Energetika, a.s. – Efficient energy

CSR Week

During the CSR Week, we organised two discussions for general public with the attendance of around 70 people each. The first one addressed the issue of CSR in Europe and its neighbourhood. In the second discussion, we presented the inspirational document Taste the Waste, which led us to find appropriate solutions in the discussion to prevent food wasting. We thank Richard Bendik, Head of Purchasing at Kaufland Slovakia, for inspirational ideas and tips on responsible consumption. More than 70 participants participated in the discussions for the public.





Corporate Philanthropy

In 2016, we were managing one thematic endowment fund, 19 corporate endowment funds, 2 donor business programmes and 2 corporate foundations. Strategically, we focus mainly on enhancing the quality of education and employability, combating corruption and non-transparency, reducing poverty and critical social issues and creating more favourable environment for people with disabilities.



The keynote speaker of the Anti-Corruption Forum was Zuzana Čaputová from Via Iuris.

Combating Corruption and Non-Transparency

Projects aimed at combating corruption and non-transparency are funded from the Fund for Transparent Slovakia.

Fund for Transparent Slovakia

In 2016, the Fund for Transparent Slovakia supported non-governmental organizations through a grant call for Transparent Slovakia 2016 in a total amount of more than EUR 220,000. For the first time, we were able to support projects of up to six non-governmental organizations.

In addition to redistributing grants, we also implement several project activities in the Fund. In 2016, we organised an event called the Anti-Corruption Forum and several other activities focused on strengthening the capacities of non-governmental organizations.

We distributed public benefit grants to the following organizations:

- Transparency International Slovakia: Courts, judges, prosecution – Strengthening and ensuring public control of the justice system in Slovakia
- VIA IURIS: Systemic measures to improve the quality of state institutions
- The Fair-Play Alliance: Together for a better and fairer Slovakia
- INEKO, The Institute for Economic and Social Reforms: Openly about transport and PPP – large projects in the spotlight
- The Conservative Institute of M.R. Štefánik: EU funds openly. Visualisation and monitoring of EU funds
- the Slovak Governance Institute: Control, Transparency, Professionalization: A New Model for the Functioning of Urban Companies.

Anticorruption Forum

The Fund for Transparent Slovakia annually organizes the Anticorruption Forum, which took place in December 2016.



Ondrej Gallo, the administrator of the Fund for a Transparent Slovakia.

The main theme of the Forum was networking and cooperation. The forum brought together representatives of non-profit organizations, business, public administration and the media, who shared their experiences from different forms of partnerships in order to achieve common goals. The main speakers of the event were Zuzana Čaputová, co-operating attorney in VIA IURIS, Zuzana Wienk of the Fair-Play Alliance and Ján Hargaš, Executive Director of the Slovakia.Digital. In many areas, Slovakia does not achieve the results it has the potential to achieve. One example of this is education and often mentioned informatization. Possibilities of what can be done about this issue were presented by Štefan Kišš from the Department of Value for Money of the Slovak Ministry of Finance. Its task is to increase the value that the public receives for its money and to assess whether the taxpayers' money will actually be spent in the best way possible. The invitation was also accepted by Zuzana Petková from the Trend weekly magazine and Marek Vagovič from the Aktuality.sk portal. Both of them have been devoted to the issue of corruption in their work for a long time and have been working on cases of positive change from abroad.

Jingle for Change 2016

In the Jingle for change campaign, in cooperation with organizations such as Via Iuris, the Stop Corruption Foundation and the Slovak Governance Institute, we strived to look for solutions to prevent state capture – a situation where public power is not being conducted by those to whom it was given

in the elections – politicians, but by people behind them. We outlined concrete proposals to reform courts, police, prosecution offices, the Supreme Audit Office, shell companies and to stop providing undue benefits to public officials.

Members of Fund for Transparent Slovakia

Accenture	Profesia
Embraco Slovakia	Skanska SK
Bayer	Slovak Telekom
dm drogerie markt	Slovalco
GSK	Slovenská sporiteľňa
Heineken	Slovenské elektrárne
Hillbridges	TaylorWessing
Honeywell	Union – Zdravotná poisťovňa
Kaufland Slovenská republika	Východoslovenská energetika
Orange Slovensko	Websupport
O ₂ Slovakia	Západoslovenská energetika
Pfizer Luxemburg S.A.R.L	



Mobile teachers showed families various games and activities that parents can do with children at home.

Creating More Favourable Environment for Disadvantaged People

Activities that create more favourable environment for disadvantaged people are funded mainly from 2 funds: the Telekom Endowment Fund and the Lenovo Endowment Fund.

The Telekom Endowment Fund at the Pontis Foundation

Through the Telekom Endowment Fund, we allocated EUR 687,759.68 in 2016 on the following projects:

- Support for deaf people
- Support for cultural sites
- Support for community projects
- Direct support

ASSISTANCE TO THE HEARING-IMPAIRED

The Telekom Endowment Fund at the Pontis Foundation has been supporting the hearing-impaired community for more than 10 years.

Mobile Educator

In 2016, we organized the Mobile Educator programme for the fourth time, which involved 14 mobile female educators (surdo-pedagogy specialists, speech therapists and psychologists). For the period of 10 months, they were visiting 51 families with a child with a hearing impairment across Slovakia. Thanks to mobile educators, these families have learned how to work with their children, how to develop their skills and how to reconcile with their current situation. This year, EUR 93,329.10 was allocated to this programme.

Online Interpreter

Through the unique Online Interpreter project, which we launched in autumn 2015 and implemented in 2016, we tremendously improve the ability of the deaf to communicate in various critical and everyday situations, such as an appointment at the doctor, contact with offices, as well as a job interview

or renting an apartment. They can easily contact our online interpreter via Skype and she can help them in any situation, in which communication with a hearing person is necessary.

Audio Centre

In August 2015, the Great Country Portal launched a fund-raising campaign for the NepocujuceDieta.sk civic association to support the establishment of the first children's audio centre. The audio centre for hearing impaired children means access to state-of-the-art devices, specialised staff as well as the latest methods which give them a better chance for living a "hearing life". The foundation of the audio centre was supported by the Telekom Endowment Fund in the amount of EUR 6,108.47, which made it possible to reach the target amount of EUR 20,000.

We want to understand each other

In 2016, we participated in cooperation with EFFETA, the Centre of St. Francin of Slaes, in the project "We want to understand each other", which was focused on the support, assistance and services to children with hearing impairment and their families. The activities which we supported through the Telekom Endowment Fund were focused on individual surdopedagogic care and speech therapy interventions.

Movie "Putovné Načúvatká" (Mobile Hearing Aids)

In 2016, the Telekom Endowment Fund also supported the creation of the documentary movie "Putovné Načúvatká" (Mobile Hearing Aids). One of the objectives of this movie was to point out that deaf children, so as deaf adults, are fully appreciated members of our society, being not a burden, but on the contrary, of great benefit. This documentary movie also provides families with new information and it contains Slovak and Roma subtitles.

OTHER PROJECTS

Besides creating more favourable environment for the disadvantaged, the Telekom Endowment Fund is also dedicated to community projects.

"Helping Monuments" programme motivates employees of Slovak Telekom to engage in their surroundings. It was announced for the twelfth time. Support was given to public-benefit projects that led to the preservation of cultural monuments or sites. We received 46 applications that met the criteria and supported 24 projects.

Helping the community

Thanks to the employee grant programme "Helping the community" the Telekom Endowment Fund supported community projects and provided help to people in difficult life situations. We received 75 applications that met the criteria and supported 35 projects.

Direct support for organizations and activities

Every year, the Telekom Endowment Fund at the Pontis Foundation also provides direct support to interesting and valuable projects. It is designed for projects that have a great potential in the field of social innovation, education and the development of corporate philanthropy in Slovakia. The endowment fund supported 43 projects. For example, Živica, the Centre for Environmental and Ethical Education, received support for its Comenius Institute project, which aim is to bring concrete positive examples of changes in school communities.

The Lenovo Endowment Fund

Support for children with Autism Spectrum Disorders

In 2016, the Lenovo Endowment Fund continued with the development and testing of a new Slovak application for tablet, whose aim is to enhance desire and ability of autistic children to communicate with their surroundings. This application allows communication via pictures and photos. The app can upload your own photos or use a database containing more than 450 original Slovak illustrations. The official launch and distribution of the app will start in 2017.



Families involved in the Mobile Teacher 2016 programme.



We support Divadlo bez domova, a theatre group which helps homeless people by involving them in theatre activities.

Overcoming Poverty and Critical Social Issues

Poverty and critical social issues are dealt with thanks to funds from: the Slovenské Elektrárne Endowment Fund, the DM Drogerie Markt Endowment Fund, and the Philip Morris Donor Programme.

Slovenské Elektrárne Endowment Fund

In 2016 the Slovenské Elektrárne Endowment Fund distributed nearly EUR 109,769.69 in support of public good grant projects.

- Energy for Life Programme
- Special Employee Programme
- Show Yourself in Good Light – Employee Programme
- Eco-municipality

SUPPORTING PEOPLE IN DIFFICULT LIFE SITUATIONS

The Slovenské Elektrárne Endowment Fund has several projects to deal with poverty and critical social issues.

Through the Energy for Life Programme we are raising the chances of implementing professionally run projects aimed at helping the homeless in Bratislava. In 2016 we used the funds from the endowment fund to support the work of experts from four organizations which are regarded by the expert public as the most active in this area: Divadlo bez domova, OZ Vagus, DePaul Slovensko, and Proti prúdu. The quality of the submitted project proposals was evaluated by a representative of the Pontis Foundation and a representative of Slovenské elektrárne.

The Special Employee Programme is aimed at helping the families of employees who have found themselves in an extremely difficult social situation, for example, as a result of a parent's or both parents' death. It, for example, provides support to help students cover education-related costs. In 2016 we gave support to all proposals which had fulfilled



We support organizations which provide aid to the homeless.

the call's requirements. Compliance with the requirements had been evaluated by the programme's administrator – the Pontis Foundation.

OTHER PROJECTS

Besides dealing with poverty and critical social issues, the Slovenské Elektrárne Endowment Fund also supports corporate volunteering projects, projects focused on the energy efficiency of cities, towns, and villages, as well as community projects.

The Show Yourself in Good Light – Employee Programme supports its employees' social responsibility activities. It motivates them to help communities, schools, and the environment. In 2016 over 350 employees participated in volunteer activities within 25 projects – within the Our City initiative. 11 of them were later awarded financial support for the next stage of implementation.

The Eco-municipality Programme

The programme focuses on helping municipalities adopt and implement measures which will have a positive impact on energy savings and the environment. Through the programme we supported audits in four villages and towns and

one audit for a building owned by a civic association in 2016. Altogether, over 200 applicants applied to the programme. The projects were assessed based on previously established criteria by a jury composed of experts in this area: Ladislav Piršel (SKGBC), Marcel Lauko (APES), and representatives of SE: Peter Dlhôš, Martin Klúčár.

The Slovenské Elektrárne Endowment Fund provides some funds for direct support every year. In 2016 it supported two projects – the membership fee for the Association of Corporate Foundations and Funds and the membership fee for the Fund for a Transparent Slovakia.

The Philip Morris Donor Programme

The Philip Morris Donor Programme supports non-governmental organizations which provide aid to the homeless. The company decided to establish a long-term partnership with Depaul Slovensko, Vagus, Divadlo bez domova, and Pro Bono Attorneys of the Pontis Foundation. All initiatives deal with projects whose aim is to provide people living on the streets with aid and assistance to help them get back to ordinary life.



The City Bees Project takes place in 4 Slovak cities and towns – Bratislava, Lučenec, Zvolen, and Žilina.

DM Drogerie Markt Endowment Fund

Thanks to its employees and its employee grant programme, the DM Drogerie Markt Endowment Fund at the Pontis Foundation helps people living in the employees' surroundings. In 2016 the DM Drogerie Markt Endowment Fund distributed EUR 39,326.12 in support of projects: Helping Each Other, City Bees, and Direct Support.

HELPING PEOPLE IN DIFFICULT LIFE SITUATIONS

Thanks to its employees and its employee grant programme, the DM Drogerie Markt Endowment Fund at the Pontis Foundation helps people living in the employees' surroundings.

Helping Each Other

Through the grant programme Helping Each Other, the employees of DM Drogerie Markt can support someone living in their surroundings. In particular, they can help families with children who need rehabilitation as well as adult applicants with health and social problems. The employees can express their support for a particular person or family by submitting a written recommendation and justification of the support. In 2016 18 applications were supported.

OTHER PROJECTS

Through its projects Direct Support and Helping Each Other, the DM Drogerie Markt Endowment Fund at the Pontis

Foundation promotes a sustainable life style in the city environment, the development of community gardens, the protection of city bees, and keeping the local currency of Živec in circulation.

City Bees 2016

In 2016 we also supported the City Bees project. It takes place in 4 Slovak cities and towns – Bratislava, Lučenec, Zvolen, and Žilina. Its aim is to involve the public and schools in the rescue of bees and other pollinators directly in the place of their residence. This initiative is supposed to raise awareness and serve as inspiration for other cities and towns to create a favourable green environment for pollinators and thus improve the quality of life not only for inhabitants but also for bees.

Direct Support 2016

We also supported two projects whose aim is to ensure a sustainable way of life in the urban environment. Through DM Direct Support 2016, we provided financial support to two projects: "Making the Lanice Park Accessible" in Zvolen and "Square Full of Life" in Bratislava. The civic associations which took patronage over the projects want to create greener areas and live up places which are popular among the general public.



Students will acquire IT knowledge within the IT in Demand project.

Improving the Quality of Education and Employability

Projects aimed at supporting employability and education are funded from: the Accenture Endowment Fund, the AXA Endowment Fund AXA, the Embraco Endowment Fund, the Honeywell Endowment Fund, the Pixel Federation Endowment Fund, the Kia Motors Slovakia Endowment Fund, and the Dell Endowment Fund. In 2016 we also worked on preparations for a new big programme in support of education called Generation 3.0.

Accenture Endowment Fund

The Accenture Endowment Fund supports projects which lead to improving the skills and thus employability of people on the labour market. In 2016 the fund distributed EUR 197,395.35 in support of public good grant projects: Employee Grant Programme, Ad Hoc Direct Support, Pro Bono.

Strategic projects

Through the Accenture Endowment Fund, we provided strategic support to a project of the organization Aptech Europe, which organized the third year of the IT in Demand project.

45 young unemployed people improved their skills. The programme prepared young people for the position of a software application tester. All 45 attendees found employment after the end of the programme. Besides this, we supported the job integration of people with autism. During 7 months Accenture, in cooperation with the organization 3lobit, employed 22 individuals with autism.

Employee Grant Programme Skills to Succeed

The Accenture Endowment Fund supported various interesting projects of 21 organizations. For example, the Human Rights League provided individual coaching for migrants. EDUMA's project turned a disadvantage into an advantage. It involved disadvantaged people in mystery shopping and thus provided employment to 13 individuals. Altogether, the programme helped employ 130 people and improve the skills of 610 people.

Ad Hoc Direct Support

Every year the Accenture Endowment Fund also supports projects which are aimed at skills development, employ-



The iNOVEum programme will support the business ideas of young people from the Spiš region.

ability improvement, education improvement or support and corporate philanthropy development in Slovakia.

Embraco Endowment Fund at the Pontis Foundation

As part of its activities, the fund improves the entrepreneurial skills and promotes the development of innovative thinking of secondary school students. It also supports organizations in the district of Spišská Nová Ves which organize sports activities, education, health, and the environment.

iNOVEum

From the beginning of 2016, we made intense preparations to launch a programme aimed at the improvement of young people's entrepreneurial skills – iNOVEum. The programme was announced in August 2016. In its pilot stage the call was opened for all schools in Spišská Nová Ves. Preparations involved informing school headmasters of the programme. The programme was introduced at a joint meeting. It started with a training course for teachers so that they could then motivate and encourage their students. The course ran parallel with roadshows at schools in Spišská Nová Ves. These gettogethers with students aimed to motivate them to become involved in the programme and make them

familiar with entrepreneurship and innovations. The first seminar, which was held in November, was attended by 90 students from all secondary schools in Spišská Nová Ves. The seminar resulted in the formation of 16 teams which had a business idea and which came to a mentoring assessment forum in December. The mentors included, besides others, Embraco employees. Another seminar was focused on customer surveys. It taught students how to conduct a survey among prospective customers. The Embraco Endowment Fund further supported, for example, young hockey players through the Institute of Hockey Studies and the Hockey Club of Spišská Nová Ves, o.z.

Honeywell Endowment Fund at the Pontis Foundation

In 2016 the Honeywell Endowment Fund provided support to education and transparent business. It distributed EUR 9,500.82.

Supporting students

Thanks to the support of the Honeywell Endowment Fund, young students of the Slovak University of Technology (SUT) could create the first prototype of an electric scooter in Slovakia. The project was not only enriching for students but



12 talented secondary school and university students accepted financial grants.

also enabled teachers to obtain new experience and knowledge. The results of research and development will be used not only in master's and dissertation theses but will also be presented at scientific conferences at home and abroad.

Supporting transparent business

Another portion of funds went to the Fund for a Transparent Slovakia. Together with other companies, Honeywell decided to become involved in fight for the improvement of market conditions. It focuses especially on promoting transparency in the business environment, which can be achieved by supporting watchdog and analyst organizations. The organizations that got support from the fund included, for example, the Fair-Play Alliance, the Slovak Governance Institute, or Transparency International Slovakia.

AXA Endowment Fund at the Pontis Foundation

The AXA Endowment Fund supports young talents. It helps young talented people to obtain money for meaningful projects in education, natural sciences, and the humanities. In order to be awarded the grant, applicants are required to have excellent study results and to have participated in expert competitions or extracurricular activities. In 2016 13 proposals were supported.

"Would you like to develop your talent? We'll support you!"

This programme provided support to talents from socially disadvantaged families in areas such as arts, education, and research. Students could use the funds for the technical and communication implementation of the project and participation in scientific conferences and seminars. In order to be awarded the grant, applicants were required to have excellent study results and to have participated in expert competitions or extracurricular activities. During the six years of the existence of the grant programme, 79 students got the support of over EUR 132,000 in total.

Pixel Federation Endowment Fund

The Pixel Federation Endowment Fund was established in June 2016. It focuses on supporting education and innovative educational approaches. In 2016 direct support in the total amount of EUR 8,624.38 went to 6 projects. 4 projects were successfully completed in 2016 and two continue in 2017. Support from the fund made possible the organization of the International Summer Art Therapy Seminar, the creation of the e-library of Comenius Institute, the preparation of educational materials for the visual programming language Scratch, and the purchase of aids for children attending creative courses at Edulienka.

We Support Community Projects as well as Culture and Health Care

Lear Endowment Fund

In 2016 the Lear Endowment Fund at the Pontis Foundation helped a local community by providing financial aid to a primary school in Voderady. The donation enabled the school to reconstruct the multi-functional playground on the premises of the primary school.

PwC Endowment Fund

The PwC Endowment Fund focuses on supporting community through an employee grant programme. By submitting a recommendation, the company's employees can nominate transparent and potentially beneficial projects which would not be otherwise feasible. Besides this, the endowment fund also supported the Betánia Asylum Centre, which provides for the basic needs of mothers in need. The PwC Endowment Fund distributed EUR 37,614.44 in 2016.

Employee Grant Programme Helping Hand

24 projects were selected for support from the grant programme in 2016. 10 of them directly involved a PwC employee as a volunteer. This year social services, arts and culture, and education prevailed over other issues. The supported organizations organized a body movement and dance therapy for the clients of the social services centre Claudianum, helped reconstruct the city walls in Modra, and organized a festival of outdoor movies in Trenčín.

Západoslovenská Energetika Endowment Fund

The Západoslovenská Energetika Endowment Fund supports social, cultural, environmental, sports, and health projects in the west of Slovakia. The Západoslovenská Energetika Endowment Fund distributed EUR 216,329.68 in 2016.

Employee Grant Programme

The ZSE employees who are involved in non-profit organizations or help schools and kindergartens could recommend

a project for support. 110 projects received such support in 2016. The project of the non-profit organization Trnka was focused on supporting the blind by creating an audio commentary for the Báthory movie.

Besides the employee programme, the Západoslovenská Energetika Endowment Fund also supported 36 projects. The financial aid enabled the supported organizations to make a documentary film about the Bronze Age, organize dozens of sports events, trainings, and camps for children and youth, support the construction of a motocross track in Banka, and the organization of a festival of mountain movies and classical music.

Strabag Endowment Fund

The Strabag Endowment Fund was established in March 2016. It focuses on supporting communities, particularly in the area of social services, education, sports, the environment, culture, and arts. In 2016 direct support in the total amount of EUR 12,000 went to 6 projects. The funds made possible the modernization of the Senior Citizens' Home in Pezinok, the organization of the EKOTop film festival, the Christmas in Bratislava concert, or the swimming competition ORCA CUP.

dm drogerie markt Endowment Fund

***Information about the community projects supported by the DM Drogerie Markt Endowment Fund in the area of Overcoming poverty and critical social issues.

Telekom Endowment Fund

***Information about the community projects supported by the Telekom Endowment Fund in the area of Creating a more favourable environment for the disadvantaged.

Overview of Our Funds and Topics We Are Dealing with

Name	Topics
The Fund for Transparent Slovakia at the Pontis Foundation	Supporting transparency and fight against corruption in Slovakia
Generation 3.0 Fund	<i>The fund was established at the end of 2016. A new programme for education improvement was being prepared.</i>
Accenture Endowment Fund	Improving the quality of education and employability
Arriva Endowment Fund	<i>The fund was established at the end of 2016. It did not perform any donation activities.</i>
AXA Endowment Fund	Improving the quality of education – supporting talented children
DELL Endowment Fund	Community projects Corporate Volunteering
Dm drogerie markt Endowment Fund	Overcoming poverty and critical social issues Environmental and community projects
Embraco Endowment Fund	Improving the quality of education and employability
Honeywell Endowment Fund	Improving the quality of education and employability
Johnson Controls Endowment Fund	Inclusion of children from children's homes, environmental education
Lear Endowment Fund	Helping a local community
Lenovo Endowment Fund	Creating a more favourable environment for the disadvantaged
Lidl Endowment Fund	Supporting children and a more responsible approach to the environment, improving health
Mobis Endowment Fund	Community projects
Pixel Federation Endowment Fund	Improving the quality of education and employability
PSA Slovakia Endowment Fund	Community projects
PwC Endowment Fund	Community projects
Slovenské Elektrárne Endowment Fund	Overcoming poverty and critical social issues Corporate Volunteering Supporting community projects The energy efficiency of cities, towns, and villages
STRABAG Endowment Fund	Community projects
Telekom Endowment Fund	Creating a more favourable environment for the disadvantaged Community projects
Unilever Endowment Fund	Improving the quality of education and supporting innovations in education
ZSE Endowment Fund	Community projects
The Philip Morris Donor Programme	Aid to the homeless
The Poisťovňa SLSP Donor Programme	Overcoming poverty and critical social issues Corporate volunteering and supporting community projects
Allianz Foundation	Health promotion, traffic safety
TESCO Foundation	Community projects



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Individual Philanthropy

We develop individual philanthropy through providing people with opportunities for individual donations. We administer the crowdfunding portal DobraKrajina.sk and help non-governmental organizations communicate with donors. Further, we implement global campaigns such as #GivingTuesday and the Restaurant Day in Slovakia. Our foundation also develops local events and tools for company charity crowdfunding. In cooperation with daily newspaper Nový Čas, we help the physically disadvantaged children and children in social need through project "Heart for Children". In cases of large donations made by individuals, we provide consultations, propose solutions, and maximize the impact of their philanthropic investment.



A celebration of the International Children's Day in ZOO Bratislava.

Heart for Children

The charity project of the Nový čas daily newspaper, Heart for Children, which we have managed in the Pontis Foundation for six years, helps health disadvantaged children and children in social need in Slovakia.

Heart for Children does not offer direct financial resources, but is based on the principle of non-financial support. Most often, donations were used to cover the costs for rehabilitation stay or long-term therapy or direct purchase of compensatory or medical device. We also helped to buy wood for eating, payed for canistherapeutic dog training, meals in

a school canteen, school materials, contributed a remaining sum to purchase a car for regular transport to a doctor and enabled barrier-free access by reconstruction of an area. On the basis of individual requests, in 2016, Heart for Children helped 234 children from all over Slovakia*. Most of them (21 %) were from the Košice region. In addition, Heart for Children helped the Children's Cardiac Centre in the National Institute of Cardiovascular Diseases in Bratislava awarding a grant to buy a new ECG device worth EUR 5,000. Our help will be beneficial for nearly 7,000 child patients from all over Slovakia who are treated in these facilities every year. Altogether, we provided help to 7,234 children, either directly or through the use of a supported device.

How we raised money for help in 2016

Readers of the Nový čas daily newspaper made donations in the amount of EUR 5 by sending an SMS to 871 and online on the website www.srdcepredeti.sk. They supported 26



A canis therapy weekend in Terchová.



Family visits from different corners of Slovakia.

stories which were published in media in a total amount of EUR 67,663^{**}. In the April SMS voting for Eva MISS Sympatia 2016 we raised EUR 22,795. By rounding up payments for food ordered on the www.bistro.sk portal, the amount of EUR 2,245.14 was collected from August to November 2016. O2 collection of old mobile phones contributed EUR 1,350 to the account of the collection.

What we are proud of

During the year 2016 we visited 31 families and also expressed them our human compassion. On May 28, we

organized a magnificent celebration of the International Children's Day in two different locations – the Bratislava ZOO and Eurovea in Bratislava. Both places offered rich and interesting programme for children. During the Night Run in September, help amounting to EUR 3,000 was collected for hearing-impaired Marek Vaca. Moreover, the whole Heart for Children team actively participated in the running race. On Facebook, the number of fans approached nearly 8,000. In 2016, we examined 240 requests for help, out of which we chose 169 applications in collaboration with experts (one request could involve more children). As of December 31, there were 240 regular donors.

* This number includes also children who were supported twice – we count each help as unique.

** The exact final amount will be confirmed during the year 2017, when it will be gradually transferred to the account of the collection by the operators – the final number depends on the paid invoices of SMS donors.



At the Researchers' Night we helped the young and the elderly escape the reality.

Great Country

Great Country is a place where everyone can affect a change. Since 2009, we have been connecting generous donors with trustworthy projects, which change this country for the better.

In 2016, people in Slovakia contributed EUR 128,612.55 to 56 organizations associated at DobraKrajina.sk. Thanks to all these donors, we manage to combat corruption, strengthen new approaches to education, bring joy to the lives of people with disabilities and create opportunities for people on the margins of society. We have made public space more pleasant and taken care of preserving nature for next generations.

DobraKrajina.sk provided its services to organizations free of charge. Its functioning was supported by individual

donors and corporate partners from ESET, Slovak Telekom, Slovenská sporiteľňa and Poisťovňa Slovenskej sporiteľne. SAShE.sk, Radio Expres, AdBee, organizers of the Tvrdák running race, Srdiečkovo, ZlavaDňa.sk, Danela, Pohoda Agency and others helped us through free, pro bono services and material gifts. We are very grateful to all partners, donors and members of the Supervisory Board who supervise over transparent selection of projects. In 2016, members of the Supervisory Board were: Jarka Hargašová-Lajčáková, Janko Kuric, Táňa Pauhofová, Michal Kaščák, Tomáš Janovic, Vladimír Bužek, Lenka Surotchak, Ján Orlovský, Peter Škodný and Jaroslav Židek.

In the previous year, we introduced two technological innovations. The first one was virtual reality, through which we have made it possible for visitors to get to know the life of a homeless person, a person on a wheelchair living in a large city and a senior with Alzheimer's disease. Our 360-degree films were seen by more than 15,000 people at the Pohoda Festival, the Researcher's Night and the Virtual Reality Night.



Winners of Dobrý Tvrdák helped Ulica and Mládež ulice.

The second innovation will help companies benefit from the public collection and payment tools of the Great Country and engage their employees, customers and partners into their charity campaigns.

Community of donors has expanded over the past years again. Altogether, 2,393 people contributed to the public collection via the Great Country online interface. Thanks to the ESET Foundation and Poistovňa Slovenskej sporiteľne we were able to reward regular donors in the themes of Education, Corruption and Joyful Life and to double each regular donation up to EUR 50. Organizations have thus received additional amount of EUR 16,000. We also learned how to fundraise globally and GlobalGiving.org awarded us the title Top Ranked Organization 2016.

Dobrý obchod, where organizations offer their hand-made products or products made by other skillful and generous donors, was also very successful. We thank SAShE.sk as well as all our partners and volunteers who helped us raise a total amount of EUR 7,188.

At Great Country, organizations also had a possibility of crowdfunding through joint campaigns.

Restaurant Day

In May, worldwide food festival called the Restaurant Day was held, in which 11 organizations, together with the Great Country, participated. Six out of them hosted their friends, supporters and random passers-by in Bratislava and others all over Slovakia. In Dom umenia (House of Arts) in Bratislava, within the exhibition "Fear of the Unknown", the League for Human Rights presented meals made by refugees from Afghanistan, Syria and Somalia. Well-known Thai street-food Pad Thai was served in the Reštaurácia pod platanom (Restaurant under the sycamore) run by the Vagus association. Various pancakes were prepared by Človek v ohrození (People in Need) and in the Prvá liga (First League) restaurant opened by the Liga proti rakovine (League against Cancer). The swing feast was held in the Bol raz jeden človek (Once upon a time, there was a human) association. The people of the city of Trenčín spent a pleasant afternoon in Zátoka pokoja (The Bay of Rest) enjoying "beach menu". In Malacky, people filled their stomachs with vegetarian specialties made by Vstúpte (Enter) civic association and in Prešov one could find out how "the diversity tastes" with Návrat (Return) civic association. Visitors of the training apiary Včelí kRaj near Kokava nad Rimavicou compared the



Visitors to one-day restaurants on Restaurant Day.



Táňa Pauhofová, a member of the Board, helped us promote our T-shirts.

taste of the food made of plants pollinated by bees with the one without it. In the village of Vinodol, the visitors of the ZOMOS association could taste Slovak potato dumplings with "bryndza" cheese.

Visitors of one-day pop-up restaurants supported the work of organizations with a total amount of EUR 4,707.95.

Pohoda Festival

After one year break, we arrived to the heart of the Pohoda Festival again. We presented visitors various activities, including the top tech trend of the year – virtual reality. In cooperation with the Slovak Fashion Council and the Domov na mame (Home on Mother) initiative, we launched a mobile tailor's workshop in the Dobrákrajina. sk tent. Festival fans helped refugees by sewing baby carriers for them, which are of irreplaceable help when migrating from war-destroyed areas. Unforgettable memories from the festival could be saved thanks to 3D photo stand and Dobrý obchod. For voluntary contribution, the visitors could also buy delicious muffins from Danela confectioner's, Herbert syrup lemon-

ades and the original coffee from the famous Café Sládkovič from Trenčín.

The Tvrďák Race

Traditionally, we participated in a running race through natural hurdles in the Divoká voda water sports site in Čunovo. We joined the idea of organizers who, through Tvrďák, support the strong will and courage of people with life barriers. The start of the race Dobrý Tvrďák was attended by 31 runners who collected EUR 1,133.59 for the Memory Centre, Smile, DSS MOST (the Bridge, House of Social Services), Mládež ulice (Street Youth) and Ulita. A special bonus prize of EUR 2 × 250 from the Pontis Foundation for the fastest runner from non-profit organization was won by Monika Juríková from Ulita and Matúš Serafín from Street Youth.

24-Hour Donation Marathon

This year, the theme of August 24-Hour Donation Marathon was support of education. We selected 6 organizations that are lesser-known, however, they do a great job in



Dobry obchod at the Pohoda Festival.

their region. Also thanks to cooperation with Radio Expres, we made them visible for 204 donors who donated EUR 5,235.52 to them. The Special Award of EUR 1,000 from the Pontis Foundation was won by Nežábudka.

Charitable Coupons at ZlavaDňa.sk

We gained new donors also thanks to our unique cooperation with the biggest Slovak discount portal ZlavaDňa. sk. Our original coupons helped to ensure, for example, stay in a daily centre for mentally handicapped people or direct help for abused children.

Incomplete Stories

At the end of the year, we filmed 5 statements about how the help of donors is changing the lives of people and the environment around us. Pre-Christmas gifts through the Great Country could have had an influence upon whether these stories end up happily. Whether Laco retains his new home, whether talented children from settlements receive a scholarship, hearing-impaired children learn to communi-

cate in time, original flora of Sandberg in Devínska Nová Ves reappears and whether wasting in healthcare services stops. We thank all those who created stories with happy end not only before Christmas, but who have also supported the work of organizations throughout the whole year.



A mobile tailor's shop at the Pohoda Festival.



The image features a large circular graphic on the right side, consisting of a white interior and a red border. This circle overlaps with a photograph on the left. The photograph shows a person from the waist down, wearing dark pants and white sneakers, working in a garden. They are holding a green plant. In the background, there are trees and a wooden structure, possibly a gazebo or part of a building.

Corporate Volunteering and Pro Bono

Our vision is to make pro bono a part of natural everyday culture of companies. Because changing society for the better should not be just a phrase. Therefore, we are interconnecting non-profit organizations with corporate volunteers who donate their manual and professional pro bono help.



Volunteers during Our City 2016 in Bratislava.

Our City

Our City is the biggest corporate volunteering event in Central Europe. So far, we have organized its 10 editions.

Our City, the biggest event of corporate volunteering, was joined by a record number of 9,500 volunteers in its last year's edition. In large district towns, but also in smaller villages, on June 10 and 11, 2016, volunteers painted fences and benches, cleaned gardens and parks, planted plants and accompanied seniors. Each year, most volunteers who apply, are from companies. Last year, 5,100 volunteers from 106 companies attended Our City event. A total of 516 activities for volunteers were proposed by 231 non-profit organizations, schools, kindergartens, towns, municipalities and urban areas from the whole Slovakia. Volunteering activities took place in 28 Slovak towns.

The most volunteers worked in Bratislava

Bratislava welcomed 5,000 volunteers during Our City. The volunteers cleaned 88 parks, gardens, public spaces,

educational paths, sports areas and cycling paths, painted 2,973 metres of fences, railings and walls. After Our City, you won't see any wretched walls in Bratislava's Mierová kolónia (Peace Colony). As a part of Gaudi's Workshop, the volunteers took the challenge presented by the 200-metre concrete wall in one of the entry points of Mierová kolónia from Rožňavská street. The volunteers used their originality and created a large-scale mosaic made of wall tiles. This activity was inspired partly by Guello's Park in Barcelona. The volunteers also cleaned the Devin Castle from unwanted shrubs, stone rubble and waste. They also removed the weeds from the walkways and carried stones to a drop-off site at the castle

Thanks to the volunteers, Nitra now has a herb garden

Volunteers in Nitra revitalised the natural playground in Hidepark and created an educational path in the park's community garden. They also managed to build an eco-henhouse and create a natural pond. Besides that, they also created a herb garden and cultivated the school grounds at the Special School for Physically Impaired Pupils. Volunteers in Nitra also spent their time with the special school's pupils.

9,500

In 2016, 9,500 volunteers from 106 companies in 28 Slovak towns were involved.

3,000

Not even three hours after opening the registration, more than 3000 volunteers had already signed up.

231

231 non-profit organizations, schools, nurseries, towns, municipalities and urban areas from all over Slovakia realized 516 activities for volunteers.



Cities involved in Our City 2016

Bratislava, Košice, Trnava, Žilina, Spišská Nová Ves, Partizánske, Poprad, Sereď, Zlaté Moravce, Pezinok, Stupava, Senec, Modra, Svätý Jur, Nováky, Nitra, Levice, Prievidza, Trenčín, Šaľa, Zvolen, Banská Bystrica, Veľké Kapušany, Hurbanovo, Galanta, Nové Zámky, Veľký Meder, Prešov

In the region of Nitra, the cities Nitra, Šaľa, Nové Zámky and Hurbanovo participated in the project. The largest number of activities took place in Nitra. In total, almost 200 volunteers helped in Nitra.

700 volunteers in Košice

The volunteers of Košice spent time with the elderly, helped repair school and kindergarten playgrounds, and painted the fences and indoor spaces of schools. Over 700 volunteers decided to make themselves available for the good cause in Košice. The Town Hall of Košice suggested its own activity, during which the volunteering city employees exchanged their office chairs for paint and brushes. During Our City, they improved the 5-km-long Mlynský náhon (Mill Channel) by painting it. From the cities in Eastern Slovakia, Košice, Prešov, Poprad, and Spišská Nová Ves took part.

Žilina has participated in Our City for the eighth time

The volunteers of Žilina spent time with the elderly, helped repair school and kindergarten playgrounds, and painted the fences and indoor spaces of schools. They helped with saving the Lietava and Hričov castles. The city of Žilina, which has been regularly participating in Our City since 2009, had the third highest number of activities in this year's Our City. The highest number of volunteers was helping at the Lietava

Castle. Under the supervision of a professional coordinator, 109 volunteers grouted the authentic historic walls, cleaned the glade or sorted the stones.

The most volunteers in Trnava worked in a baseball club

As part of the Our City project volunteers cleaned the site of the Angels Trnava Baseball Club, the biggest baseball club in Slovakia. They cleared it of litter, which they then separated and transported to a waste recycling centre. They helped make a wall of concrete, mason benches, paint posts and install mesh. Besides this, volunteers also cleaned the locality of Štrky and the site of the Trnava Maternity Centre, where they renovated safety railing along the local brook Trnávka. In addition, they beautified and livened up the site of Jirásková Kindergarten, preparing for the summer time when children spend their free time outdoors. They also raked the lawn and painted the railing on the terraces of the building.

In Slatinka volunteers cut self-seeding bushes and took care of woody plants

This year Our City involved two new towns – Banská Bystrica and Zvolen. In Zvolen volunteers helped to improve a playground. A very nice activity was also chosen in Slatinka.



What did volunteers succeed in doing during the Our City?



166

parks, gardens, educational trails, public areas, sports grounds, and cyclist paths cleaned



6,773

metres of fence and railing painted



1,174

decorative plants, trees, shrubs and flowers planted



567

benches, tables, bins, and jungle gyms painted



535

windows were cleaned



353

clients of social facilities spent a day with volunteers



76

spaces, interiors, and buildings beautified, repaired, and redecorated



11

castle or monastery ruins beautified or repaired

HAPPENING INNOVATORS



Lenka Surotchak, Director of the Pontis Foundation, welcomes guests of the Innovators' Happening in the Old Market Hall in Bratislava.

Happening of Inovators

June 9, 2016 was a successful day full of creativity, social innovations, volunteering and networking.

The Pro Bono Marathon

The Pro Bono Marathon in the Old Market Hall (Stará tržnica) started early in the morning. Professionals from advertising, communications and law companies gathered to help selected NGOs and propose concrete solutions according to their assignments. In total, 12 selected companies helped 12 NGOs that wouldn't otherwise be able to afford their services. Most of the collaboration was related to the creation of advertising and communication strategies of the NGOs. However, a lawyer's office and an IT consulting company have also offered their advice.

If we want to look for good and functional solutions to problems – be it in education, social inclusion or community development – then uniting our capacities may be the right way when lacking resources. We believe that thanks to the Pro Bono Marathon, we have managed to create new con-

nections and relationships between the world of business and the NGO sector that tend to last.

What campaigns have been created during the Pro Bono Marathon?

1. Creative Department in collaboration with Proti prídu

The Creative Department advertising agency helped the Proti prídu non-profit organization with the campaign for its street magazine *Nota Bene*, of which there are 30.000 prints sold every month without any marketing support. When creating the campaign for the magazine, the agency focused on solving two issues. The first problem was the fact that *Nota Bene* is a society magazine, which goes unnoticed by people as they think it is solely about homeless people. The second problem according to the agency was that the people do not know about the high-quality content offered by *Nota Bene*. Creative Department thus suggested a redesign of the magazine, prepared a new logo and a new claim: *Reading in Style at Home*. From now on, the symbol of the magazine should be cardboard, which will be used in the key visuals.



The Old Market Hall also hosted a series of lectures and discussions as part of the Innovators' Happening.

The agency suggested to the non-profit that it should further introduce the content of the magazine to the people on cardboard posters in underpasses with teasers of interesting articles in the magazine, which will let people know about the quality content. The agency also suggested collaborating with a book shop that will pack its books into cardboard packaging with a Nota Bene advertisement.

2. MUW Saatchi & Saatchi in collaboration with Equity

The Equity civic association came to the Pro Bono Marathon with the aim to get a starting package and a brand strategy for a new, inclusive primary school. They were helped by the MUW Saatchi & Saatchi advertising agency that created an identity and a complete project communication package for the school. The agency came up with a concept that works with school-related terms present in the whole communication (e.g. reading list, voluntary financial contribution, writing assignment, syllabus, calligraphy etc.).

3. Istropolitana Ogilvy in collaboration with ETP Slovensko

"You'll never believe what children from Roma settlements are capable of. You can make the move!" is the slogan of an interactive campaign accompanying the new programme to support the integration of children and students from segregated Roma communities, created by the Istropolitana Ogilvy advertising agency for ETP Slovensko during the Pro Bono Marathon. The aim of the campaign is to attract young people so that they sign up for the programme, become mentors of

the children from the settlements and ultimately challenge stereotypes. The campaign is based on the idea that the solution of the so-called Roma issue is in our hands and that each one of us has the power to make the change happen.

4. Prime time in collaboration with Živica

The advertising strategy of Živica's educational programme known as Zelená škola (Green School) has been created by the Prime time communication agency. It decided to base the campaign on less traditional topics such as collecting paper, chestnuts or raking leaves. The agency also suggested promoting the programme through critical thinking, environment and relationships. The campaign is targeted at two groups – mothers aged 25 to 40, for whom the agency created e.g. "The Ten Commandments of Positive Changes", and young people under 26, who are targeted with Facebook calls to action. All of this aims to raise awareness of Zelená škola.

5. VISIBILITY in collaboration with Živica

During the Pro Bono Marathon, the online marketing agency VISIBILITY was given the task to create a communication strategy for Socrates' Institute (Sokratov inštitút), managed by the Živica non-profit organisation. The aim of the campaign was to encourage young people to be brave enough and look at important topics from unconventional perspectives. The campaign created by the agency will be targeted at the broader public and will try to trigger discussions among young people on stereotypical topics with the claim: "Does it really have to be that way?" The whole campaign will be managed in the spirit of change through dialogue.

6. TRIAD Advertising in collaboration with Dobre&Dobré

The TRIAD Advertising agency has prepared a communication campaign for the pro-social café Dobre&Dobré which tries to point out the things that make the café stand out. The aim is not only to retain the current customers of the café, but also to acquire new ones. The agency has thus designed a complete communication model with the idea that all people working in the café have their own, local stories. The customers have the opportunity to help them create the stories by every single visit of the café. The main idea is probably best expressed by the motto: You can also become a part of the café.

7. Adbee in collaboration with Proti korupcii

The civic association Proti korupcii (Against Corruption) has received a new campaign made by the Adbee advertising agency to encourage citizen participation in checking upon the public authorities. The target group of the campaign will be university students, who are often passionate about topics such as helping their society. Adbee thus came up with the motto: “We are looking for you and you are looking for us. Better together” and created the concept of weekend events for university students with an idea who are looking for something.

8. Pixel Federation in collaboration with WellGiving

The WellGiving, o.z. team has collaborated with Pixel Federation to create a graphic and marketing concept for the Tri čerešne (Three Cherries) web portal. It is a donation portal where teachers will be able to ask for support for their ideas. The whole project was created with the aim to make Slovak children enjoy the school. Although their academic performance is adequate, our children do not feel happy at school compared to children in other countries. Pixel Federation has created the graphic design of the portal. Companies will be able to multiply the donations from people, support particular ideas of the teachers, but also to share functional equipment they have in surplus, along with their skills or knowledge. Parents will be able to support the idea of a teacher who wishes to teach differently and more interestingly and give children positive experiences thanks to field trips, new books, sports equipment etc.

9. SCR Interactive in collaboration with Svetielko

The representatives of SCR Interactive created a new visual identity and a website for the Svetielko (Twinkle) centre for handicapped children. The original version of the website was chaotic and rather mediocre with regard to technology. Therefore, SCR came up with a new, responsive web that is easy to navigate at the first sight, clearly describes the activities of the centre and sensitively communicates the stories of the

employees and the clients themselves. The new responsive website will contain pages with descriptions of the activities, therapies, personal stories, pictures, the team and the pages of individual branches. During the creation of the visuals, SCR focused on creating a website that will communicate the centre's mission by personal testimonies, be it through the personal story of the centre's director or through the testimonies of other clients. The parents of children with multiple handicaps can find their way through the therapies of care options more easily, and can view the whole range of services available at the individual branches. An important part of the output is the design of the newsletter and its linking to a simple free system that should facilitate the communication of the centre with the community. The website will also become a platform for donations from the public thanks to the integration of the darujme.sk donation service.

10. Allen & Overy in collaboration with My sme mesto

The attorney Mgr. Peter Šťastný and the legal assistant Mgr. Lukáš Lomenčík from the Allen & Overy law office helped the civic association My sme mesto (We are the City) during the Pro Bono Marathon. Together, they tried to define the possible solutions when limiting the ever-spreading visual smog that prevalently takes the form of outdoor advertising. They dealt with the issue at two levels – they discussed the already-existing advertisements, along with the ways of limiting the creation of new outdoor advertising spaces. The collaboration of the two subjects on this project will further continue.

11. Accenture in collaboration with Via Iuris

The non-profit organisation Via Iuris has decided to join the Pro Bono Marathon because it needed help with making the work with its Salesforce CRM system more efficient. The company Accenture has decided to offer its services, analysing the current CRM settings of the non-profit in mere 10 hours. Besides, Accenture has suggested a new structure of the CRM so that the Via Iuris workers can keep records of their clients, donors, manage the contact details of their co-workers, the media and the various relationships between them. The new system will also help them record event participants or create mailing lists. Accenture has also created a separate part for keeping record of the stocks in the warehouse (t-shirts, notebooks and similar items) sold during the Biela vrana project.

12. Dell in collaboration with the Slovak Governance Institute

Dell has helped the Slovak Governance institute (SGI) to create a HR management strategy. When creating the strategy, Dell pointed out problems that appeared to be highly



The Old Market Hall in Bratislava was the venue of the Pro Bono Marathon from the early morning.

important. Besides dealing with the high fluctuation, they suggested incorporating career and output management into the strategy, which further included strategic planning, the identity of SGI, organization and systems, defining the competences in the company, fundraising, the representation, knowledge management, and recruiting and selecting new people.

Inspiring lectures by company representatives attracted not only innovators into the market hall

Besides the Pro Bono Marathon in the Old Market Hall, there was a series of parallel lectures going on along with discussions for social innovators with inspiring speakers. Tatiana Svrčková from Slovak Telekom talked about how to get funding from companies. She mentioned that Slovak Telekom gives a chance to the projects which are focused on hearing-impaired people or education in general. Pavel Hrica from Pontis Foundation gave the participants the advice that when fundraising, personal meetings represent 80 % of the success. The remaining 20 comes from the fact that you are perfectly prepared for the project.

Pavol Minár from Istropolitana Ogilvy talked about storytelling and goodvertising. Minár pointed to a new trend in advertising when commercial brands take over the agenda of NGOs and are not trying to communicate their products first, but instead they begin dealing with social topics, show-

ing that they care about values. He thus recommended that the NGOs take the same path.

Besides these topics, other things were discussed such as the game principle and its use by the non-profits, or how to make a presentation in front of the partners and donors. Slovensko.digital's Ján Suchal talked about how they built the volby.digital portal, but also about the upcoming plans of the organization, which strives to create a platform for good IT ideas.

The inovatori.sk portal should help create connections

The day's programme was concluded with Jakub Ptačin's discussion on volunteering with Silvia Jeleniková, Dell's head of HR, Vladimír Ledecký, the mayor of Spišský Hrhov, and with Lenka Surotchak, the director of Pontis Foundation. During the event, Pontis Foundation officially launched the inovatori.sk web portal as a follow-up to the Map of Social Innovators. "Our aim is to connect people who bring positive changes to society, and make them more visible. The portal offers both the innovators and the public a tool to find partners, supporters or just to get some inspiration. The new geographical map allows for searching according to the topic or the region of Slovakia. The mapping of social innovators further continues: we want to specify the individual focus groups of the innovators and add new names to the map," said Monika Brošková.



Over 150 social innovators gathered at one place in Bratislava in January 2016.

Social Innovators

Social innovators meeting

At the beginning of 2016, we organized the first meeting of representatives from the civil sector, politicians, businessmen, doctors, teachers, journalists, priests, officials and some mayors who were included on the map of social innovators. Their first networking meeting took place in Bratislava. Its aim was to connect the heterogeneous mass of smart people who were on the map and offer them space to get to know each other personally. At the gala dinner, we also featured a video of social innovators, which became the most shared video of the year on the Pontis Foundation's fanpage in 2016 with more than 300 releases. In the evening, a discussion featuring guests such as Lenka Surotchak from the Pontis Foundation, Michaela Jacová from the Neulogy Ventures, Martin Filka from the Ministry of Finance of the Slovak Republic, Olga Shiroboková from Ashoka and Mateja Ftáčnik from The Spot took place. They were discussing who the social innovators are, how they can contribute to society and how we can use their potential. Pro Bono Micro Marathon was also part of the evening, where the participants were giving advice to three social innovators – Štefan Straka from Svatobor, Ingrid Kosova from Quo Vadis and Marián Kasan from the K&F Project on how to deal with challenges they are currently facing. The Pontis Foundation created the map of social innovators in

cooperation with the Ashoka organization in order to map people who are changing Slovakia for the better. The map of social innovators includes almost a thousand people, who are significant carriers of positive change in three areas – education, social inclusion and active citizenship.

The social innovators' happening

During the Pro Bono Marathon and the social innovators' happening we introduced an online interactive version of the Map of Social Innovators in 2016. This is a launch version of the portal, whose aim is to connect innovators not only offline, but also online. We posted the map of social innovators at the www.inovatori.sk portal. In addition, we gave a series of interesting lectures on various topics for innovators during the Pro Bono Marathon. (Learn more in the Social innovators' happening section).

Cooperation with Ashoka

Each year, together with the international organization Ashoka, we are looking for innovators with unique approach to solving social problems which has the ambition to promote systemic changes in the specific area also beyond the borders of Slovakia.



Attorneys from bnt attorneys-at-law and Kinstellar opening the course entitled Legal Clinic for the Non-Profit Sector for the fifth time.

Pro Bono Attorneys

Within the Pro Bono Attorneys programme, we have been developing cooperation between attorneys, attorney's offices and people and non-profit organizations that need legal assistance, but cannot afford it for six years.

- We cooperate with the international PILnet organization – The Global Network for Public
- Interest Law: We are co-founders of the European Pro Bono Alliance

In 2016, we welcomed 5 new attorneys' offices and 2 self-employed lawyers. Thanks to free legal assistance, 19 legal entities (attorneys' offices or attorneys) we helped a record number of non-profit organizations to deal with 45 legal

cases. The programme undergone a change in its set-up and communication – we started to accept applications during the whole year, rather than quarterly and we focus mainly on wider systemic strategic cooperation. Regular applications are accepted on a half-year basis. Students deal with them within the course the Legal Clinic of the Non-Profit Sector at the Faculty of Law of Comenius University. We open our course every semester. Last year, thanks to 12 legal entities, we provided legal assistance to 15 non-profit organizations only via this activity. In addition, we started to work with a student legal counsel at the Comenius University. We shift cases to them for which lawyers do not have capacities as well as allow our members to supervise students in this counselling centre. We also decided to communicate this programme more intensely – all members have their own profile at the www.advokatiprobono.sk webpage. Moreover, we regularly publish articles on the success of lawyers included in the programme. As part of the strategic work in the programme, we started to address also the topic of early intervention. In cooperation with the Human Rights Forum, we organized a meeting of representatives of the non-profit sector and the state administration. We discussed the possibilities of engag-

ing lawyers in addressing the issue of the rights of children with disabilities in Slovakia.

Law students help pro bono

In cooperation with the Faculty of Law of the Comenius University, we opened an accredited optional subject called the Legal Clinic of the Non-profit Sector for the fourth time. Students have the opportunity to work with real clients (non-profit employees) on real legal assignments, under intensive lawyer supervision and to deal with cases of public-interest. The subject was completed in 2016 by more than 20 students who helped nearly 30 non-profit organizations. The law clinic of the non-profit sector combines the legal needs of non-governmental organizations, the education of future lawyers and the goodwill of lawyers and trainee lawyers. Students under the advocate's advice solve real problems of non-profit organizations. Depending on the severity of the case, they work in 2-4 member groups. They have a key role in delivering a specific output. Students thus helped centres that support people with disabilities or marginalized groups, environmental protection organizations, environmental education and so on. Students had an opportunity to focus on the area they are most interested in, try working with a real client and develop a relationship to provide pro bono help while still studying. The students were supervised by the law firm Kinstellar, bnt attorneys-at-law, DLA Piper and DELL.

Attorneys gave legal training to 65 non-profit organizations

Members of the Pro Bono Attorneys continued to give free legal training to non-profit organizations. In 2016, thanks to attorneys, up to 84 participants from 65 non-profit organizations received further legal education. Thanks to the acquired knowledge, they can further help their clients or improve proceedings within their organizations. Each organization was allowed to enrol free of charge in one or two trainings (provided there were still free places left) out of four. Based on the high interest in the topic of protection of personal data, participants could choose from two different trainings in this area. Non-profit organizations received knowledge on the legal bases of the Personal Data Protection Act, attorneys named the differences between the obligations of the operator and the intermediary and explained key aspects of basic security measures for the protection of personal data. During the second training, lecturers provided practical legal advice on the regular issues encountered by non-governmental organizations during their operations, including the possibility of doing business in the non-profit sector, information on public procurement, labour law and statutes of individual legal

forms. Further training was devoted to the subject of intellectual property rights. Non-profit organizations were advised by lawyers how to publish and distribute various articles, publications, photos and other author's works. The fourth area that lawyers were dealing with were executions – how to communicate with the bailiff, what are the possible procedures in the lawsuit and what are the rights of a person in debt and what they can do to overcome them.

Legal assistance to homeless people

Within the Pro Bono Attorneys programme, we have been giving expert assistance to solving the issue of homelessness in Slovakia since April 2014 in cooperation with several non-profit organizations. In 2015, we decided to extend pro bono help directly to homeless people. In March 2016, we managed to open a low-threshold legal clinic in the premises of three civic associations which help homeless people: Proti prídu, civic association – publisher of the Nota Bene magazine, Vagus civic association and the Saint John of God Brothers Hospitalier. In 2016, five attorneys provided assistance to eight homeless people within the legal clinic. In the area of homelessness, however, the biggest success was the adoption of the Bankruptcy and Restructuring Act, which was the result of several years of efforts by the group dealing with the issues of homelessness. Its most active members are Silvia Belovičová from the Squire Patton Boggs attorney's office, Martin Provazník from the bnt attorneys-at-law and Ivan Lorenc from Proti prídu civic association, publisher of the Nota Bene magazine. This year, this cooperation won honorary recognition at Via Bona Slovakia Awards and was among the five finalists of the European Pro Bono Awards, awarded by the international organization PILnet.

Members of the Pro Bono Attorneys in 2016:

Accace Legal	Marton & Partner
Allen & Overy	Miškolci Legal
bnt attorneys-at-law	Relevans
DELL	Schönherr
Dentons	Squire Patton Boggs
DLA Piper	White & Case
Hillbridges	Mgr. Eva Braxatorisová
Kinstellar	Mgr. Gabriela
Krivak & Co.	Hornáčková
Lexpert	Mgr. Miroslav Kriak



Almost 7 tonnes of clothes and other supplies went to refugees, the homeless and families in need.

Engage

In the field of corporate volunteering, the Engage Group is active in Slovakia. It is an international network of well-known and socially responsible companies that develop different forms of employee engagement.

The autumn ENGAGE donation with a record outcome

19 organizations took part in the autumn garnering of clothes and necessities organized in cooperation with businesses within the Engage group. The earnings of this donation went to Bratislava, Nitra, Žilina, Jelšava, Orava, Humenné, Sečovce, Šamorín and many other towns and villages in Slovakia. Together we have managed to garner almost 7 tons of clothing and supplies. All of the donated things were then distributed among 16 non-profit organiza-

tions which will deliver them to people in need within their facilities and environments.

The employees of these 19 organizations we involved:

Allen & Overy, Accenture, Citibank, Dell, Foxconn, Hewlett Packard Enterprise, Honeywell Bratislava, IBM, Kia Motors Slovakia, Kinstellar, Orange, Philip Morris Slovakia, PricewaterhouseCoopers Slovensko, Samsung, Slovak Telekom, Slovenské elektrárne company and Tatra banka bank. The Ministry of Finance of Slovak Republic and Pontis Foundation also contributed.

We gifted these 16 organizations:

Civil Association Ain Karim – Šamorín, Civil Association Vagus, Slovak Humanitarian Counsel, Crisis Center Dúha, Domov sv. Jána z Boha association, Dom svitania Jakubov association, Community Center Jelšava, Gaudeamus association, Primary School Muránska Dlhá Lúka, Domov pre každého association, Civil Association Persona, Black white horse, Community Center na Predmestí, Diecézna charita Žilina charity, Úsmev ako dar association – Nitra branch and Pokoj a dobro – pomoc utečencom association.



Proceeds from the collection went to Bratislava, Nitra, Žilina, Jelšava, Orava, Humenné, Sečovce, Samorín, and many other towns and villages in Slovakia.



We collected especially autumn and winter clothing and footwear for the clients.

Non-profit organizations were gifted with:

5,477 kg

of clothing
for children
and adults

342 kg

of drug-store
goods and kitchen
necessities

543 kg

of house textiles
and bed
sheets

409 kg

of sport, school
and relaxing
necessities

128 kg

of creative material
for manufactories
and other
necessities

Members of Engage in 2016

Allen & Overy
Slovenské elektrárne
Foxconn Slovakia
Honeywell
Hewlett-Packard Enterprise

IBM
Kia Motors Slovakia
KPMG
Orange Slovensko
PWC

Samsung
Slovnaft
Slovak Telekom





Development Cooperation Abroad

A very important part of our work also involves supporting active citizenship, rule of law and good governance, interconnecting sectors abroad, promotion and integration of global education, fighting poverty through entrepreneurship, and awareness-raising on issues related to development cooperation. Through cooperation with partners abroad, we share Slovakia's experience in building a democratic society and a community of responsible citizens and companies. Our projects have been implemented primarily in Kenya, Georgia, Belarus, Moldova, and northern Kosovo. For example, in Kenya, we help young people acquire practical digital and entrepreneurial skills, and support them at realising their own business ideas. Thanks to these skills they may once grow into qualified and responsible employees and experienced entrepreneurs, who care for the sustainable development of their country. In other countries, we support activities of non-governmental organizations focused on combating corruption, promoting transparency, developing corporate social responsibility, and consolidating active citizenship.



The conference speakers also discussed how to improve the coordination of development and humanitarian.

International Conference Development and Democracy

The international conference Development and Democracy is a major event in the field of development in our region.

In 2016, the conference was very special thanks to the Slovak presidency of the Council of the European Union. The topics of the conference were adapted to the priorities of the presidency. At the international conference Development and Democracy, topics such as Sustainable Development Goals, Migration and Innovation were discussed. The conference was held on October 27, 2016 at the premises of the Ministry of Foreign Affairs and European Affairs of the Slovak Republic under the auspices of SK PRES in the

Council of the EU. The programme of the conference was attended by 39 experts and moderators.

The main speaker of the conference was Alaa Murabit, one of the most inspirational women today. She dedicated her speech to securitization, gender equality and complexity of problem solving. Mrs. Murabit is the founder of the organization Voice of Libyan Women and she is the youngest UN Global Sustainable Development Goals Advocate. In March 2016, she was elected High-Level UN Commissioner on Health Employment and Economic Growth. Mrs. Murabit attended the conference as a speaker within the Kapuscinski Development Lectures programme, a joint initiative of the European Commission, the United Nations Development Programme and the Pontis Foundation. After the conference, we published conference papers containing academic and non-academic writings of the authors.



The keynote speaker at the conference was Alaa Murabit.



The conference was attended altogether by over 150 guests.

NGO Leadership Workshop

In cooperation with the University of Michigan and the William Davidson Institute, we organized the second NGO Leadership Workshop.

As a part of our foreign co-operation programme, we are focusing on strengthening citizen participation, as well as systematically building civil society capacities to increase their professionalism, sustainability and ability to promote

citizens' interests in decision-making process. In 2016, we continued with intensive five-day training in Bratislava.

Our workshop, held on December 6-9, 2016, was attended by 25 non-governmental sector representatives from Central Asia, Eastern Europe, the Balkans and North Africa. Participants improved in organizational management, HR, PR, marketing, organization of advocacy campaigns and fundraising. Top trainers – Tracy Tuten, Linda Gasser, John Beauclerk and Pavol Demeš came from the United States of America, Great Britain and Slovakia. In addition to an intensive training programme, the workshop also provided a great opportunity for networking and building new partnerships.



Sote Hub members.

Kenya

In Kenya, we help young people from all social classes to acquire practical digital and business skills as well as to start their own business. Thanks to that, they can become qualified and responsible employees in the future or experienced entrepreneurs who care about the sustainable development in their country.

Sote Hub

Sote Hub, an incubator for launching business for graduates of our IT clubs and the wider public, supported 6 start-up

teams during its first year. In 2016, it had already 200 members. Throughout the year, workshops for graduates and tours for schools were held regularly. Altogether, we organized 25 innovative events and trainings in Sote Hubs in 2016. One of these was for example the Sports Innovation competition, which was also carried out in collaboration with the Hype Foundation and Strathmore Business University.

Start-up competition

In July, we organized the Sote Hub Launch in Sote Hub, which featured 16 start-up ideas. The International Jury (iHub, Swahilibox, ITkonekt Serbia, the Pontis Foundation) selected 4 start-ups which received "seed capital" in the amount of EUR 2,000 and joined the half-year incubation programme. The second round of the start-up competition took place in December featuring 14 business ideas. People from different areas of business from the producers of hipster backpacks, designers of a mineral water brand or even a dress, up to the ideas for ticket sale or competing Airbnb were intro-



Sote Hub members also began improving their skills in digital fabrication and programming.

duced. The jury selected 4 start-ups that will be helped by our Kenyan colleagues in the incubation process and in improving marketing and prototypes of their products. In December, we celebrated the first year of the functioning of Sote Hub and we organized four-day training. The method of work in the start-up was introduced to our Kenyan members by Maroš Korínek, a Slovak working in the London Funding Circle, based on his experience with working in three British start-ups and the establishment of a programming school for refugees. The training was dedicated to teamwork, project management and the basics of programming.

Training Companies Trade Fair

In cooperation with our Kenyan partners, we were able to organize the second trade fair of training companies, which took place in July 2016 in the city of Voi. It was attended by pupils from 12 schools, who presented 26 training companies altogether. John Mrutu, the Governor of Taita Taveta county, also participated in the fair. He delivered a speech

and later promoted the trade fair via Facebook channel of the region.

A volunteer in Kenya

From April to June, our volunteer Eva Kis Lengyelová was sent to Kenya again. She was mentoring primarily graduates and two new schools involved in the project.

Visits of Slovakia

In May, four Kenyan Sote Hub members went on a study trip to Slovakia. Lucia Muthoni and Elizabeth Njoki are launching their Redecor and Recycle Africa projects. They are engaged in the recycling of plastics for the production of refills in 3D printers and recycling of electronics. During their study trip in Slovakia, they visited Fab Lab, Orange Lab and several companies dedicated to digital fabrication and clean technology. Other participants of the study tour, Gift Mtambo and Robert Mburu, are opening a creative agency called Rogi Designs.



Jakub Šimek and Ivana Uličná from Pontis Foundation with the members of Sote Hub.

In Slovakia, during an intensive five-day internship, Azylo agency from Liptovský Mikuláš taught them strategy and brand communication principles.

All four Kenyans who visited Slovakia are also former graduates of the Sote ICT programme, through which the Pontis Foundation has supported the establishment and operation of training firms and IT clubs at twelve high schools in Taita Taveta in Kenya. As a part of their study trip, they presented not only their experience with training companies during their studies, but also the start of their own business in Sote Hub at three Slovak secondary schools. Kenyan girls introduced Sote Hub to the second year students in Nevädzová Business Academy in Bratislava, and also showed them videos from a trade fair of their training companies. They were dealing with business cases together. Members of Sote Hub received a detailed overview of the functioning of training companies and projects at the largest business academy in Slovakia. The boys from the Rogim Designs agency visited a hotel academy in Liptovský Mikuláš, where they got acquainted with local training companies and the functioning of the hotel academy. Gift and Robert presented Slovak pupils how they started their creative agency Rogim Designs and gained their first clients. In addition,

Kenyans also visited the 0100 Ventures, an upcoming start-up hub, which operated by Slovaks with experience from investment firms in Asia. Kenyans had an opportunity to practice a presentation for investors and discuss possible cooperation. Previously, they also visited Connect Coworking, Eastcubator and Impact Hub and attended the CEE CSR Summit, where they met many international speakers and learned how to do business not only successfully, but also responsibly.

In autumn, three Kenyan teachers and mentors of the training companies – Duncan Mwaghadhi from Voi Girls Secondary, Amosa Nyameino from Kasigau Girls and Ezru Onchwari from Kajire Secondary visited Slovakia. Geoffrey Mwachari, startupper and Sote Hub member, as well as Joyce Nzova, our Sote Hub collaborator, also joined them. In November, the International Fair of Training Companies took place in Bratislava. In addition to surrounding countries such as Austria, Hungary and the Czech Republic, also Kenyan teachers came to compare their training firms. They prepared a joint presentation on the training companies of their pupils in Kenya. Prior to the fair, they had visited FabLab, where they attended a two-hour training course focused on the basics of digital fabrication.

Belarus

In Belarus, we support experts and promote responsible entrepreneurship.

Our partners from the Fond of Ideas organized in March the second CSR Awards, nominated by 16 companies with 21 nominations. The event was the last activity of the project of promoting responsible entrepreneurship and awareness raising, in Belarus. It was attended by over 200 people and the inspiration for the event is the Via Bona Slovakia award awarded by the Pontis Foundation since 1998 in Slovakia. Subsequently, the external evaluation of the project and other activities were directed by our Belarusian partners.

Development Education

We promote development education at universities and raise the public awareness of development themes.

We published the book “The Rise of the Reluctant Innovator”

This very current book of great importance enables the reader to gain insight into the functioning of the global social entrepreneurship. The book “The Rise of the Reluctant Innovator” features lively and stunning stories of ordinary people, who have dedicated their lives to solving problems and injustice which they could hardly imagine. Moreover, the book explains the essence of social innovation. It is an inspiring and essential book for everyone who cares about our imperfect, chaotic and beautiful world and believes in its countless possibilities. The author of the book, Ken Banks, who made a career shift from foreign banking to creating a brilliant communication tool for Africa, invites us for a trip through social innovation. The book was published within the UNIDEV project, thanks to which we brought many interesting speakers and experts from the area of global education to Slovakia. The target group of lectures were university students, as well as the expert and wide public.

Pontis Digest

We published five issues of our English expert magazine Pontis Digest. In the first half of the year, individual issues focused on the following topics: Women Empowerment Through Entrepreneurship, Innovation in Development: New Literacy and the Changemaker Generation and Civil Society in Russia. The fourth issue of the magazine was devoted to papers and interviews with speakers and panel guests who participated in our Democracy and Development Conference 2016. The fifth issue, entitled New Methods in Student Training Build Sustainable Entrepreneurship in Kenya, was aimed at our activities in Kenya.

Global University

In December, we launched a new development education project called Global University IV. The aim of this project is to institutionalize the first study programme on development and development cooperation in Slovakia, to increase capacities and expert skills of lecturers and to raise awareness of development topics for university students. Partners of this project are Comenius University, the University of Economics in Bratislava and the Slovak University of Agriculture in Nitra. At the latter one, we help to develop a large accreditation file for the first Development Studies programme.



A roundtable at the Development and Democracy Conference dealt with connecting non-governmental organizations in the Western Balkans with counterpart organizations in the EU countries.

Kosovo

In North Kosovo, we support the activities of non-governmental organizations in the area of active citizenship.

Projects supported within a small grant scheme

In 2016, as part of our Balkan Public Policy Fund, we launched a call for proposals for public policy analysis projects and advocacy activities for activists and analysts from Kosovo. The evaluation committee selected four projects that were supported financially and were also given consultations by Slovak mentors:

- Synergy Youth Educational Club – Economic situation of young people in North Kosovo
- Institute for Territorial Economic Development (InTER) – Support for local economic development in North Kosovo
- Platform for Analysis and Research – Giving Voice to North Kosovo: CSOs' Shadow Progress Report
- Individual researchers: Branislav Nesovic and Jovan Radosavljevic – Adherence of EULEX to the principles of local ownership in the process of implementation of its mission and goals in North Kosovo 2013

Summer School of Public Policy

In September, a summer school of public policy for grantees and NGOs from North Kosovo took place in Mitrovica. It focused on the themes such as the analysis of public policies and developing policy documents, policy cycle, advocacy activities, experience with interventions of the Ministry of Interior of the Slovak Republic to public policy in Slovakia, the specifics of the situation of North Kosovo and the impact on NGO's activities in this area and cooperation possibilities with think-tanks from Priština. Lectures from Slovakia shared their experience with civil society participation in public affairs and trainers from Kosovo presented their experience and possibilities of advocacy activities in Kosovo.

Visiting Slovakia

In October, we hosted grantees from North Kosovo who came to Slovakia for a study visit. It was focused on exchanging experience in specific areas of their activities, related to the themes of projects which we supported in the grant programme. Grantees from Kosovo met with representatives of civil society in Slovakia, among others, with Michaela Mudroňová from EPIC, Thomas Strážay from SFPA, Joseph Petráš, an expert on local politics and the author of the Transparent City project, Grigorij Mesežnikov and Marián Velsíc, analysts of Public Affairs and Henrik Markuš, representative of the Ministry of Foreign and European Affairs. Grantees and partners from the NGO Aktiv participated in the Development and Democracy Conference in Bratislava. At the panel roundtable, they delivered speech on the topic of the EU accession process in the Western Balkans.



A discussion with our Georgian partners during the Responsible Business Week.

Georgia and the Eastern Partnership

In Georgia, Belarus and V4 countries, we strive to promote the principles of responsible entrepreneurship and sector cooperation through pro bono services.

Within this project, our partners from Georgia, Ukraine, Belarus and the V4 region participated in the CEE CSR Summit 2016 in Bratislava. They also took part in the discussion on responsible entrepreneurship in the EU and its neighbouring countries, which was part of the Responsible Business Week programme. The summit also welcomed the representative of the European Commission. In July, the CSR Summer School in Georgia took place and it was attended by 25 business, media and non-government representatives. Three-day intensive training was conducted by trainers from Slovakia, Hungary, Poland and Georgia. Topics of the Summer School were challenges and opportunities in the field of responsible entrepreneurship within the EU-Georgia Association Agreement, especially in the area of employers and working conditions, environmental protection and customer relations through responsible communication. In October, our Georgian partner organized the creative Pro Bono Marathon, inspired by the Pontis Foundation's event in Slovakia. In November, a training course on responsible communication for Georgian companies and the media was held

in Tbilisi, which was also supported by the Ministry of European Integration of Georgia and the Embassy of the Slovak Republic in Tbilisi. Responsible communication training for companies and the media was led by our long-time partner, Thomas Kolster of the Goodvertising. We also participated in various public events on responsible entrepreneurship in V4 countries. In November, a public event, the CSR Club: TEDx Talk and Discussions on Corporate Volunteering topics was held in Prague. In Warsaw, an event for expert public and companies was held on the topic of new requirements for non-financial reporting of companies. It was organized by the Odpowiedzialnego Biznes Forum. In February, a large meeting of responsible companies – members and partners of our partner organization from Hungary – KÖVET took place in Budapest.



The discussion was held in Impact Hub in Bratislava.





Financial Report

Pontis Foundation relies on various sources of funds, which it subsequently redistributes among non-profit organizations and individuals.



BALANCE SHEET as of 31. 12. 2016 (EUR)

Assets		Accounting period			Preceding accounting period
		Gross	Correction	Net	
A. TOTAL NON-CIRCULATING ASSETS		615,046.91	277,159.61	337,887.30	348,437.06
1.	LONG-TERM INTANGIBLE ASSETS	147,357.00	103,475.92	43,881.08	48,749.62
	Software	147,357.00	103,475.92	43,881.08	23,849.62
	Purchase of long-term intangible assets	-	-	-	24,900.00
2.	LONG-TERM TANGIBLE ASSETS	467,689.91	173,683.69	294,006.22	299,687.44
	Buildings	410,547.55	121,123.83	289,423.72	299,687.44
	Separate movable assets and items of movable assets	4,680.00	97.50	4,582.50	-
	Means of transport	-	-	-	-
	Small long-term tangible assets	52,462.36	52,462.36	-	-
	Obstaranie dlhod. hmotného majetku	-	-	-	-
B. TOTAL CIRCULATING ASSETS		3,083,051.73	-	3,083,051.73	2,614,163.01
3.	SHORT-TERM RECEIVABLES	573,589.07	-	573,589.07	715,563.77
	Receivables from customers	7,025.00	-	7,025.00	53,271.30
	Other receivables	566,401.14	-	566,401.14	662,292.47
	Tax receivables	-	-	-	-
	Other receivables	162.93	-	162.93	-
4.	FINANCIAL ASSETS	2,509,462.66	-	2,509,462.66	1,898,599.24
	Cash	6,541.40	-	6,541.40	3,225.32
	Bank accounts	2,502,921.26	-	2,502,921.26	1,895,373.92
C. TOTAL ACCRUALS AND DEFERRALS		103,739.78	-	103,739.78	44,172.79
1.	Deferred expenses	103,739.78	-	103,739.78	44,172.79
	Deferred revenues	-	-	-	-
TOTAL ASSETS		3,801,838.42	277,159.61	3,524,678.81	3,006,772.86
Liabilities		Accounting period			Preceding accounting period
		Gross	Correction	Net	
A. TOTAL OWN RESOURCES		2,600,257.50	-	2,600,257.50	2,090,426.54
1.	Equity and Funds	2,582,571.80	-	2,582,571.80	2,032,066.33
	Equity capital	155,027.67	-	155,027.67	155,027.67
	Funds created under a special regulation	2,427,544.13	-	2,427,544.13	1,877,038.66
2.	Funds of the accounting unit - other	-	-	-	-
	Other funds	-	-	-	-
3.	Profit/loss for the past period	58,360.21	-	58,360.21	36,899.43
4.	Profit/loss for the accounting period	- 40,674.51	-	- 40,674.51	21,460.78
B. TOTAL FOREIGN RESOURCES		100,035.30	-	100,035.30	39,434.87
1.	STATUTORY RESERVES	5,876.76	-	5,876.76	4,111.58
	Short-term reserves	5,876.76	-	5,876.76	4,111.58
2.	LONG-TERM PAYABLES	153.53	-	153.53	324.40
	Payables to social fund	153.53	-	153.53	324.40
3.	SHORT-TERM PAYABLES	93,984.09	-	93,984.09	34,998.89
	Payables to customers	90,847.78	-	90,847.78	26,013.99
	Payables to employees	87.98	-	87.98	310.40
	Settlement with social security institutions	-	-	-	-
	Tax payables	3,048.33	-	3,048.33	8,674.50
	Other payables	-	-	-	-
4.	BANK SUBSIDIES AND LOANS	20.92	-	20.92	-
	Long-term bank loans	-	-	-	-
	Current bank loans	20.92	-	20.92	-
C. TOTAL ACCRUALS AND DEFERRALS		824,386.01	-	824,386.01	876,911.45
	Deferred expenses	-	-	-	-
	Deferred revenues	824,386.01	-	824,386.01	876,911.45
Total OWN AND FOREIGN RESOURCES		3,524,678.81	-	3,524,678.81	3,006,772.86

PROFIT AND LOSS STATEMENT as of 31. 12. 2016 (EUR)

Account number	Expenses	Activity			
		Main non-taxable	Taxable business	Total	Preceding accounting period
501	Material consumption	66,403.72	10,344.26	76,747.98	61,657.87
502	Energy consumption	2,106.94	-	2,106.94	1,983.82
511	Repairs and maintenance	1,111.32	-	1,111.32	16,290.46
512	Travel expenses	12,413.20	62.93	12,476.13	20,780.50
513	Representation expenses	35,145.99	-	35,145.99	52,694.05
518	Other services	1,013,298.79	176,825.53	1,190,124.32	962,301.56
521	Salary expenses	214,535.10	7,493.30	222,028.40	190,033.72
524	Statutory social and health insurance	66,700.22	8,821.73	75,521.95	62,953.56
527	Statutory social expenses	3,713.10	-	3,713.10	3,132.37
528	Other social expenses	124.83	-	124.83	132.77
538	Other taxes and fees	3,113.94	-	3,113.94	2,753.10
541	Contractual penalties	-	-	-	6.00
542	Contractual penalties and fines	44.36	-	44.36	-
544	Interests	0.20	-	0.20	1.37
545	Currency exchange losses	19,833.74	-	19,833.74	10,808.39
549	Other other expenses	6,492.45	-	6,492.45	7,336.11
551	Depreciations of long-term assets	35,876.09	1,089.00	36,965.09	42,964.89
556	Creation of funds	279,028.34	-	279,028.34	-
558	Creation and settlement of correction items	-	-	-	- 30.00
562	Contributions provided to other accounting units	792,179.81	-	792,179.81	688,879.08
563	Contributions provided to natural persons	382.76	-	382.76	800.00
565	Contributions provided from tax assignment	979,935.76	-	979,935.76	2,839,241.24
567	Contributions provided from public collections	339,890.75	-	339,890.75	427,601.28
Accounting class 5 in total, total expenses		3,872,331.41	204,636.75	4,076,968.16	5,392,322.14
Account number	Revenues	Activity			
		Main non-taxable	Taxable business	Total	Preceding accounting period
644	Interests	-	546.56	546.56	279.05
645	Currency exchange gains	17,767.30	-	17,767.30	33,080.10
646	Received donations	-	-	-	14,921.72
649	Other other revenues	150,571.42	205,240.99	355,812.41	267,997.83
651	Revenues from the sales of long-term tangible assets	-	2,000.00	2,000.00	-
656	Yields from the fund	611,755.31	-	611,755.31	350,484.27
662	Contributions received from other organizations	1,406,130.25	-	1,406,130.25	1,157,448.42
663	Contributions received from natural persons	18,735.09	-	18,735.09	22,562.96
665	Contributions received from tax assignment	1,322,814.13	-	1,322,814.13	3,087,481.76
667	Contributions received from public collections	301,536.42	-	301,536.42	479,790.98
Accounting class 6 in total, total revenues		3,829,309.92	207,787.55	4,037,097.47	5,414,047.09
Pre-tax profit/loss		- 43,021.49	3,150.80	- 39,870.69	21,724.95
591	Income tax	-	721.65	721.65	264.17
595	Additional income tax levies	-	82.17	82.17	-
Past-tax profit/loss		- 43,021.49	2,346.98	- 40,674.51	21,460.78

Endowment Funds in 2016 – Overview (EUR)

Name	As of 1.1.2016	Income	Expenditure	As of 31.12.2016	Note
Endowment Fund Pixel Federation v Nadácii Pontis	–	13,562.56	8,624.38	4,938.18	2% tax assignment
Endowment Fund PCA Peugeot at Pontis Foundation	59,955.00	24,315.00	61,202.32	23,067.68	2% tax assignment
Endowment Fund Telekom at Pontis Foundation	602,343.95	828,665.33	687,759.68	743,249.60	both from 2% tax assignment and contributions from companies
Endowment Fund Slovenské elektrárne at Pontis Foundation	98,367.16	267,338.21	109,769.69	255,935.68	both from 2% tax assignment and contributions from companies
Endowment Fund Lidl at Pontis Foundation	399,752.33	536,003.67	310,178.66	625,577.34	both from 2% tax assignment and contributions from companies
Endowment Fund ZSE at Pontis Foundation	216,329.68	–	216,329.68	–	2% tax assignment
Accenture Endowment Fund at Pontis Foundation	75,606.41	226,265.27	197,395.35	104,476.33	both from 2% tax assignment and contributions from companies
Endowment Fund for Transparent Slovakia	32,933.33	275,973.52	220,267.00	88,639.85	both 2% tax assignment and contribution
Endowment Fund DELL at Pontis Foundation	15,198.91	20,313.42	15,198.91	20,313.42	2% tax assignment
Endowment Fund Embraco at Pontis Foundation	23,551.44	69,196.82	50,183.14	42,565.12	2% tax assignment
Endowment Fund Lenovo at Pontis Foundation	13,041.57	24,104.77	22,200.00	14,946.34	both from 2% tax assignment and contributions from companies
Endowment Fund PwC at Pontis Foundation	11,787.44	45,433.18	37,614.44	19,606.18	2% tax assignment
Endowment Fund dm drogerie markt at Pontis Foundation	6,059.30	41,973.72	39,326.12	8,706.90	both from 2% tax assignment and contributions from companies
Endowment Fund Honeywell at Pontis Foundation	6,500.82	4,094.63	9,500.82	1,094.63	2% tax assignment
Endowment Fund MOBIS at Pontis Foundation	65,764.80	76,931.20	65,764.80	76,931.20	2% tax assignment
Fund AXA at Pontis Foundation	12,987.10	46,280.73	20,161.48	39,106.35	2% tax assignment
Fund LEAR at Pontis Foundation	5,536.00	–	5,536.00	–	2% tax assignment
Fund Strabag at Pontis Foundation	–	95,201.18	12,000.00	83,201.18	2% tax assignment
Fund Johnson Controls at Pontis Foundation	–	92,771.18	4,488.30	88,282.88	2% tax assignment
Fund UNILEVER at Pontis Foundation	–	13,705.57	–	13,705.57	2% tax assignment
Public collection fund at Pontis Foundation "Heart for Children" 1.1.2015 – 31.10.2015	120,194.77	–	120,194.77	–	public collection
Public collection fund at Pontis Foundation "Heart for Children" 1.1.2015 – 15.10.2016	16,505.72	91,974.64	87,798.15	20,682.21	public collection
Public collection fund at Pontis Foundation "Heart for Children" 16.10.2016 – 30.09.2017	–	80,210.44	160.91	80,049.53	public collection
Public collection fund at Pontis Foundation "Great Country" 1.1.2015 – 30.11.2015	76,909.20	–	76,909.20	–	public collection
Public collection fund at Pontis Foundation "Great Country" 1.12.2015 – 31.12.2015	17,713.73	–	17,713.73	–	public collection
Public collection fund at Pontis Foundation "Great Country" Hearing-impaired child, foreign and other	–	42,883.67	12,908.39	29,975.28	public collection
Public collection fund at Pontis Foundation "Great Country" 1.1.2016 – 31.10.2016	–	75,884.76	67,056.75	8,828.01	public collection
Public collection fund at Pontis Foundation "Great Country" 1.11.2016 – 31.12.2016	–	33,853.25	188.58	33,664.67	public collection
Spolu	1,877,038.66	3,026,936.72	2,476,431.25	2,427,544.13	

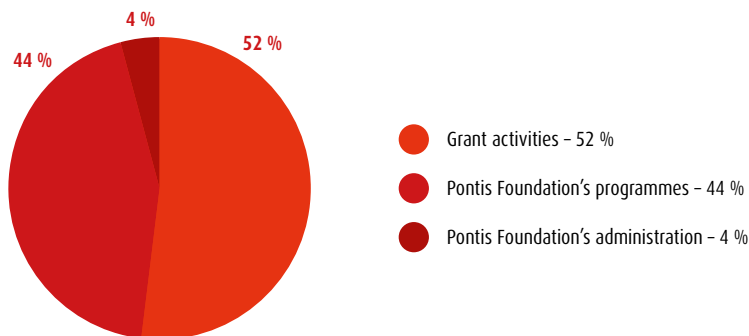
Overview of Costs Broken Down according to the Activities of the Foundation with Particular Focus on Administration Costs

Grant programme	2016	in %
Grant programmes from the Funds, other grants	1,522,823.24 €	37.34 %
Grants to children within the "Heart for Children" project	208,018.79 €	5.10 %
Grants to Slovak NGOs / "Great Country" project	131,986.96 €	3.24 %
Grants to foreign partners within the DDA / Belarus projects	71,989.87 €	1.77 %
Grants to foreign partners within the DDA / Balkans projects	51,999.18 €	1.28 %
Grants to foreign partners within the DDA / Kenya projects	46,459.42 €	1.14 %
Grants to Slovak NGOs / "Our City" and volunteering events	38,690.89 €	0.95 %
Grants to foreign partners within the DDA / Georgia projects	21,100.00 €	0.52 %
Grants to foreign partners within the DDA / Russia projects	12,295.61 €	0.30 %
Grants to foreign partners within the DDA / Moldova projects	6,642.36 €	0.16 %
Contributions provided to natural persons	382.76 €	0.01 %
Direct programme costs		
Grant programme – administration, monitoring, development	243,180.17 €	5.96 %
"Heart for Children" public collection – creation of funds/statutory accounting principles	172,185.08 €	4.22 %
Working group ENGAGE, "Our City", Corporate Volunteering	118,038.64 €	2.89 %
Business Leaders Forum – administration, BLF web, other activities	115,884.23 €	2.84 %
"Great Country" public collection – creation of funds/statutory accounting principles	112,951.73 €	2.77 %
Democratization and Development Aid – Development of Civil Society in Russia	98,340.01 €	2.41 %
Projects for the hearing-impaired from the Telekom fund: "Mobile Educator"	93,329.10 €	2.29 %
Via Bona Slovakia Awards for 2015 in 2016	95,775.96 €	2.35 %
Traffic education project from the LIDL Endowment fund (publication and distribution of educational brochure)	87,877.52 €	2.16 %
Heads Help, Pro Bono Attorneys, Ashoka	71,116.05 €	1.74 %
"Heart for Children" programme	66,633.15 €	1.63 %
Democratization and Development Aid – 6th Development Conference together with the Slovak Presidency of the Council of the EU 2016 project	64,452.83 €	1.58 %
Project from the ZSE fund – Renovation of Piešťany power plant	60,000.00 €	1.47 %
XIII Responsible Entrepreneurship Conference – CEE CSR Summit	58,684.89 €	1.44 %
"Great Country" programme	57,402.50 €	1.41 %
Democratization and Development Aid – Western Balkans	50,097.40 €	1.23 %
Democratization and Development Aid – Kenya project	43,888.72 €	1.08 %
Democratization and Development Aid – Global Education, UNIDEV	25,179.10 €	0.62 %
Democratization and Development Aid – Georgia project	24,498.00 €	0.60 %
Solving Homelessness "Pod Strechou" (Under the roof) project	21,793.55 €	0.53 %
"Major Donors" project	21,509.33 €	0.53 %
Democratization and Development Aid – Belarus programme	19,147.66 €	0.47 %
Other social projects within Corporate Philanthropy	15,054.21 €	0.37 %
Leadership Bootcamp project	34,730.76 €	0.85 %
Projects for the hearing-impaired from the Telekom fund: Online Interpreter	14,653.02 €	0.36 %
EduFund	11,060.53 €	0.27 %
Project from the Enel fund: "Eco-Municipality – Audits of Public Lighting"	9,327.40 €	0.23 %
Democratization and Development Aid – Moldova project	7,331.98 €	0.18 %
Administration costs		
Administration and development costs	151,259.38 €	3.71 %
Total	4,077,771.98 €	100.00 %

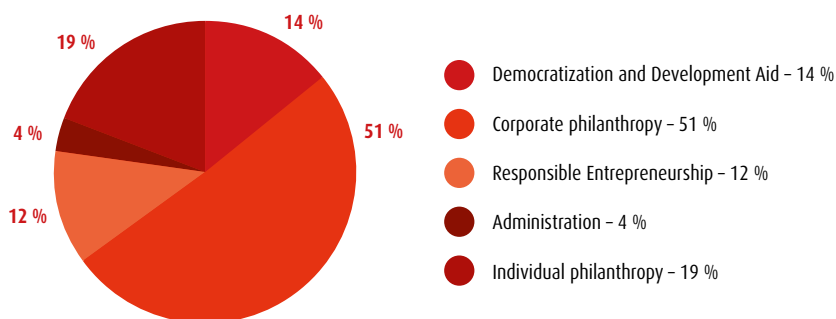
Overview of Revenues in 2016 Broken Down according to Type

Received tax assigned "2%" - used for projects and grants	2016	in %
Natural and legal person income tax assigned - 2%	1,322,814.13 €	59.0 %
Received contributions - grants, donations from organizations		
Slovak Aid grants - SAMRS and ZMOS for the projects of Democratization and Development Aid	403,301.02 €	5.7 %
Contributions received into endowment funds managed by Pontis Foundation from resources other than 2% tax assignment	293,287.04 €	6.2 %
Grant resources from the funds of USA, the Embassy of Denmark, the European Commission for the projects of Democratization and Development Aid	246,382.99 €	5.3 %
Contributions received for the Via Bona Slovakia project, the management of funds and the other activities of the Corporate Philanthropy pillar	152,600.00 €	1.0 %
Contributions received for the "Great Country" and "Heart for Children" projects	130,060.66 €	1.3 %
Contributions received for the Fund for Transparent Slovakia	108,056.04 €	0.2 %
Contributions received for Responsible Entrepreneurship projects, Via Bona Slovakia, "Our City" etc.	72,442.50 €	0.5 %
Revenues from activities:		
Revenues from activities: BLF membership fees, CR conference, CR education, Working group ENGAGE, "Our City", volunteering, Pro Bono Attorneys	298,450.58 €	2.2 %
Výnosy z aktivít: administrácia fondov a Fórum o firemnej filantropii, AsFin	54,728.34 €	0.7 %
Revenues from activities: other small	2,633.49 €	1.1 %
Other revenues from activities:		
Bank interests - current accounts	546.56 €	0.0 %
Currency exchange gains	17,767.30 €	0.6 %
Revenues from the sales of tangible assets	2,000.00 €	0.3 %
Yields from the use of the funds:		
Administration from the funds from the share of tax paid - 2%	199,316.42 €	4.0 %
Administration covered by the funds from donations	38,777.49 €	0.4 %
Projects covered by the funds from the share of tax paid - 2%	26,363.22 €	1.2 %
Compulsory billing of public collections, revenues, the use of funds	347,298.18 €	1.0 %
Received contributions - donations from individuals		
Contributions received from natural persons	18,735.09 €	0.1 %
Received contributions - into a public collection		
Contributions received for "Great Country" donor portal projects	128,612.55 €	1.9 %
Contributions received for "Heart for Children" donor projects	172,923.87 €	7.2 %
TOTAL revenues	4,037,097.47 €	100.0 %

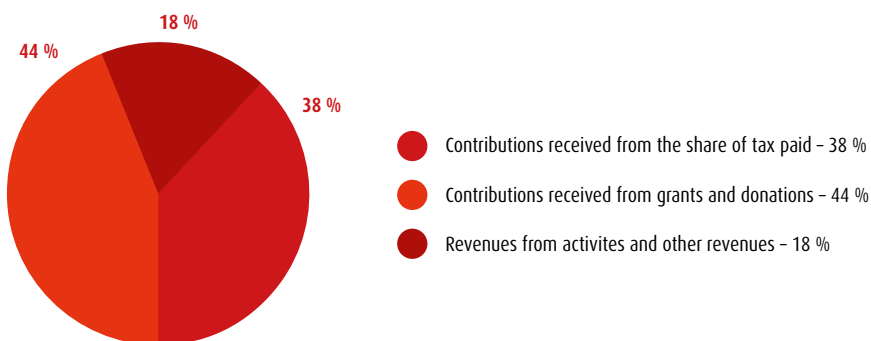
Division of Costs according to Type



Division of Costs according to Activities



Overview of Revenues in 2016 Broken Down according to Type



Donatios Received from Non-Profit Organizations and Public Institutions in 2016

Adam Mickiewicz University, Poland
Allen Overy Bratislava s.r.o.
Allianz
AXA a.s.
Azet a.s.
Best Shot s.r.o.
British Embassy in Slovakia
Competence Call Center Slovakia s.r.o.
ČSOB, a.s.
DM Drogerie Markt s.r.o.
Embraco Slovakia s.r.o.
ERSTE Stiftung
European Union, European Commission
EY, Ernst & Young k.s.
Florsad s.r.o.
GA Drilling a.s.
Genpact Slovakia s.r.o.
Giesecke & Devrient Slovakia s.r.o.
Global Giving
Hillbridges, s.r.o.

Horizont 3000, Austria
ING Bank N.V.
Johnson-Controls Bratislava, s.r.o.
Kaufland Slovak Republic
Lenovo (Slovakia) s.r.o.
LIDL a.s.
International Visegrad Fund
Metamorphosis Foundation, Macedonia
Mondelez EBSC, s.r.o.
ESET Foundation
Orange Foundation
Open Society Foundation OSF
Slovenská Sporiteľňa Foundation
Otto Bock Slovakia s.r.o.
Philip Morris Slovakia s.r.o.
The Slovak NGO Platform
Poistovňa Slovenskej Sporiteľne a.s.
Porticus Stiftung Austria
PriceWaterHouseCoopers, s.r.o.
Profesia s.r.o.

Ringier Axel Springer a.s.
RRiF plus družstvo, Slovensko
SAMIK o.z.
Slovak Fashion Council
Slovak telekom, a.s.
Slovak Agency for International Development Cooperation
Slovenské elektrárne, a.s. člen skupiny Enel
The Management System International, USA
The Mott Foundation, USA
The William Davidson Institute, USA
Trulink medical Technology s.r.o.
UNDP Regional Centre for Europe and the CIS, Turkey
US Department of State, USA
Východoslovenská energetika, a.s.
Yanfeng Slovakia Automotive s.r.o.
Association of Towns and Municipalities SR – ZMOS

Contributions Received from Tax Assignment from Companies in 2016

Asecco Solution a.s.
AXA a.s.
Azet a.s.
bnt attorneys-at-law, s.r.o.
Continental sro
DELL s.r.o.
DM Drogerie Markt s.r.o.
Embraco a.s.
Foxconn
Heineken Slovensko a.s.
Hewlett - Packard s.r.o.
Hillbridges, s.r.o.

Honeywell s.r.o.
Johnson-Controls Bratislava, s.r.o.
Kinstellar s.r.o.
Lear Corporation Senec a.s.
Lenovo (Slovakia) s.r.o.
LIDL a.s.
MOBIS a.s.
O2 Slovensko a.s.
PCA Peugeot Slovensko a.s.
PERI s.r.o.
Pixel Federation s.r.o.
Poistovňa Slovenskej Sporiteľne a.s.

PricewaterhouseCoopers Slovensko s.r.o.
Ringier Axel Springer a.s.
Slovak Telekom, a.s.
Slovakalco a.s.
Služby inžinierskych stavieb a.s.
Slovenské elektrárne, a.s.
Strabag s.r.o.
Topvar a.s.
Unilever Slovensko s.r.o.
Východoslovenská energetika a.s.
Websupport s.r.o.

Gifts from Individuals

We thank all the individuals who have assign 2 percent of their taxes to the Pontis Foundation. In 2016, the Pontis Foundation has obtain tax assignation from individuals worth EUR 18,580.56.

We thank all the volunteers who helped us within our boards, advisory committees, evaluation committees,

or volunteered to participate in any of the Foundation's projects.

We thank all the donors who contributed to the Good Country Collection and the Children's Heart in 2016.

We thank all the donors who have contributed to the Fund for Trans-parent Slovakia.

Šimon Šicko
Ondrej Smolár

We thank all the individuals who provided the Pontis Foundation in 2016 financial donation.

Martin Kerekáč
Ondrej Gallo



Annual Report 2016

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