



ANNUAL REPORT 2015



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About Pontis Foundation

**Each year we are growing
in number**

Although we are relatively numerous, we all know each other. We admit that not all of us are in daily touch, and naturally, some know each other better than others. We are, however, a team and we love learning each other better at common events. Therefore, we organize and attend at least one teambuilding event a year. In 2015 we organized the teambuilding in the training centre in Zaježová.

We celebrated our 18th anniversary

In 1997 we established the Foundation for a Civil Society, which later became Pontis Foundation.





This is who we are

Pontis Foundation is one of the greatest grant-awarding and operating foundations in Slovakia. We support corporate philanthropy and corporate volunteering and promote responsible entrepreneurship and individual philanthropy. We assist companies in organizing their philanthropic activities and provide consultancy on developing a philanthropic strategy. We manage their endowment funds, through which the companies do their donation activities.

Besides corporate donorship, we also focus on developing individual philanthropy through the Dobrá krajina [Great Country] and Srdce pre deti [Heart for Children] programs. We work to develop corporate volunteerism with a group of companies which are members of Engage and organize the biggest event of corporate volunteering, Naše mesto [Our City]. We help non-profit organizations connect with corporate volunteers, who provide them with both manual and professional pro

bono help. We administer the association of responsible businesses Business Leaders Forum and organize the Via Bona Slovakia Award, which is given to companies for their philanthropic activities. We are also strategically involved in combating corruption and non-transparency. We share the experience Slovakia has acquired in the process of transformation and subsequent fight for an open democratic society with the Western Balkans and Eastern Partnership countries.

WE ARE ONE TEAM

37 people



help develop our vision at Pontis

32 % more



Our number is 32% higher than in 2011

29 : 8



women-men ratio at Pontis

In 2015 we hired 11 new colleagues



10 people left (3 of whom went on maternity leave)

Visit us



Since 2009 our office has been at Zelinárska 2 in Bratislava

Pontis Foundation's teambuilding in Zaježová.



Our educational programme Sote ICT in Kenya helps change the lives of hundreds of teachers and thousands of pupils at Kenyan secondary schools. We promote the foreign policy of Slovakia and the European Union, based on the values of democracy, respect for human rights and solidarity.

We adopted a vision of Pontis Foundation for 2020

Last year we spent a lot of time preparing our vision of where Pontis Foundation should be in 2020. An excerpt: *In Pontis Foundation we have never been afraid to think big and set ambitious goals. It is therefore our mission to change Slovakia into a great country, a place for free and responsible people, who improve their lives and the lives of others around them. We want a country which prospers but does so sustainably and is a good "global citizen". We want a country where people work on themselves, educate themselves, are active and able to find employment or start a business. We want a country with good and fair conditions for doing business, where the wise, the honest, the creative and the hardworking, and not oligarchs and corruption, prosper. We want a pleasant environment for the weak, the ill and the disadvantaged, who do not feel accepted here. We want a society which is tolerant of minorities and supports diversity.*



Pontis Foundation's team at Via Bona Slovakia Awards in the Refinery Gallery in Bratislava.

HOW DID WE USE 2% IN 2015?

67.45 %



€ 2,277,264.95

we supported projects of other Slovak non-profit organizations

25.81 %



€ 871,321.76

we funded our projects such as Great Country, Heart for Children, Via Bona Slovakia, Our City, Pro Bono Attorneys, Corporate Philanthropy Forum, etc.

6.72 %



€ 226,774.19

we used for the administration of grant schemes

0.03 %



€ 1,031.97

we used to cover our administration and operating costs

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.

**Beata Hlavčáková****Programme Director for Responsible Entrepreneurship (until June 2015)**

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

**Michal Kišša****Programme Director for Responsible Entrepreneurship (since July 2015)**

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.

**Monika Smolová****Programme Director for Corporate Volunteering and Pro Bono**

is responsible for the pillar of corporate volunteering and the association of companies Engage.

**Anka Podlesná****Programme Director for Individual Philanthropy**

is responsible for the pillar of individual philanthropy.

**Ivana Raslavská****Programme Director for Democratization and Development Cooperation Abroad**

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

**Daniela Snyder****Office Manager**

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

**Petra Nagyová****PR Manager**

is in charge of the foundation's communication with the outside environment and building relations with journalists.

**Simona Gembická****PR Manager (since September 2015)**

is the coordinator of the foundation's PR strategy and the web and the social network administrator.

Pontis Foundation's Board of Directors



Lucie Schweizer
Schweizer Legal
President



Michele Bologna
Slovenské elektrárne, Enel a.s.



Radoslav Derka
Consultant



Silvia Miháliková
SAV



Marcel Imrišek
ProRate s.r.o.



Vladimír Vaňo
Sberbank a.s.
membership expired on 15 March 2015

Pontis Foundation's Supervisory Board



Ľuboš Vančo
KPMG spol. s r.o.



Vladimír Vaňo
Sberbank a.s.
membership started on 16 March 2015



Jaroslav Košťálík
SLOVNAFT a.s.
membership expired on 8 October 2015

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

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



Dana Kotianová

Finance Assistant

is responsible for record keeping, invoice issuing and payments.



Miroslava Furjelová

Finance Manager (until April 2015)

is responsible for financial reporting for development cooperation projects abroad.



Adriana Petrová

Finance Manager (since April 2015)

is responsible for financial reporting for development cooperation projects abroad.



Corporate Responsibility Team



Beata Hlavčáková

Programme Director for Corporate responsibility (until June 2015)

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



Michal Kišša

Programme Director for Corporate responsibility (since July 2015)

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 the CEE CSR Summit and the BLF Newsletter.



Tatiana Čaplová

Programme Coordinator

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



Radka Halušicová

Programme Coordinator (since December 2015)

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



Corporate Philanthropy Team

**Pavel Hrica****Programme Director for Corporate Philanthropy**

is in charge of the pillar of corporate philanthropy.

**Ľubica Lukáčová****Programme Coordinator**

is the coordinator of the endowment funds of dm drogerie markt, Allianz, AXA, PSA Slovakia and Telekom.

**Norbert Maur****Programme Manager**

is the coordinator of the endowment funds of Accenture, Kia Motors Slovakia, ZSE, Allianz, PWC, Lidl, Embraco, Tesco, AXA, PSA Slovakia and the organizer of Fail Faire.

**Veronika Gilanová****Programme Coordinator**

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

**Ondrej Gallo****Programme Manager**

is the coordinator of the endowment fund of Slovenské elektrárne and the Fund for Transparent Slovakia.

**Barbora Pálešová****Programme Coordinator**

is the coordinator of the endowment funds of Lenovo, KIA Motors Slovakia, PwC and Accenture.

**Juraj Récky****Programme Manager**

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

**Linda Vladovičová****Assistant**

assists the corporate philanthropy team.



Corporate Volunteering and Pro Bono Team

**Monika Smolová****Programme Director for Corporate
Volunteering and Pro Bono**

is responsible for corporate volunteering
and the association of companies Engage.

**Monika Brošková****Programme Manager**

is in charge of the Hlavy pomáhajú
[Heads Help] programme and, in coopera-
tion with Ashoka, a support network for
social innovators.

**Lucia Borovská****Programme Manager**

is in charge of the Pro Bono Attorneys
programme.

**Marek Richter****Programme Coordinator**

helps organize Our City and a spring and
autumn collection of clothing in coopera-
tion with the Engage working group.

**Natália Blahová****Programme Coordinator**

helps organize Our City, the activities
of the Engage group and surveys of the
engagement of corporate employees.

**Martina Kolesárová****Programme Coordinator
(since December 2015)**

helps build a network of social innovators.

**Iva Králová****Programme Coordinator
(until February 2015)**

is in charge of volunteering programmes
for Hewlett-Packard and Poistovňa Sloven-
skej sporiteľne and organizes individual
volunteering events for companies.

**Jana Štefániková****Programme Coordinator
(until October 2015)**

coordinates volunteering programmes for
Hewlett-Packard and Poistovňa Slovenskej
sporiteľne and helps organize Our City.



Individual Philanthropy Team

**Anka Podlesná****Programme Director for
Individual Philanthropy**

is responsible for the pillar of individual philanthropy.

**Sandra Štasselová****Programme Coordinator**

helps develop the Great Country programme and the initiative of individual donorship.

**Katarína Turčanová****Programme Manager**

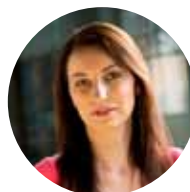
is in charge of the Heart for Children project.

**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.

**Judita Majerová****Programme Coordinator
(since October 2015)**

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.

**Jozef Melichár****Programme Coordinator
(until October 2015)**

works in the Heart for Children team, where he is responsible for relations with suppliers and providing technical support for the team.



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.



Michal Cenker

Programme Manager

(until September 2015)

is in charge of the programme of development education.



Simona Gembická

Programme/PR Coordinator

is in charge of the organization of the international conference Development and Democracy and PR for the democratization and development cooperation pillar.



Ivana Uličná

Programme Coordinator

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



Viktória Mlynárčíková

Programme Manager

is in charge of projects in the Eastern Partnership.

Thank you goes to all volunteers and interns who helped us in 2015

OUR INTERNS

Marek Paulovič
Barbora Černáková
Luba Hvizdošová

Adam Klizan
Linda Vladovičová
Veronika Rakovanová

Janka Danišová
Janka Desiatniková
Iveta Kelemecová

OUR VOLUNTEERS

Daniel Krošlák
Jana Mikudová
Johana Paluchová
Maryia Hushcha
František Paulíny
Ivana Vlachová
Anna Mravcová
Jozef Repiský
Jozef Ondáš
Dominika Sokolovská
Martin Dorko
Irina Adamova
Johana Mária Kollárová
Martin Karas

Andreas Fabián
Luba Hvizdošová
Marek Paulovič
Eva Kis Lengyelová
Elizabeth Ogurčáková
Veronika Šimonová
Barbora Černáková
Janka Kyselová
Simona Stašová
Carolina Guglielmetti
Miriam Kováčová
Lucia Novodomcová
Jana Bernatáková
Veronika Broulíková

Linda Vladovičová
Karla Wursterová
Michaela Marová
Elizabeth Ogurčáková
Jana Mikudová
Andrea Ratkošovská
Juraj Janto
Katarína Gazdíková
Michaela Majerová
Zuzana Šándorová
Katka Gallová
Ján Zúbrik
Július Horváth

12

interns

41

volunteers



The volunteer Janka Bernatáková, who had helped us set our internal processes throughout the whole year, attended the teambuilding in Zaježová.



Corporate Responsibility

We promote Corporate responsibility

In the long term we encourage companies to do business responsibly, to have a better attitude to their employees, customers, suppliers, community and environment and to play fair. We support various initiatives which help improve the quality of the business environment.



130
experts

met at CEE CSR Summit, the largest event
on responsible entrepreneurship in Central
and Eastern Europe

5
people

in team:
Michal Kišša
Slavomíra Urbanová
Beata Hlavčáková
Tatiana Čaplová
Radka Halušicová

9
awards

9 Via Bona Slovakia awards
and 2 certificates of merits
were presented

34
members

in Business Leaders Forum



Ján Lunter, the founder and owner of ALFA BIO, with Lenka Surotchak, the director of Pontis Foundation, at Via Bona Slovakia Awards, where ALFA BIO was awarded in the category of Responsible Medium-Sized Company.

We handed out the Via Bona Slovakia Awards for 2014

Also in 2015 we handed out prestigious Via Bona Slovakia Awards in 7 categories for the most inspiring projects in the area of corporate philanthropy and corporate responsibility.

The main awards were conferred to the companies ALFA BIO and Accenture. The gala evening in the Reinery Gallery in Bratislava was opened by President Andrej Kiska. 61 companies had been nominated.

The jubilee 15th year of the awards was ground-breaking. The highest number of small and medium-sized companies had applied, including Slovak companies without foreign participation. The awards were conferred during a gala evening entitled *Stretnutie s tichom* [Touching the Silence], which introduced an untraditional combination of light, music, dance and silence. It also involved deaf actors from Tiché Iskry Theatre.

VIA BONA SLOVAKIA in figures from 1998 to 2015

- We received 233 applications for the award and 772 nominations from companies.
- Altogether, we presented 98 awards and 35 certificates of merit.



The cycle courier service provider Švihaj Šuhaj received a Via Bona Slovakia Award in the category of Green Company.

WINNERS OF THE VIA BONA SLOVAKIA AWARDS FOR 2014

RESPONSIBLE BIG COMPANY FOR 2014

Accenture, Bratislava

The company, which provides professional services in management consulting, ICT and outsourcing, is also known for their active approach to promoting responsible entrepreneurship in Slovakia. Their strategy of corporate citizenship is built on five pillars: company management, support for and investment in education, care for the environment, employees and contractors. The company promotes the principles of integrity of conduct and zero-tolerance of corruption. Their code of conduct applies both to their employees and contractors. Their "Skills to Succeed" programme develops people's skills to enhance their employability on the labour market. In order to reduce their environmental footprint, they make more frequent use of computer technologies, seek alternative forms of travel and also support the sustainable development of contractors. They consider their employees to be their most valuable asset and create conditions for their work-life balance. They develop corporate donorship and volunteering. The company supported 90 organizations in 2014. In cooperation with Aptech Europe, they, for example, provided training for 41 unemployed, 22 of whom found employment by the end of the year.

In this category we also presented a Certificate of Merit for authentic interest and enthusiastic help provided to their community:

Partizánske Building Components-SK, Partizánske

Loyalty, mutual respect, innovations, involvement in local initiatives and thoroughness – these are the values of the Partizánske Building Components company, a manufacturer of roof lights, light tubes and roof hatches under the brand name of VELUX. The company aspires to be the employer of choice in the region. They have, for example, introduced chill-out rooms in all their

production halls and in their warehouse. Production employees rotate between at least 4 tasks during a shift so that the monotony of their work is reduced and their concentration levels increased. When selecting indirect material, contractors from Partizánske and the surroundings are given preference, which has a positive impact on employment in the Trenčín region. Their decision-making processes are transparent and in accordance with the company's code of conduct, which is reflected in employees' informedness of the management's decisions, hiring and contracting practices. The company supports local initiatives and contributes to the quality of life in the town.

An "Inspiring Approach" designation was conferred on these companies:

Volkswagen Slovakia, T-Systems Slovakia, VÚB

RESPONSIBLE MEDIUM-SIZED COMPANY FOR 2014

ALFA BIO, Banská Bystrica

Originally a small business operating in a family house, the company now also operates in Hungary, Poland and the Czech Republic. They take exemplary care of their more than 100 employees. This is attested to by the fact that as many as 31 % of employees have been working for the company for over 10 years. In addition, ALFA BIO thinks green. They have built their own well, which helps them reduce strain on the town's water reservoir in peak

seasons. They recycle and reuse water multiple times. In 2014 they installed an automatic large capacity press for paper and plastics. The company has had its own CNG station for over 10 years. Thanks to using natural gas vehicles, they have managed to reduce their CO₂ emissions by 25 % compared to petrol and up to 40 % of costs compared to conventional fuels. In order to improve their customer services, they introduced a call centre in 2014.

An "Inspiring Approach" designation in this category was conferred on these companies:

Bubo travel agency, VISIBILITY, SAShe

GREEN COMPANY

Švihaj Šuhaj Cycle Courier Services, Bratislava, Košice

Švihaj Šuhaj offers environment-friendly cycle courier services in Bratislava and Košice. Two years ago they came up with the idea of supplying establishments in the Bratislava pedestrian zone, which are otherwise supplied mostly by vans. The vehicles pollute air, make noise, damage pavement and threaten pedestrians. They most often transport coffee, cakes, drinks, fruit, vegetables, bread, coffee-makers, books and the like.

By riding bicycles, cycle couriers reduce CO₂ emissions in cities to zero. In this way, Švihaj Šuhaj cares for the environment and air quality in both cities and wants to expand to other towns and cities in Slovakia.



The winners of Via Bona Slovakia for 2014.

Marius Pedersen, a.s. – subsidiary Zvolen

The company uses cutting-edge technology to dispose of and recover waste. In the surroundings of Zvolen and Podpolanie they have started several volunteering activities aimed at fun environmental education of children and youth, or technical and professional assistance in removing illegal dumps. They started the first activities for children in 2007, when they cleared 1.5 km of a stream bed and removed and disposed of about 2 tonnes of waste free of charge. The range of practical activities gradually expanded to include educational talks, paper and plastic collection campaigns, excursions, competitions and other environmental activities. Besides children, they also involved adults in clearing illegal dumps. The programme is a volunteer activity of the employees of the subsidiary in Zvolen.

An “Inspiring Project” designation in this category was conferred on these companies:

Createrterra, GreenWay Operator, GutGut

GREAT EMPLOYER

DeutschMann Internationale Spedition, Trebišov

The east of Slovakia has suffered from a brain drain of young talent for several years. The transport company DeutschMann Internationale Spedition from Trebišov has created a system of education called “Progress Board”,

which at the moment provides as many as 600 training courses a year, employing only two staff. It can train up to 80 new staff a year for any position while providing continual training for all current employees. The result is that employees started to work on themselves intensively, have great performance results and better private lives.

Accenture, Bratislava

For Accenture, people are the most important asset. It desires to attract and keep the best of the best and therefore wants to offer top-class conditions to them. The company focuses on two areas: work-life balance and support for women. “Enjoy Your Life with Accenture” enables employees to select the time, place and way of work. It takes into consideration the life stage a particular person is in, no matter if it is a woman returning from a maternity leave, an employee working on a project abroad, or a colleague returning after a long-term absence. The company pays particular attention to the position of women. They account for almost 50% of the company's staff. The company's project “Skills to Succeed” responds to the global need to help people develop employability skills and skills for running one's own business.

An “Inspiring Project” designation in this category was conferred on these companies:

Deaf Brothers, GEVORKYAN, Krajšie bývanie, Modrý koník, Stredoslovenská energetika, U.S. Steel Košice, VÚB

FAIR MARKET PLAYER

Ten Senses, Bratislava/Nairobi

Ten Senses helps improve conditions for farmers in Kenya. In Nairobi, Kenya, it owns and runs a plant for processing macadamia and cashew nuts. The company thus reacted to the unfair conditions that Kenyan farmers had been exposed to. Due to their lack of knowledge, they had sold their produce at low prices. Ten Senses employs 300 women from a nearby slum in the factory, thus giving them a chance for a decent and secure job for the first time in their lives. Observing Fair Trade policies, it offers fair prices for the produce, long-term contracts and funds for the development of the community. The company started with coffee, which is roasted in Bratislava and is the only local fair trade coffee on the Slovak market.

An “Inspiring Project” designation in this category was conferred on these companies:

www.debnickari.sk, Pivovary Topvar, ProSenior Group

SUPPORTER OF VOLUNTEERING

No award in this category. The committee decided to present a Certificate of Merit for an effective pro bono legal solution to a problem in the Kopčany housing estate in Bratislava.

bnt attorneys-at-law, Bratislava

The attorneys' office provided several pro bono services last year. One of their successful projects was cooperation with the civic association Ulita, which works with children and youth from marginalized groups in Bratislava. The attorneys helped deal with a case of breach of contract by a contractor, who failed to complete the construction of a children's playground. Although the contractor started with the construction, they did not complete it despite having received a deposit payment. The company gradually stopped communicating with the association. Also for this reason, Ulita joined Pontis Foundation's Pro Bono Attorneys programme. Bnt attorneys-at-law took charge of the case due to its urgency. The construction company refused to commu-



The gala evening of Via Bona Slovakia Awards, entitled “Touching the Silence”, presented an untraditional combination of light, music, dance and silence.

President of the Slovak Republic Andrej Kiska appeared with Business Leaders Band during Via Bona Slovakia Awards.



nicate with the attorneys, but thanks to bnt's experience, the association succeeded in winning the case in court.

An "Inspiring Project" designation in this category was conferred on these companies:

**Johnson Controls International,
Mondeléz European Business Services
Centre**

GOOD PARTNER FOR THE COMMUNITY

**GlaxoSmithKline Slovakia,
Bratislava**

News about children's aggressive behaviour are increasingly common in the media. According to surveys conducted among teachers, children and parents at primary schools, bullying, aggression, teacher assaults and intolerance of difference cause the greatest concern. In order to respond to the alarming situation at schools, GSK came up with a project "Step Two", which helps children, with the assistance of their trained class teachers, learn to talk openly about and identify their emotions and distinguish between good and bad in ethics

MEMBERS OF THE EVALUATION COMMITTEES OF VIA BONA SLOVAKIA 2014

GREEN COMPANY

Monika Bandúrová, Andrej Kovarik,
Martin Kováč, Marcel Lauko, Peter Robl,
Hana Šímková, Jozef Vodička

GREAT EMPLOYER

Martin Bajanič, Boris Bukovský,
Tomáš Hasala, Marta Kahancová,
Roman Kurnický, Katarína Matulníková,
Ivana Molnárová, Jozef Ondáš

FAIR MARKET PLAYER

Martin Mazág, Petronela Ševčíková,
Radovan Pala, František Kočan,
Marcel Imrišek

SUPPORTER OF VOLUNTEERING

Juraj Bobula, Erika Dupejová,
Andrej Findor, Zuzana Gabrižová,
Marian Gliganič, Katarína Šujanová

GOOD PARTNER FOR THE COMMUNITY

Zora Bútorová, Daniela Danihelová,
Martin Filko, Igor Guttler, Eva Kováčová,
Monika Lacková, Katarína Schneiderová,
Juraj Smatana, Martin Vavrinčík

RESPONSIBLE SMALL/MEDIUM-SIZED COMPANY

Lukáš Bakoš, Gabriela Dubcová,
Peter Halák, Eva Hipšová, Ján Pallo,
Daniel Pitoňák, Martin Štrba

RESPONSIBLE BIG COMPANY

Michele Bologna, Zuzana Čaputová,
Andrea Danihelová, Andrea Ferancová-
Bartoňová, Pavel Sibyla, Marcela Šímková,
Tatiana Švrčková

lessons. The results have shown that thanks to the “Step Two” programme, children can manage their aggression and anger and deal with conflicts better and are also able to resist bullying. The programme is intended for kindergartners and junior primary school pupils. The project is overseen by a team of school psychologists from the civic association Prokreatis, who act as its guarantors. More than 155 schools have joined the programme, which means that if we take an average of 20 children per class, over 3,000 children (and their parents) from junior primary schools from all over Slovakia have been involved in the project.

Embraco Slovakia, Spišská Nová Ves

Embraco Slovakia is based in a region which is a gateway to the Slovak Paradise mountains. As they want this piece of natural beauty to continue to bring joy to everyone, the company takes environmental protection very seriously. In 2008 they started a grant programme aimed at environmental education – Embraco Ecology Award. While in the first years of the award they focused on primary schools in the district of Spišská Nová Ves, since 2012 they have also involved kindergartens. In this school year it was the first time that kindergartens from the whole district applied with their projects. It is becoming increasingly common that project applications go beyond environmental themes. They are not aimed at pupils only, but also at the community, and also address diversity and inclusion of pupils. During the six years of the award, Embraco has contributed EUR 32,289 to the projects of 20 primary schools and 6 kindergartens. Over 6,000 people in the district have been positively affected.

An “Inspiring Project” designation in this category was conferred on these companies:

Tatra banka, VÚB, Green Bike, Ing. Silvia Žabková – Agentúra Profívia, JUTEX SLOVAKIA, Pivovary Topvar

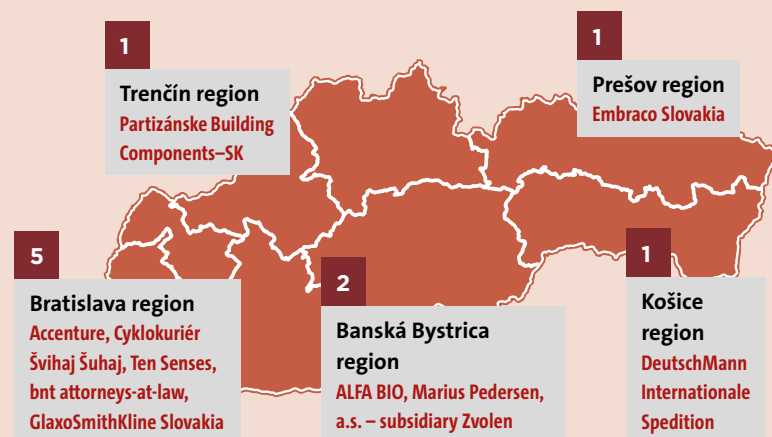
Pontis Foundation would like to express their gratitude to all partners who provided financial or in-kind support for the 15th Via Bona Slovakia annual awards.



THIS IS WHAT VIA BONA SLOVAKIA 2014 looked like:

- 23 business stories were shortlisted for the second round
- 9 awards and 2 certificates of merit were presented during the gala evening
- there were 49 jurors on the committee
- the gala evening was attended by 350 guests
- 4 partners (Slovenské elektrárne, Slovak Telekom, ZSE, VSE Holding)
- the main media partner: Hospodárske noviny
- over 30 media reports on Via Bona Slovakia (RTVS, Hospodárske noviny, Denník N, SME, Topky.sk, Stratégie, TASR, SITA, Slovak Spectator, Pluska.sk)
- Accenture was awarded in two categories: Responsible Big Company and Great Employer
- who was to receive the Public Award was decided by votes of readers of the Hospodárske noviny daily at HNOnline.sk
- the videos of nominees for the Public Award at HNOnline.sk received over 35,000 views
- the viral video of President Andrej Kiska from Via Bona 2014 was viewed by over 350,000 people (Facebook + Youtube); it received almost 10,000 likes and more than 3,000 shares from Facebook users

VIA BONA SLOVAKIA winners by region:





Over 130 responsible entrepreneurship experts met at CEE CSR Summit

CEE CSR Summit, the largest event on responsible entrepreneurship in Central and Eastern Europe, welcomed over 130 CSR experts, communications and corporate sustainability managers at the Waterworks Museum in Bratislava on 28 May 2015.

The event featured inspiring presentations by several interesting and internationally recognized speakers, including Miroslav Bárta, an Egyptologist and researcher from Charles University in Prague, Achim Lohrie, Director of Corporate Responsibility at TCHIBO, and Thomas Kolster, an international expert on sustainable communication and the founder of The Goodvertising Agency and Where-GoodGrows. The principal themes of the event were circular economy (Cradle to Cradle principles), collapse of civilizations and communication as a tool of enhancing brand reputation. The participants were also able to have discussions with experts in

two parallel sessions. Piero Pelizarro, an expert on adaptation policies and resilience to climate change from Acclimatise and the founder of Climalia, was the keynote speaker in the session on climate change. Georg Shoen, Co-Country Director of Ashoka Austria, introduced the participants of the second session to social innovations and entrepreneurship. Inspiring presentations, both during the Summit and during the one-day workshop *The Pathway to Responsibility*, were also given by representatives of BLF members, in particular Accenture, GSK Slovakia, Orange Slovakia, Pivovary Topvar, Slovenské elektrárne and Tchibo.

CEE CSR SUMMIT in figures:

1	day
135	participants
18	speakers
6	representatives of member companies BLF among speakers
12	partners

The accompanying events of CEE CSR Summit were held during Responsible Business Week

The accompanying events of CEE CSR Summit started on 25 May with *Crash-Course on Responsible Entrepreneurship*, led by Beata Hlavčáková, the former executive director of BLF, and Michal Kišša, the current executive director of BLF.



The workshop “Starting with Responsible Entrepreneurship” included a talk by Drahomíra Mandíková from Pilsner Urquell.

The event, held in the premises of Connect Coworking, was attended by about 40 participants, who learnt that responsible entrepreneurship is not a luxury that can be afforded only by big corporations. How to create a vision which will lead to achieving a larger goal and how to communicate one's responsible entrepreneurship practices to customers were topics discussed at the second event on 29 May which we had organized for the public within Responsible Business Week. The enthusiastic participants had the possibility to enjoy interesting presentations by foreign speakers: Robert Schäfer from MnM Institute in Australia and Thomas Kolster from The Goodvertising Agency.

ACCOMPANYING EVENTS in figures:

- Over 60 participants
- 2 lectures/discussion on:
 - Do you want to be successful? Do business responsibly.
 - Is marketing from Mars and responsible entrepreneurship from Venus?





The meeting of BLF in March 2015.

Together with the Business Leaders Forum association, we promote principles of corporate responsibility

The activities of the association and its members were promoted at several professional events, which facilitated the dissemination of information on fairness in business and particular examples of leaders in responsible business. The end of the year brought several changes. The association's regulations were updated; a new president of Business Leaders Forum (BLF) and members of the Advisory Board were elected. There is also a new executive director of BLF.

BUSINESS LEADERS FORUM HAS A NEW EXECUTIVE DIRECTOR

After adopting new statutes at the quarterly members' meeting in December, representatives of the member companies confirmed Michal Kišša in the position of the new executive director of BLF. He had been temporarily deputed to hold this post in June 2015. Like in the previous years, BLF continued the time-tested pattern: autumn seminar – spring workshop –

guidelines. We also dealt with new themes, such as Employee Engagement and Motivation and Circular Economy and Innovations in Development. In January we organized an informal breakfast with Slovak media representatives to outline the essentials of responsible entrepreneurship, activities of BLF's members and the importance of ethics and transparency in business. Extremely well received were also CEE CSR Summit 2015 and Via Bona Slovakia 2014. Their success

is attested to by a 12-page special supplement to SME Daily, dedicated to Responsible Entrepreneurship.

BLF ADMITTED NEW MEMBERS

BLF admitted two new members in 2015 – Allianz-Slovenská poisťovňa and TCHIBO SLOVAKIA. BLF thus currently has 34 members, who are actively seeking to improve various areas of their responsible businesses and support sustainability.



WE PUBLISHED SIX ISSUES OF BLF NEWSLETTER

Business Leaders Forum Newsletter is published with an average print run of 678 copies a month. The electronic version is sent to 650 subscribers. Each issue in 2015 was dedicated to one principal theme and featured an interesting interview with an expert from practice.

We also continue publishing news from BLF member companies, interesting information from the world of responsible entrepreneurship and photo reports from our events.

In 2015 BLF Newsletter dealt, inter alia, with the following themes:

- February 2015 – Responsible entrepreneurship in 2015
- April 2015 – Circular economy
- June 2015 – Companies and climate change
- August 2015 – How to increase employee motivation
- October 2015 – Autumn seminar on responsible entrepreneurship (Diana den Held)
- December 2015 – Via Bona Slovakia 2015

BLF MEMBERS HAD A DISCUSSION WITH JOURNALISTS AT A MEDIA BREAKFAST

Our cooperation with the media in 2015 started with an informal media breakfast with representatives of the key Slovak media. It was meant to introduce BLF's current themes, Memorandum of Corporate Social Responsibility, member activities and the essen-

tials of responsible entrepreneurship as such. The breakfast was held in a friendly atmosphere in the premises of Urban House in Bratislava, and it was attended by 10 journalists from the following media: Hospodárske noviny, EurActiv.sk, TASR, Živnostenské noviny, aktualita.sk, Goodwill and Obzor. The event was covered and interviews with Beata Hlavčáková, the then director of BLF, were brought by Radio Slovensko (K veci), Radio Regina, Hospodárske noviny, TASR and SME Daily.

BLF participated in expert events:

- Carbon Day 2015 – a presentation on How Companies Can Slow Down Climate Change and Adapt to Changing Conditions;
- Profesia Days – BLF had a stand in the No Boundaries Zone; a presentation on responsible entrepreneurship in the workshop room No Boundaries; BLF branding; promotion of the member companies (Accenture, HP, Metlife, Slovenské elektrárne, Volkswagen and Whirlpool);
- Ekotopfilm Junior – a presentation by Slavomíra Urbanová on waste and its prevention;
- CSR Forum in Belarus – a presentation by Slavomíra Urbanová on CSR and responsible consumption;
- Enterprise 2.2 Summit in Brussels – a BLF stand in Marketplace; a presentation of BLF's activities and practical recommendations for the areas of Employees, Market, Environment; promotion of the member companies' materials (Slovenské elektrárne, Heineken) and others.



MEMBERS:

- Accenture
- Allianz – Slovenská poisťovňa
- Bayer
- Ceragon Networks
- Citibank
- Embraco Slovakia
- GlaxoSmithKline Slovakia (GSK)
- Heineken Slovensko
- Hewlett – Packard Slovakia
- Johnson Controls International
- Kaufland Slovenská republika
- Metlife Amslico
- Novartis
- Orange Slovensko
- Pfizer Luxembourg SARL
- Pivovary Topvar
- Philip Morris Slovakia
- Provident Financial
- Skanska
- Slovak Telekom
- Slovalco
- Slovenské elektrárne
- Stredoslovenská energetika (SSE)
- Tatra banka
- Tchibo Slovensko
- Tesco Stores SR
- T – Systems Slovakia
- U. S. Steel Košice
- Veolia Energia Slovensko
- Volkswagen Slovakia
- Všeobecná úverová banka
- Východoslovenská energetika Holding
- Západoslovenská energetika
- Whirlpool Slovakia



We participated in these events

WORKSHOP “COMPANIES AND CLIMATE CHANGE”

The workshop, which was held in February 2015, was led by Prof. RNDr. Milan Lapin, PhD., an internationally recognized expert on climate change and former representative of Slovakia on the IPCC panel. Also Západoslovenská energetika and Slovenské elektrárne contributed with their opinions. Answers and effective measures were sought by environmental specialists from five BLF member companies: Metlife, Skanska SK, Slovalco, T-Systems Slovakia and Whirlpool Slovakia.

The conclusions from this workshop were summarized in Recommendations from Leaders in Responsible Business: How Companies Can Slow Down Climate Change and Adapt to Changing Conditions.

EUROPEAN MOBILITY WEEK

On the occasion of European Mobility Week in September 2015 (ETM), we

provided BLF members with materials for internal communication and interesting infographics related to the advantages of sustainable transport. In addition, members (Orange, Stredoslovenská energetika, Kauland, Slovenské elektrárne and Východoslovenská energetika Holding) communicated their activities to the media and the public. On Car-Free Day, 20 September in our case, BLF, together with the Cyklokoalícia association and the Resonance organization, organized a Sunday bike ride across Bratislava entitled “Join a car-free Sunday and charge up your bike.”

ZEBRA CONFERENCE - ELECTROMOBILITY PANEL

On the occasion of European Mobility Week, we offered to representatives of our member companies the possibility to attend the Zelená Bratislava (ZeBra) Conference, which was held on 22 September in the Old Market Hall in Bratislava. Within the conference, which

was organized by BLF in cooperation with Event Federation, we prepared a discussion panel on electromobility for representatives of the member companies and other engaged entrepreneurs. Representatives of Nissan, Business Lease, GreenWay and Bellona (Norway) shared their experience and knowledge in the field of electromobility with the conference participants.



Michal Kišša, the executive director of BLF, giving a workshop during Responsible Business Week.



The programme included a presentation of the Nissan electric car and the revolutionary Tesla Experience. The electric car and the possibility to reserve a test ride were provided by Business Lease.

SEMINAR AND WORKSHOP “CIRCULAR ECONOMY AND INNOVATIONS IN DEVELOPMENT”

“Good product eco-design, innovations and reuse of materials in production

can save companies a lot of money. It is what companies should increasingly focus on,” emphasized Diana den Held, a Dutch strategist and expert on introducing Cradle to Cradle principles, who was the keynote speaker of the seminar on circular economy. Inspiring examples of companies which integrate the model of circular economy into their business can also be found in Slovakia. PSA Peugeot Citroën Slovakia, which was presented by Kristína Lulkovičová, Head of its Environment

and Energy Department, for example, uses heat from its paint shop and press shop for heating. PR Krajné, on the other hand, recycles technical textiles from old cars to produce noise barriers and heat isolation panels.

Experience with circular economy and innovations in development was also presented by representatives of Knauf Insulation, Veolia Energia Slovensko, U.S. Steel Košice, Vetropack Nemšová and the National Recycling Agency Slovakia.



The seminar was attended by 68 representatives of member and non-member companies and environmental associations.

WORKSHOP “EMPLOYEE ENGAGEMENT AND MOTIVATION”

The importance of employees and the key factors which influence their motivation were discussed in the premises of Skanska SK on 19 March 2015. The workshop was attended by HR managers from eight BLF companies: Accenture, Heineken Slovensko, Metlife, Skanska SK, Tatra banka, Veolia Energia Slovensko, VSE Holding and Západoslovenská energetika.

The workshop for human resources managers was led by Ivana Botošová (Vandlíčková then), a consultant from

Aon Hewitt and project manager of the Best Employers study for Central and Eastern Europe.

The conclusions from this workshop were summarized in Recommendations from Leaders in Responsible Business: How to Increase Employee Engagement and Motivation.

EDAMBA CONFERENCE

In order to raise awareness of Skills4Jobs, the Business Leaders Forum participated in the International Scientific Conference for Doctoral Students and Post-Doctoral Scholars EDAMBA, which was held on 22-23 October at the University of Economics in Bratislava. The second day of the conference was dedicated to the issue of responsible entrepreneurship. Michal Kišša, Executive Director of BLF, appeared at the conference to introduce its activities. Representatives of three BLF member companies – Accenture (Jozef Kokoška), VSE Holding (Andrea Danihelová) and GSK Slovensko (Pavol Trnovec) – delivered inspiring presentations on companies' requirements for graduates. The con-

ference also included a discussion with Peter Markovič, Dean of the Faculty of Business Management at the University of Economics in Bratislava.

SLOVAK COMPLIANCE DAYS 2015

The conference was organized under the auspices of President of the Slovak Republic Andrej Kiska by the Slovak Compliance Circle association. Its programme included a presentation by Michal Kišša, Executive Director of BLF, who pointed to the benefits of responsible entrepreneurship to companies, introduced the activities of BLF and Pontis Foundation and the results of a survey into ethics and transparency in the member companies. Also representatives of BLF's member companies (Accenture, GSK Slovensko, Skanska SK, Slovak Telekom and Tatra banka) shared their valuable experience and opinions on screening business partners. Some inspiration could also be taken from presentations by representatives of the Slovak Compliance Circle, Aliancia Fair-play, the anti-corruption NGOs Zastavme korupciu and Nadační fond proti korupcii (CZ).

Peter Robl from Knauf Insulation during the seminar "Circular Economy and Innovations in Development".



A LIST OF ALL EVENTS THAT WE ORGANIZED OR PARTICIPATED IN:

20 January

Responsible breakfast – an informal meeting of BLF's president with journalists on current issues in responsible entrepreneurship

9 February

A workshop of environment managers of the member companies on "Adaptation of Businesses to Climate Change"

12 March

A quarterly meeting of the member companies

19 March

A workshop of HR managers of the member companies on "Employee Motivation and Engagement"

25 – 29 May

Responsible Business Week – public screenings and discussions

28 May

CEE CSR Summit – the largest event on responsible entrepreneurship in Central Europe

30 June

A quarterly meeting of the member companies

10 September

A quarterly meeting of the member companies

16 – 22 September

European Mobility Week – activities in support of more environment-friendly transport

20 September

Car-Free Bike Ride – "Join Car-Free Sunday"

22 September

ZeBra Conference – a panel on electromobility

23 October

EDAMBA Conference "Skills for Jobs"

29 October

Seminar "Circular Economy and Innovations in Development"

24 November

Corporate Philanthropy Forum

3 December

A quarterly meeting of the member companies

3 December

An annual meeting of the CEOs of the member companies



Corporate Philanthropy

**We develop corporate
philanthropy and contribute
to positive change**

We help deal with the crucial problems of Slovakia by interconnecting civil society, companies and the public sector. We are seeking to persuade companies to consider donorship and sharing their success a natural social norm. In 2015 we managed 18 corporate endowment funds, through which we performed the philanthropic activities of the companies.



8 people 18 funds EUR 3,680,266

in the team:
Pavel Hrica
Lubica Lukáčová
Juraj Récky
Veronika Gilanová
Norbert Maur
Barbora Pálešová
Ondrej Gallo
Linda Vladovičová

funds under
management

allocated to welfare projects in 2015



A sign language course was also held at the Slovak Medical University in Bratislava.

We create a more favourable environment for the disadvantaged

The activities which help create a more favourable environment for the disadvantaged are funded from Endowment Fund Telekom and Endowment Fund Lenovo.

ENDOWMENT FUND TELEKOM HELPS THE HEARING-IMPAIRED COMMUNITY

We organized free sign language courses

In 2015 we organized altogether 9 sign language courses: in Košice, Prešov, Žilina, Trenčín, Trnava, Nitra, Banská Bystrica and 2 courses in Bratislava. Each course could handle 20 participants. In total, the courses were attended by 161 participants, who learnt basic information about the culture of the hearing-impaired, as well as simple signs. Besides these courses, we also organized a course for 30 students of the Faculty of Medicine of the Slovak Medical University in Bratislava, who decided to get closer to the hearing-impaired community within the project "Breaking the Silence". The courses

were also attended by police officers from Banská Bystrica, who learnt how to communicate with the hearing-impaired when they are having new personal documents issued or when they are involved in investigation.

The hearing-impaired are assisted by online interpreters in dealing with everyday situations.

They started providing sign language interpreting services in September 2015 to help the hearing-impaired. It is a new service in Slovakia, which is, however, successful in Hungary, Canada, the United States, as well as in the neighbouring Czech Republic. Online interpreters assisted the hearing-impaired in looking for lodgings, making appointments at dentists, searching for information on the change of the surname at the registry office or in the health

EUR 807,897

allocated through the funds in 2015

insurance company. Altogether, 5 interpreters provided services on Mondays, Wednesdays and Fridays from 8.00 am to 8.00 pm. The service was offered free of charge to anybody interested, including the non-deaf, who were assisted in overcoming barriers in communication with the hearing-impaired. In 2015 we provided services to 84 clients and made 192 phone calls in total. We donated 16 tablets with free internet access to clubs of the deaf across Slovakia, which were to be used by the hearing-impaired. At the moment we



have over 110 registered clients who use our services on a regular basis.

Mobile educators help families with hearing-impaired children

The principal aim of the “Mobile Educator” programme is to provide field early intervention services to families with hearing-impaired children. In 2015 we changed the lives of 32 families, who received direct intervention from top specialists (hearing therapists, speech therapists, educators). 12 mobile educators provided assistance to 33 children with a hearing impairment within the “Mobile Educator” programme. This service was, and is, provided free of charge to all families. Active parents involved in the “Mobile Educator” programme created the first information portal in Slovakia intended for families with hearing-impaired children www.nepocujucedieta.sk. The programme brought together parents of hearing-impaired children, who are beginning to meet – for now, in Bratislava and Poprad. We are planning to start similar support groups in other places in 2016. Through the Great Country portal, we ran a fund-raising campaign to start the first modern children’s audio centre in Slovakia.

ENDOWMENT FUND LENOVO SUPPORTS CHILDREN WITH AUTISM SPECTRUM DISORDERS

The Lenovo company’s endowment fund focuses on supporting children and youth with autism spectrum disorders. In 2015 Endowment Fund Lenovo started developing a new Slovak application for tablets whose aim is to enhance autists’ desire and ability to communicate with the world. This project was pro bono aided by the Slovak University of Technology, which made the first draft of communication icons. We are planning to release the application in several world languages and make it freely available to users across the world.

HELP PROVIDED BY ENDOWMENT FUND TELEKOM in 2015

- 9 sign language courses, which were altogether attended by 161 people
- Online interpreters provided services to 84 clients and made 192 phone calls in total.
- the deaf, which are used by the hearing-impaired
- 5 online interpreters provided assistance three times a week
- We donated 16 tablets with free internet access to clubs of
- 12 mobile educators provided assistance to 33 children with a hearing impairment



Programme “Mobile Educator”.

HELP PROVIDED BY ENDOWMENT FUND LENOVO in 2015

- Tens of consultations with organizations working with people with autism spectrum disorders
- 2,000 words and phrases were included in the database which we prepared for the application in cooperation with specialists
- there will be 400 communication icons at the start of the application



Lenka Surotchak, the director of Pontis Foundation, at the forum “Who Is Combating Corruption in Slovakia?”

We combat corruption and non-transparency

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

THE FUND FOR TRANSPARENT SLOVAKIA FIGHTS CORRUPTION IN SLOVAKIA

In 2015 the fund received donations from 17 companies which care for transparency. The Fund for Transparent Slovakia was established within Pontis Foundation by the initiative of the member companies of the Business Leaders Forum concerned about insufficient law enforcement in our country. The companies believe that it is necessary to deal with the situation and exert social pressure on the government to improve conditions on the market. By making regular donations to the Fund for Transparent Slovakia,

corporate partners support the work of independent organizations. In 2015 the fund gave support to five organizations which work to improve transparency and combat corruption: Aliancia Fair-play, Transparency International Slovensko, INEKO, the Slovak Governance Institute and VIA IURIS. EUR 95,000 was distributed among them to support their watchdog and advocacy activities, aimed at checking judges and the efficiency of the judicial system, raising awareness of how to use one's right to information, as well as their public campaigns on law enforcement and corruption fight and the transparency and effectivity of PPP

projects in the transport and health sectors. The individual projects of the organizations which had received support gave rise to several interesting initiatives, which responded to current affairs and cases resonating in society – for example, the Váhostav case, the Slovensko.digital initiative, a joint pre-election campaign “Jingle for Change” or the publicizing of the

EUR 94,200

allocated through the fund in 2015

planned bypass of Bratislava through a PPP project and the creation of the obchvatslovenska.sk portal. The chcemvediet.sk portal, which received financial support from the fund, was ranked among top 100 technological innovations in Central and Eastern Europe in November. The Fund for Transparent Slovakia supported the Rule of Law Initiative and called on relevant authorities to deal with the lack of transparency and the predictability of legislative process, the high corruption rate and the unsatisfactory state of justice in Slovakia.



WE MADE PARTICULAR PROPOSALS WITHIN THE “JINGLE FOR CHANGE” CAMPAIGN

In cooperation with the Slovak Governance Institute (SGI), the anti-corruption foundation Zastavme korupciu and VIA IURIS, we launched a campaign “Jingle for Change”. We made particular proposals as to how to improve law enforcement and prevent the powerful from circumventing rules. The “Jingle for Change” campaign aimed to draw public attention to these important changes before the general election in 2016 and gain the support of those political parties which are able to implement them. The “Jingle for Change” campaign alludes to the values of November 1989, which have not been fully met to date.

Despite a large number of highly publicized cases, not even one influential person has been convicted. The reason

is systemic shortcomings in institutions whose mission is to prevent, check and investigate abuse of power. The “Jingle for Change” initiative singled out 6 key areas in need of legal improvement. The changes proposed include depoliticizing the police, minimizing the interference with prosecution, increasing judges’ accountability, making the Supreme Audit Office function, detecting shell companies and bribery of officials. Detailed proposals for particular measures were made available at www.strngamzazmenu.sk. The campaign was funded from grants, financial and in-kind support from the organizations involved, their supporters and a public fund-raising campaign at the Great Country portal where everyone could express their support for the campaign as well as donate some funds.

THE FUND FOR TRANSPARENT SLOVAKIA in figures:

- 17 corporate partners supported the Fund for a Transparent Slovakia
- 5 organizations received support
- EUR 95,000 distributed
- EUR 19,000 - the average amount of support for an organization
- tens of cases monitored (Váhostav, the bypass of Bratislava, Rázsochy Hospital, Gorila, siphoning off funds from military intelligence services)



The campaign “Jingle for Change” was authored by the Slovak Governance Institute (SGI), Pontis Foundation, the anti-corruption foundation Zastavme korupciu and VIA IURIS.

We combat poverty and critical social issues



We give long-term support to OZ Proti prúdu, which started the project of porters at the main railway station in Bratislava.

Combating poverty and critical social issues is funded from Endowment Fund Slovenské elektrárne, Endowment Fund dm drogerie markt and Endowment Fund Johnson Controls.

ENDOWMENT FUND SLOVENSKÉ ELEKTRÁRNE HELPS THE HOMELESS

In 2015 Endowment Fund Slovenské elektrárne called on organizations, which are considered the most active in this area, to cooperate in dealing with the homeless. In particular, it addressed Depaul Slovensko, the Divadlo bez domova theatre, the Proti

prúdu association and Vagus. EUR 142,800 was distributed among the project proposals submitted in two rounds. In the first round Endowment Fund Slovenské elektrárne allocated EUR 108,000 in support of direct intervention services for the homeless. The organizations received funding of between EUR 18,800 and 32,800 each. In the second round

support was given to projects offering participatory solutions to homelessness,

EUR 352,763

allocated through the funds in 2015

Endowment Fund Slovenské elektrárne supported the Night Outdoors, organized by Vagus.



promoting conceptual solutions, inter-connecting experts, key players and the public with emphasis on the communities in question and sensitizing public opinion. The joint projects of the organizations received in total EUR 34,800 from Endowment Fund Slovenské elektrárne.

AID TO THE HOMELESS in figures

- EUR 142,800 distributed
- the first round – EUR 108,000
- the second round – EUR 34,800
- the minimum amount: EUR 18,800
- the maximum amount: EUR 32,800

MUNICIPALITIES GOT ENERGY AUDITS THANKS TO ENDOWMENT FUND SLOVENSKÉ ELEKTRÁRNE

Within the 4th year of the Eco-Municipality Programme, 44 municipalities from across Slovakia obtained free energy audits. Out of over 200 buildings which had been proposed, an expert committee identified those with the greatest energy-saving potential. In the selection process the committee, composed of representatives of Slovenské elektrárne and its expert partners, the Slovak Association of Energy Service Providers and the Slovak Green Building Council, took into consideration especially the total energy consumption in the buildings, but also their age, condition and method of heating. The number of municipalities interested in benefiting from the Eco-Municipality

Programme is rising year by year. While in 2014 135 municipalities applied to the programme, in 2015 their number grew to 207, which represents an increase of 53 per cent.

ECO-MUNICIPALITY in figures

- Energy audits were awarded to 44 municipalities
- 207 buildings proposed (an increase of 53 % compared to 2014)
- Audits were awarded to:
 - 16 kindergartens and primary schools
 - 16 municipal offices
 - 7 cultural centres
 - 3 youth centres
 - 1 health centre
 - 1 community services centre



The project “Eco-Municipality” has been running since 2012.

ENDOWMENT FUND DM DROGERIE MARKT SUPPORTS FAMILIES IN DIFFICULT LIFE SITUATIONS

The second year of the employee grant programme “Helping Each Other 2015”, which had been announced by Endowment Fund dm drogerie markt in Pontis Foundation, focused on helping families and individuals in difficult life situations. The requirement for the application to be considered was a recommendation by an employee of the dm drogerie markt company, which means that the applicant had to be either their relation or have a close relationship with them. The employees recommended 33 applications, and the evaluation committee decided to support 27 of them, distributing EUR 10,834.36 among them. EUR 10,790.56 of this amount was remitted in 2015.

ENDOWMENT FUND DM DROGERIE MARKT in figures

- 33 applications received
- 27 applications approved
- EUR 10,834.36 distributed

ENDOWMENT FUND JOHNSON CONTROLS

Endowment Fund Johnson Controls in Pontis Foundation was not active in 2015.



Endowment Fund Kia Motors Slovakia supported a project of talent pool at the grammar school in Varšavská cesta in Žilina.

We support employability and education

Projects aimed at supporting employability and education are funded from Accenture Endowment Fund, Endowment Fund AXA, Endowment Fund Embraco, Endowment Fund Honeywell, Endowment Fund Kia Motors Slovakia and Endowment Fund Dell.

ACCENTURE ENDOWMENT FUND IMPROVES THE SKILLS OF PEOPLE FROM DIFFICULT SOCIAL BACKGROUNDS

For several years Accenture Endowment Fund in Pontis Foundation has supported solutions in the area of improving the skills of people from difficult social backgrounds and creating new jobs. In 2015 Accenture Endowment Fund supported interesting projects of 10 organizations. One of the

grant recipients was the Proti prídu organization, which came up with an interesting concept of porters at the main train station in Bratislava. The project seeks to deal with the debts of the homeless, who owe money especially to health insurance companies. The organization employed 7 Nota Bene sellers as porters at the main train station in Bratislava, where they help the elderly and women travelling with luggage. This pilot programme prom-

EUR 352,763

allocated through these funds in 2015

ises to double the sum that the client puts aside to pay off his debts. Another grant recipient was the Relevant organization, which created a job incubator for girls from children's homes.

ACCENTURE ENDOWMENT FUND in figures

- 594 people improved their skills
- 69 people found employment or started their own business

ENDOWMENT FUND AXA DEVELOPS THE TALENT OF YOUNG STUDENTS

Endowment Fund Axa, which was established in Pontis Foundation in 2015, devised a programme of support for talented young people studying at secondary schools and universities. It announced a call for applications which invited socially disadvantaged students to apply for support to cover costs directly related to the development of their talent or their studies. The grants themselves were awarded in 2016.

ENDOWMENT FUND EMBRACO IMPROVES STUDENTS' ENTREPRENEURIAL SKILLS

In 2015 we devised a new educational programme within Endowment Fund Embraco, aimed at developing the entrepreneurial skills and innovative thinking of secondary school students. In 2015 we also gave support to the Hockey Club of Spišská Nová Ves and the Institute of Hockey Studies. The organizations were awarded funding of EUR 9,000 each.

ENDOWMENT FUND HONEYWELL EDUCATES STUDENTS AND SUPPORTS THE SCIENCE FESTIVAL

In 2015 the employees of Honeywell participated as volunteers in a project of co-operation with the educational student association Best, which is based at the Slovak University of Technology in Bratislava. The students of the university could attend a series of interactive lectures by experts from the company's different divisions. The fund supported the activities of the organization, the event "Training Day" and other educational events. In addition, Endowment Fund Honeywell supported the Science Festival – European Researchers' Night 2015, which involves 33 countries and over 300 cities.

In Slovakia it was held in Bratislava, Banská Bystrica, Košice, Žilina and Tatranská Lomnica. The festival aims to familiarize the public with the results of researchers' work and encourage students to continue in their studies. The festival featured 188 stands, where over 1,000 researchers presented their work. The festival events were attended by about 40,000 pupils and students.

ENDOWMENT FUND KIA MOTORS SLOVAKIA EDUCATES THE ŽILINA REGION

Endowment Fund Kia Motors Slovakia in Pontis Foundation announced a pilot grant programme "Region for Education", aimed at innovating educational activities at secondary schools and universities in the Žilina region. Thanks to grants of up to EUR 5,000, 21 secondary schools and faculties were able to implement their projects in 2015. Kia Motors Slovakia had allocated EUR 80,000 to the grant programme. The employees of the company could offer a recommendation in support of one of the projects; some are going to actively participate in their implementation in their free time.

REGION FOR EDUCATION

- EUR 78,226.66 distributed
- 21 schools and faculties involved
- direct support went to 3,884 people, students

The grant programme "Safe Region", announced by Endowment Fund Kia Motors Slovakia in Pontis Foundation, has been in place since 2009, although it has changed its focus. It is aimed at making public areas accessible to people with limited mobility, building cyclist paths and educational trails, supporting activities focused on the safety of transport and building children's traffic playgrounds. Out of 47 project proposals submitted, 32 were implemented thanks to grants of up to EUR 3,000. Kia Motors Slovakia had allocated EUR 79,869.96 to the grant programme.

SAFE REGION

- EUR 79,869.96 distributed
- 32 projects supported
- 47 project proposals submitted

ENDOWMENT FUND DELL SUPPORTED YOUNG PEOPLE

Endowment Fund Dell in Pontis Foundation supported several projects in 2015, including a training school for guide and assistance dogs and a beneficial association of purblind children. Dell also supports young people by sponsoring the Teach for Slovakia project and the Slovak Swimming Federation. The fund also supported Bratislava, the capital city of the Slovak Republic, by contributing funds to a project whose aim was to plant a hedge in Štefánikova Street.



The grant programme "Safe Region" has been implemented in the Žilina region.



Through Endowment Fund dm drogerie markt we supported the project of the Živiva association "Bees in the City".

We support community projects, as well as culture and health care

Community projects, culture and health care are funded from the following funds:

ENDOWMENT FUND SLOVENSKÉ ELEKTRÁRNE SUPPORTS THE INVOLVEMENT OF ITS EMPLOYEES IN COMMUNITY ACTIVITIES

Endowment Fund Slovenské elektrárne supports the involvement of its employees in community activities. Over 380 volunteers got involved in the "Our City" project in 2015. They could then also apply for support of long-term projects within the Employee Grant Programme. Eight projects, which received funding of nearly EUR 24,000 in total, were focused on adjusting public areas, supporting education and community activities in

cooperation with schools and municipal governments.

PwC ENDOWMENT FUND SUPPORTS ITS EMPLOYEES' COMMUNITY ACTIVITIES

PwC Endowment Fund supports its employees' volunteer activities in their communities. In 2015 projects of the employee grant programme were finishing; 14 of them were projects that PwC's employees had only recommended, and in 8 projects they were directly involved. Also the projects which had been indirectly approved were finishing: Depaul, Križovatky and the Betánia Asylum Centre. In 2015

PwC assigned part of its tax, amounting to EUR 47,975.95, to its endowment fund. These resources were used to support projects selected in the employee grant programme. In an open vote the employees of PwC approved 14 projects which were recommended by their colleagues and 10 projects with the active involvement of the employees of PwC.

ENDOWMENT FUND LEAR ALSO SUPPORTS THE DEVELOPMENT OF COMMUNITIES

Endowment Fund Lear in Pontis Foundation supported 4 projects in 2015.

Altogether, EUR 7,872 was distributed within its grant programme. Support could be applied for by non-profit organizations, state-funded institutions or budget organizations, towns and municipalities and associations of towns and municipalities. The only requirement was a recommendation by an employee of Lear Corporation Seating Slovakia, s.r.o., plant Senec. The evaluation committee selected the following 4 projects for funding: the Ulita civic association's project "Let's Build a Playground Together" received funding of EUR 3,226.70; the Bratislavský spolok medikov civic association's project "3D Print of Models in Pre-Surgery Planning" received funding of EUR 3,000; the Slovak Committee for UNICEF's project "Camping with Cesta" received funding of EUR 940.30. Sándor Petőfi Primary School and Kindergarten's project "Festival" received funding of EUR 705.

ENDOWMENT FUND DM DROGERIE MARKT SUPPORTS ŽIVEC

Endowment Fund dm drogerie markt in Pontis Foundation awarded a support of EUR 15,700 to the Živica civic association. The association managed to introduce to Bratislava and Zvolen a successful model of sustainable way of life in urban environment. They took inspiration from a Swiss partner organization Urban AgriCulture Netz Basel, which has been doing eco-community activities in the city of Basel for several years. Within the project "Taking the Untrodden Road", Živica created three community gardens, installed six city beehives and introduced two local currencies, the Bratislava živec and the Zvolen živec, which are currently used by 400 people.



ENDOWMENT FUND LIDL SUPPORTS HEALTH CARE

Endowment Fund Lidl allocated funds to support health care. 2015 saw, for example, a successful reconstruction of a part of a ward at the Children's Haematology and Oncology Clinic at the Children's Faculty Hospital and Clinic in Bratislava. A device was purchased for the Children's Faculty Hospital in Banská Bystrica. It aids and substitutes blood circulation or breathing. Altogether, the endowment fund distributed EUR 160,595.86.

ENDOWMENT FUND PSA PEUGEOT CITROËN SUPPORTED THE SLOVAK PRESS PHOTO EXHIBITION

In 2015 PSA Peugeot Citroën Slovakia assigned EUR 70,255 to its endowment fund in Pontis Foundation. EUR 4,900 went in support of the Slovak Press Photo 2015 exhibition. Another project

that was approved was the project of the EMKO Sports Club, which used the grant to organize a running event. In 2015 the organization received the first instalment of the grant amounting to EUR 5,400.

ENDOWMENT FUND MOBIS

In 2015 the fund supported three municipalities with a view to improving community conditions. The municipalities which received support included: Gbeľany and its project "Reconstruction of the Fence of the Kindergarten", which received funding of EUR 7,843.48, Nededza and its project "Revitalization of Municipal Wells" (EUR 5,500) and Terchová and its project "More Beautiful and Cleaner Terchová" (EUR 5,000).

ENDOWMENT FUND ZÁPADOSLOVENSKÁ ENERGETIKA

In 2015 the fund supported a chamber music festival Konvergencie and an educational event Startup Bootcamp, which brought together 32 innovators for three days and provided them with valuable advice and mentoring from experienced businessmen and venture capital investors. At the end of Bootcamp a jury presented 12 finalists with StartupAwards. The fund also supported a reconstruction of another cultural monument, this time the industrial site Piešťany Power Plant, whose windows were replaced. Piešťany Power Plant also received EUR 58,235.14 to organize educational activities for students. Besides these, support went to 29 civic associations.





At the Corporate Philanthropy Forum we discussed how each of us can contribute to change

Charity can help people in need or handle the consequences of various negative phenomena. However, some companies, both in their philanthropic activities or directly in business, are trying to affect a more obvious social change.

Social innovations bring new quality solutions, which change the world around us. Is Slovakia an innovative country? This was one of the questions that our speakers sought to answer during the 8th Corporate Philanthropy Forum, dedicated to social innovations. The event, which was held in Impact Hub in Bratislava on 24 November 2015, brought together 150 representatives of companies, non-profit organizations and public authorities to discuss the possibilities of support for social innovations, with each other as

well as with experts from abroad. Political and social changes will not be only in the hands of large corporations and governments. They are more and more often brought about by small active players. More and more people set up small businesses and initiatives to change the world around them for the better. Our greatest challenge is how to support and empower people to affect significant social change. "Give people tools so that they can come up with their own solutions. Social innovations and support

go hand in hand," says Adam Lent from Ashoka, which interconnects and supports nearly 3,000 social innovators in 70 countries. "If you took to the street and asked passers-by whether Slovakia is a country of innovations, eight out of ten would answer that Slovakia is not an innovative country. They feel, especially at regional level, that things do not change. And some even push for no change," said Ivan Štefanko, the managing partner of Neulogy Ventures. It is essential that we promote transparency, are open-minded,

Ivan Štefunko, the founder of Neulogy Ventures, gave a talk at the Forum about whether Slovakia is a country of innovations.

not afraid to take inspiration and fight social exclusion. However, our top priority is quality education and educated population. Companies already suffer from a shortage of qualified staff, there is a brain drain, and if we do not invest in the system of education now, the consequences will be felt in several years. At the forum the first map of 1,000 social innovators was presented. Imagine people who return life to long forgotten public spaces, give employment to the homeless and help them return to ordinary life, actively monitor the missteps of politicians and educate marginalized children to provide them with a better future. Slovakia is crowded with such people. In cooperation with Ashoka, we tracked the people who are changing our country for the better. We used the snowball method to do the mapping.



The Corporate Philanthropy Forum also featured a talk by Lars Jøkkjaer, the CEO and founder of Equilibrio, who focused on innovations in education.

At Fail Faire we discussed failures

In 2015 we continued organizing Fail Faire, a fair of failures. Fail Faire is a regular event where courageous people from non-profit organizations, start-ups or small and medium-sized enterprises present their failures.



The second Fail Faire in 2015 featured a discussion panel involving (from the left) Tomáš Božík, Jakub Šimek, Radovan Debnár and Roman Baranovič. It was moderated by Norbert Maur.

Fail Faire aims to teach people from non-profit organizations and beginning businessmen to learn from the mistakes of others. The event took place three times in 2015. The first Fail Faire in 2015 was dedicated to a serious issue. We discussed failures in introducing anti-corruption measures and transparency. One of the people who shared their experience was Ján Suchal, who created the Foaf.sk portal with his classmate. The portal tracks mutual relations between companies. Ctibor Košťál from the Slovak Governance Institute was one of the founding fathers of the Odkazprestarostu.sk portal. People were expected to use the portal to report problems in cities and towns, and Košťál talked about why these expectations had not been met. Peter Kunder from Aliancia Fair-play gave a talk about how to give away what the state wants to keep confidential. The second Fail Faire in 2015 was dedicated to the mistakes and failures that our guests had made while trying to educate others. The speakers were four interesting people, who were allotted 10 minutes each

to present the mistakes they had made. The first speaker was Tomáš Božík, the director of the Aptech Europe NGO, which participates in many educational projects on IT. The second speaker was our colleague Jakub Šimek from Pontis Foundation, who talked about how they had underestimated communication with secondary school teachers in Kenya. Roman Baranovič from the Narnia School talked about how we fail in building the characters of our teenagers. The event was concluded by Radovan Debnár from Learn2Code, who talked about how they had wanted to teach children the essentials of programming. The speakers of the third Fail Faire in 2015 included Peter Dendis from Tarantula.sk, Igor Polakovič from the Centre for Philanthropy and Anka Podlesná from Pontis Foundation. All of them appeared during the event in September, which was dedicated to fund-raising for interesting projects of non-profit organizations and start-ups. Failures were the subject of the talk of Igor Polakovič from the Centre for Philanthropy, who was one of the founders

of a donation gateway for non-profit organizations Darujme.sk. It is nowadays used by over 130 non-profit organizations in Slovakia, which can add it to their websites and receive donations online. Another speaker, Anka Podlesná, talked about failures experienced in launching the donation portal dobrakrajina.sk. Failures of a crowdfunding campaign were presented by Peter Dendis, who is the head of an online marketing agency www.tarantula.sk. The agency prepared communication related to a campaign at Kickstarter.com whose aim was to gain support for solar bracelets recharging mobile phones.

FAIL FAIRE in figures:

3	10	300
Fail Faires	speakers	participants

At the press conference on the Pomahamespolu.sk campaign, NGOs called on the ministry to preserve the 2% tax assignment scheme.



We helped to push for the stabilization of the system of corporate tax assignment and enhance the transparency of corporate endowment funds

The mechanism of corporate tax assignment has experienced a turbulent development in recent years. The corporate tax assignment rate was supposed to gradually decrease from 2 to 0.5%.

This was protested by non-profit organizations, which had been successful in negotiating a postponement of this measure for several years. However, in 2015 most companies assigned only 1.5% of their tax, and the Ministry of Finance did not seem to be willing to abandon the plan to phase out the corporate tax assignment, which costs the state about EUR 30 million a year. At the beginning of 2015 Pontis Foundation therefore united the efforts of about 20 biggest recipients of assigned tax to prepare a campaign entitled Pomahamespolu.sk. On the website hundreds of recipients shared particular stories about where 2% helped. They called on the ministry

to preserve the corporate tax assignment scheme and punish its abusers. A working group authorized by the Chamber of Non-Profit Organizations, which included a representative of Pontis Foundation, negotiated with representatives of the Ministry of Finance. Thanks to public pressure and a continuous dialogue with representatives of the Financial Policy Institute, Minister of Finance Peter Kažimír eventually concluded with the non-profit sector “Memorandum of Understanding on the Stability and Transparency of Tax Funding of Non-Governmental Organizations”. In autumn 2015 the memorandum won votes across the political spectrum in the parliament, and the tax

assignment model was thus stabilized. There is an agreement that the model will not change in the coming years. Corporate tax assignment will not gradually decrease, but it has levelled off at 1 or 2%, in the case of donations, at least 0.5%. The state also wants companies to contribute to dealing with problems around us and, by this assignment model, motivates them to donate part of their profits as well. As critics of tax assignment also criticized its possible abuse, the Association of Corporate Foundations and Funds, administered by Pontis Foundation, adopted a new Transparency Code in 2015 to increase the level of ethics and transparency in these entities.

A woman with long dark hair, wearing a denim jacket over a red and white striped shirt, is smiling and looking upwards. In the background, a white refrigerator is visible with several magnets, including three smiley face magnets (blue, yellow, and red) and a small card with two stick figures holding hands and a heart between them. The text "Individual Philanthropy" is overlaid in large white letters.

Individual Philanthropy

Individual philanthropy brought to a higher level

Individual philanthropy is supported through the donation portal DobraKrajina.sk and the charity project “Heart for Children”.



Great Country Heart for Children

in 2015:

- 56 projects
- EUR 113,000 in total raised
- 2 people in the team:
Anka Podlesná
Sandra Štasselová

in 2015:

- 316 children supported
- EUR 440,000 in total raised
- 5 people in the team:
Katarína Turčanová
Alexandra Kopáčová
Veronika Kočíšová
Judita Majerová
Jozef Melichár



Also thanks to donors from Great Country, children from Plamienok went to a children's camp.

“Great Country” helped non-profit organizations again

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

All costs related to the public collection, accounting, audit, payments via the “Great Country” portal and the portal's modernization are paid by Pontis Foundation. Donors can make voluntary contributions to the operation of DobraKrajina.sk. They can either make direct donations to the project “Great Country” or contribute 5% of the value of their donations. In 2015 people in Slovakia contributed EUR 113,103.28 to 56 projects at DobraKrajina.sk. They supported projects focused, for example, on human rights, education, recovery of society, the health disadvantaged and public areas. Pontis Foundation makes a thorough selection of projects for the donation portal. Compliance with set

criteria is continuously supervised by the members of the Supervisory Board: Jarka Hargašová-Lajčáková, Janko Kuric, Táňa Pauhofová, Michal Kaščák, Tomáš Janovic, Vladimír Bužek, Lenka Surotchak, Ján Orlovský, Peter Škodný, Jaroslav Židek.

WE OPENED 13 POP-UP RESTAURANTS

13 organizations from DobraKrajina.sk participated in Restaurant Day in May. In their one-day restaurants, situated in different locations of Bratislava, they offered original dishes. Also in this way they could meet people and explain to them how they help the community and their clients on a daily basis. Visitors at Restaurant Day contributed

EUR 4,995.55 to support non-profit organizations.

621 DONORS JOINED A 24-HOUR DONATION MARATHON

In the summer we, in cooperation with Radio Express, organized a 24-hour donation marathon for “Great Country” for the third time. In 24 hours people could support those projects of non-profit organizations which they found the most interesting. The project which raised the most funds received a bonus of EUR 1,000. The marathon was won by Aliancia Fair-play, which managed to raise EUR 3,358.49 in one day. The 24-hour marathon attracted altogether 621 donors, who donated EUR 10,528.49 in total.



Friends from the Bol raz jeden človek civic association served "Hento toto" goodies during Restaurant Day.

ALSO TOUGH GUYS ARE READY TO HELP

The Tvrdák race is about winning over oneself, helping other people and trying even what one might be afraid of. Besides physically straining themselves, the runners could support a good cause. In 2015 the Bratislava Tvrdák attracted more than 1,600 runners, out of whom 52 ran for non-profit organizations from "Great Country". The event took place at the Divoká voda water sports site in Čunovo. A counterpart event was held in Košice. The Bratislava Tvrdák race was won by runners from Ulita, with a runner for Dogazyl at their heels, who were awarded a bonus prize of EUR 250

from Pontis Foundation. The most donations were given to the MEMORY Centre. The Tvrdák race in Košice was participated in by young deaf and blind from Maják near Košice, a crisis centre Dorka in Prešov and other non-profit organizations, which are involved in charity activities all across Slovakia. Thanks to the runner Patrik Juhás, the Úsmev ako dar NGO received EUR 250 from Pontis Foundation to equip a crisis centre for families with children in need. The second winner was selected directly by donors of "Great Country". It was thanks to them that Maják won EUR 250 for the largest amount raised, which they are going to spend on art therapies.

WHAT DID WE SUCCEED IN DOING in 2015?

13 organizations

13 organizations from DobráKrajina.sk participated in Restaurant Day and raised EUR 4,995.55.

52 runners

The Bratislava Tvrdák attracted 1,600 runners, out of whom 52 ran for non-profit organizations from "Great Country".

2,304.10 eur

Dobrý obchod at SAShE.sk, which sells products of 6 non-profit organizations, raised EUR 2,304.10.

621 donors

The marathon attracted altogether 621 donors, who donated EUR 10,528.49 in total.



POPULAR BANDS GAVE A CONCERT IN A LOW-THRESHOLD RECEPTION CENTRE

The concert “Doma dobre” was held directly where the homeless have a chance to stay overnight. The low-threshold reception centre is not very welcoming. It looks cold but saves lives. That is the reason why we organized the concert here – to open the visitors’ eyes. On Sunday, 6 December 2015, St Vincent de Paul’s low-threshold reception centre hosted a concert of the bands Longital Suita, My Baby and Midi Lidi. The event included a photo exhibition of Lukáš Macek, serving of the traditional sauerkraut soup prepared by Jaro Židek and discussions of

Dobrý obchod. It is a space where Slovak non-profit organizations can offer their (or donated) hand-made products and raise funds for their projects, published at DobraKrajina.sk. At the pilot stage 6 charity organizations offered their products in Dobrý obchod – Autistické centrum Andreas, a centre for autists, Nezábudka o.z., Púpava o.z., Plamienok n.o., Maják o.z. and Claudium n.o. Altogether, they raised EUR 2,304.10 by the end of the year.

WE LAUNCHED A MATCHING CAMPAIGN

At the end of December we, together with ESET Foundation and Poistovňa

- Recovery of society – 2 projects
- Education – 5 projects
- Better life – 7 projects

A NEW AUDIO CENTRE THANKS TO DONORS AND SPORTSPEOPLE

In 2015 we ran a campaign in support of the hearing-impaired. We raised EUR 8,808 to open the First Children’s Audio Centre at the Children’s Faculty Hospital in Bratislava, which will serve all Slovakia. The fund-raising campaign continues in 2016. The campaign included a “good” auction at the Great Country portal. It was an auction of talismans that were donated to the auction by some sports stars: the



People had a great fun at the Doma Dobre concert.

representatives of organizations helping the homeless. One of the visitors could take home a painting by Marek Ormandík, made during the concert. St Vincent De Paul’s low-threshold reception centre managed to raise EUR 1,977 during the concert.

WE OPENED DOBRÝ OBCHOD AT SASHE.SK

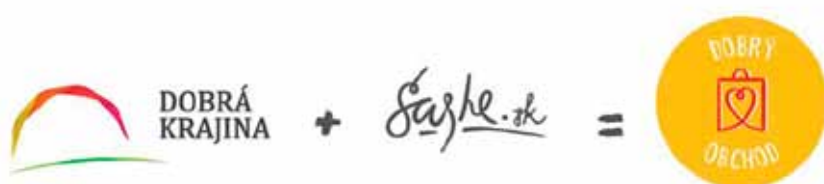
In October we started cooperation with SAShe.sk, which gave rise to

Slovenskej sporiteľne, launched a matching campaign, which is to last until the end of 2016. Thanks to the generosity of our partners, every regular donation will be doubled, up to EUR 50. A regular donation is understood to be a donation which is made to the same project at least three times in three consecutive calendar months. The matching campaign involved altogether 14 projects divided into 3 themes:

hockey players Marián Hossa, Tomáš Tatar, the football players Martin Škrtel, Juraj Kucka, the shooter Danko Barteková and the triathlete Richard Varga. Thanks!

THEY PREPARED A GENEROUS CHRISTMAS

Thanks to great donors, something beyond the ordinary was achieved during the pre-Christmas period. It was proven that a Christmas party can also help. The volunteer Zuzana Bartošovičová and her friends organized an auction and a raffle. Within two hours they raised EUR 7,230 to finish the Dorka Crisis Centre in Prešov.





Our colleagues Katka and Saška personally visited a lot of families in 2015, including Lukáško and his parents.

The “Heart for Children” charity project helps children in need

The charity project of the Nový Čas daily, “Heart for Children”, which has been administered by Pontis Foundation for five years, helps health disadvantaged children and children in social need in Slovakia.

IN 2015 WE GAVE DIRECT SUPPORT TO 316 CHILDREN

The total funds we contributed to help in 2015 amounted to nearly EUR 440,000. All children's stories are published at srdcepredeti.sk, together with the kind and value of the help provided. Altogether, we supported 316 children, including Filip Panák, afflicted with muscle dystrophy, who is looked after only by his mother. Filip is a hardworking all-A's student; however, due to an inconvenient wheelchair, in which he had to spend all days, he suffered from great pains. Therefore, we helped him purchase an electric wheelchair and a passenger car for transport to school and to doctors. We also supported Ema Malaková with a heavy

hearing impairment, who can now use cochlear implants and study at primary school with healthy children. Krištof Németh's central nervous system had been damaged during a difficult labour. He was confined to four walls because he did not have a special pushchair to move about. We helped him purchase a pushchair which ensures correct seating posture and allows easy handling. After four years of no light in the house, the brothers Lacko and Riško and their sister Lianka finally have a reason to smile. On St Nicholas' Day their electricity supply was reconnected and the warmth of home is no longer only a phrase in their household. We bought them a heater, school supplies, toiletries and cosmetics.



We also visited Filipko.

We also helped to make the stay of little patients in health facilities more cheerful.



WE ALSO HELPED HEALTH CARE FACILITIES

Our grant call “The Humanization of Health Care Facilities” helped renovate and make cosier several health care facilities (hospitals, sanatoriums and

convalescent homes) in Železnô, Hraň, Bratislava, Banská Bystrica, Myjava, Brezno and Bardejov. Our help amounting to approximately EUR 50,000 benefited over 62,000 child patients who are treated in these facilities every year.

Food bloggers prepared a delicious surprise for children.



“HEART FOR CHILDREN” WAS ALSO SUPPORTED BY O2 AND THEIR COLLECTION OF OLD MOBILE PHONES

Not only O2 customers could again join the programme “New for Old” and support children in “Heart for Children” by bringing their used mobile phones to O2 shops. O2 would contribute 1 euro for each mobile phone delivered. The programme also attracted 30 schools whose pupils collected altogether 4,358 phones. Together with additional funds, O2 transferred a total amount of EUR 18,056 to the account of “Heart for Children”.

ANOTHER FUND-RAISING EVENT WAS ORGANIZED BY A STUDENT OF A HOTEL SCHOOL

Sára Mackovičová, a student of a hotel school, contributed to the collection by making and selling cakes. Together

with her classmates, she baked 120 cakes and sold them for a voluntary contribution to students and teachers. Within a few hours, they raised EUR 204.24 for families in need in the “Heart for Children” project.

CHILDREN IN “HEART FOR CHILDREN” WERE DELIGHTED TO RECEIVE SWEET TREATS

In December we prepared a delicious surprise for some children in “Heart for Children”. In cooperation with www.kucharky.sk and Slovak foodbloggers, we distributed 30 packages of sweet treats, cook books and Vibovit vitamins.

WE ALSO PAID VISITS TO A LOT OF CHILDREN

During the year we visited 38 families from different corners of Slovakia, who had been supported from “Heart for Children”. As we went along, we

posted photos from the visits, together with further interesting information, on our Facebook page, which had nearly 6,500 fans at the end of the year. We launched a new modern website srdcepredeti.sk to make requests for help and donations easier and clearer.

WE INTRODUCED A REGULAR SMS

For donors we created a new possibility of making regular donations, which helps us work more strategically and plan our activities better. By sending an SMS saying “START SRDCE” to 871, a donor makes a 5-euro donation every month. It is just as simple to cancel the donations. The costs for the administration of the charity project by the foundation are fully covered by the Ringier Axel Springer Slovakia publishing house. As a result, the money donated is spent to the last cent on helping children.

WHAT DID WE SUCCEED IN DOING in 2015?

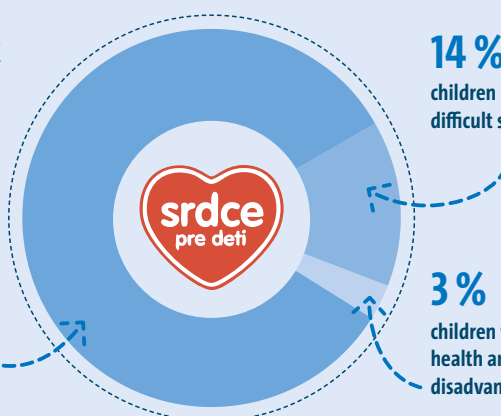
- We have issued 15 individual public collections up to date, which were accompanied by promotional articles in the *Nový Čas* newspaper.
- We collected more than EUR 54,000

In 2015
“HEART FOR CHILDREN”
helped:

83 %
health
disadvantaged
children

14 %
children in a socially
difficult situation

3 %
children who are both
health and socially
disadvantaged



A woman with blonde hair tied back, wearing sunglasses and a green t-shirt, is working on a wooden structure. The image has a yellow-green overlay. The text 'Corporate Volunteering and Pro Bono' is written in white over the image.

Corporate Volunteering and Pro Bono

**We promote corporate
volunteering and pro bono**

We help non-profit organizations connect with corporate volunteers, who provide them with both manual and professional pro bono help. We encourage companies to do various activities to involve their employees in volunteering and provision of free pro bono services.



8 people

in the team:
Monika Smolová
Monika Brošková
Natália Blahová
Marek Richter
Martina Kolesárová
Lucia Borovská
Iva Králová
Jana Štefániková

8 000

volunteers involved in
the biggest event of
corporate volunteering,
“Our City”

945

people on the
Map of Social
Innovators

27 attorneys

helped non-profit organizations within
the Pro Bono Attorneys programme

12 teams

worked for 12 hours to help
non-profit organizations during
the Pro Bono Marathon



Volunteers helped in 28 Slovak towns during Our City.

Volunteers helped during “Our City”

On 12 and 13 June 2015 over 8,000 volunteers helped in Slovak towns during the biggest event of corporate volunteering, “Our City”.

The employees, who normally work as managers, HR managers, bankers or assembly line workers, left their offices to take paints, brushes, scissors or shovels in their hands and help where it is needed most. They worked in teams to beautify their surroundings or spend time with senior citizens or disabled people. They helped schools and towns, and often they were joined by other inhabitants or town officials. In 2015 “Our City” attracted 8,400 volunteers, who contributed to 500 volunteering activities in 28 towns and villages in Slovakia.

Volunteers in **Bratislava** helped at primary schools and kindergartens, where they painted fences, beautified playgrounds and school yards. At the Children’s Hospital and Clinic in Kramáre they spent an afternoon playing with children staying there. In Rohovce they beautified a refugee camp while learning about the uneasy life of people seeking happiness outside their mother country. In Záhrada pod Pyramídou volunteers helped change an abandoned roof terrace into a community garden.

They also gave a new appearance to Trnavské mýto, where they removed graffiti and installed litter bins. Another group, already traditionally, used boats to clear the Little Danube of rubbish.

In **Galanta** volunteers went for a walk with senior citizens who are confined to wheelchairs and often condemned to isolation in social care facilities. Together with the Social Services Home in Galanta, they took care of “Domček”, where health disadvantaged clients learn how to look after the household. Volunteers were trimming trees and looking after the greenery while the clients of the home were preparing a picnic and goulash as a reward for them.

In **Šaľa** volunteers painted the fence of a local kindergarten. They helped the civic association Mamy mamám to create a permanent exposition on how a grain becomes bread. Sered’ can boast a renovated cyclist path. Besides clearing it of rubbish, volunteers painted the benches and gazebos located along the path which cyclists use for relaxation.

In **Trnava** volunteers went on with cultivating the Janko Král Park and cleaning Kamenný mlyn. The inhabitants of Trnava helped create a ball field, which had not been available in the town until then. They tidied up a garden for senior citizens and renewed old dilapidated benches.

In **Košice**, volunteers, together with city employees, beautified 25 playgrounds. They helped Liga proti rakovine, and together with Svetielko pomoci, which had joined the “Our City” initiative for the first time, they cleaned and tidied up an accommodation facility for cancer ill children and their parents.

Volunteers helped with beautifying the zoological garden in **Spišská Nová Ves**. In addition, they painted a school fence and planted flowers and installed large-size photographic prints at the railway station. Volunteers also took animals from a shelter for a walk and cleaned their kennels. In cooperation with the non-profit organizatin Pro Meliori in **Svit**, they cleared the educational trail Baba of rubbish, improved

information boards and created an educational game for children “How Far Can You Jump?”. Children can compare the distance they can jump with that of animals, for example, a mouse, frog, rabbit, fox, doe and a deer. At the primary school in Ulica Mieru, volunteers beautified one of the walls with a mosaic made of tiles and shards.

Volunteers in **Žilina** contributed to conserving and beautifying the surroundings of the ruins of three castles: Blatnica, Hričov and Lietava. They also helped with saving a 600-year-old Gothic church in Stránske. They took seniors out for a picnic in the Chrást forest park and beautified their community garden.

One of the popular activities in **Partizánske** is cleaning the grounds of the local hospital. Volunteers took seniors for an outing to an observatory and painted their garden furniture. At several schools they painted fences and cleaned gymnasiums. Volunteers helped revitalize the Skotňa park, where they repaired steps and removed self-seeding woody plants. A new appearance was also given to banisters and handrails in the Clementis Kindergarten. In a kindergarten in **Nováky** volunteers tidied up its grounds and at a pri-

mary school they renovated benches and climbing frames. In **Levice** they tidied up the grounds of a school and Krojáreň. They cleared a room which had served as a boiler room to make it a storage room for folk costumes. The Autism Centre in **Trenčín** received a supply of wood for heating in the winter. Volunteers also helped with cleaning its premises and windows and renovating its playground.

On the pedestrian zone in **Nitra** they beautified the surroundings of a storage container where theatre performances, concerts or markets take place. Also the town of **Hurbanovo** joined “Our City” for the first time. Volunteers renovated benches and climbing frames at a children’s playground in the town. Similarly, **Žiar nad Hronom**, where volunteers planted greenery elements in parks and the town’s nurseries. In **Veľké Kapušany** volunteers built a water gate, in **Nové Mesto** they renovated the premises of a local kindergarten and in **Dolné Sĺnie** the premises of the cultural centre. **Zlaté Moravce** hired volunteers to renovate the winter stadium and the grounds and garden of a kindergarten. Also this year, volunteers were welcome at the Pánske kúpalisko swimming pool in **Topoľčianky**.

THE COMPANIES WHICH JOINED “OUR CITY 2015”:

- Accenture, s.r.o.
- Genpact Slovakia s.r.o.
- Pfizer Luxembourg SARL, o.z.
- Adidas Slovakia s.r.o.
- GETRAG FORD Transmissions Slovakia s.r.o.
- PHOENIX Zdravotnícke zásobovanie, a.s.
- The attorneys’ office Squire Patton Boggs s.r.o.
- GlaxoSmithKline Slovakia s.r.o.
- Poistovňa Slovenskej sporiteľne, a.s.
- Allen & Overy
- Grafton Recruitment
- Poštová banka
- Allianz-Slovenská poisťovňa a.s.
- HEINEKEN Slovensko
- PwC Slovensko, s.r.o.
- American Chamber of Commerce in the Slovak republic
- Hewlett-Packard Slovakia s.r.o.
- Profesia.spol. s r.o.
- Aspiro, a.s.
- Hillbridges, s.r.o.
- Provident Financial, s.r.o.
- Asseco Central Europe
- Honeywell
- SAMSUNG Electronics Slovakia s.r.o. Galanta
- AT&T Global Network Services Slovakia s.r.o.
- Honeywell Safety Products Partizánske
- Sandoz d.d. – organizational unit
- Bayer, spol. s r.o.
- Honeywell Safety Products Slovakia
- SAP Slovensko s.r.o.
- Bosch Group v ČR a SR
- IBM International Services Center s.r.o.
- Slovalco, a.s.
- Citibank Europe plc, a subsidiary of a foreign bank
- ING Bank N.V., a subsidiary of a foreign bank
- Slovanet, a.s.
- Concentrix Services Slovakia s.r.o.
- Johnson Controls International
- Slovenské elektrárne, a.s.
- Komerční banka
- Československá obchodná banka, a.s.
- Kia Motors Slovakia s.r.o.
- SLOVNAFT, a.s.
- Dell s.r.o.
- Kinstellar Business Services, S.a.r.l., organizational unit
- Stredoslovenská energetika, a.s.
- Deutsche Telekom Shared Services
- Swiss Re Business Services (Slovakia) s.r.o.
- DEVELOR Slovakia s.r.o.
- KPMG Slovensko
- Tatra banka, a.s.
- DHL
- Lenovo Slovakia s.r.o.
- The Slovak Spectator c/o The Rock s.r.o.
- DLA PIPER WEISS-TESS-BACH Rechtsanwälte GmbH, o.z.
- MetLife Slovakia
- TOMRA Sorting, s.r.o.
- DuPont Slovakia s.r.o.
- Microsoft Slovakia s.r.o.
- TOPVAR
- Embraco Slovakia s.r.o.
- Mondeléz EBSC s.r.o.
- T-Systems Slovakia s.r.o.
- ESET, spol. s r. o.
- Nestlé Slovensko s.r.o.
- UNILEVER
- EUROVEA Hotel, s.r.o.
- NN Management Services, s.r.o. organizational unit
- Union poisťovňa, a.s.
- Erste Group IT SK, spol. s r.o.
- Novartis Slovakia s.r.o.
- Union zdravotná poisťovňa, a.s.
- Foxconn Slovakia spol. s r.o.
- Orange Slovensko, a.s.
- The Embassy of the United States of America
- GA Drilling, a.s.
- Partizánske Building Components SK s.r.o.
- The Embassy of the United Kingdom of Great Britain and Northern Ireland

THIS IS WHAT “OUR CITY 2015” LOOKED LIKE:

over
8,000
volunteers

5,438
metres of fence
painted

672
benches painted

616
ornamental plants
planted

520
toys cleaned

over
500
volunteering
activities

294
clients of
social services
homes spent an
afternoon with
volunteers

221
parks, gardens,
educational
trails and sports
grounds cleaned

103
rooms redeco-
rated

61
spaces beauti-
fied, repaired and
redecorated

39
employees of
non-profit organi-
zations attended
training courses

24
radiators painted

12
castle ruins
beautified

10
rivers, streams,
wells and ponds
cleared of rubbish

2
statues cleaned

Pro Bono attorneys helped non-profit organizations

It was the fifth year that the Pro Bono Attorneys programme in Pontis Foundation developed cooperation of attorneys and attorney's offices with non-profit organizations.



Lawyers from bnt attorneys-at-law and Allen & Overy helped the Cyklokoalícia association during the Pro Bono Marathon.

Attorneys helped organizations that needed legal assistance in dealing with social, environmental, human rights and other issues of public concern, for a better institutional running and protection and promotion of the rights of their clients – people in need.

Thanks to the free legal assistance services of 27 entities (attorney's offices or attorneys), we helped 26 non-profit organizations deal with 38 legal cases in 2015, including four legal training courses and direct legal assistance to two homeless people and a person from a socially disadvantaged background. We also provided pro bono legal training courses for the employees of another 13 non-profit organizations.

Within the Pro Bono Attorneys project we systematically help people in need in Slovakia. In 2015 attorneys

cooperated, for example, with the Proti prídu civic association to propose a National Strategy of Prevention and Fight with Homelessness. Besides this, we approached the Office of the Plenipotentiary for the Development of Civil Society to communicate our comments on the proposed amendment to the Public Procurement Act regarding the institute of social

clause in support of common orders for disadvantaged groups. In May we, on behalf of 7 non-profit organizations, submitted through Mikuláš Huba, an MP, comments on the draft of the National Strategy on Social Inclusion and Poverty Eradication, which did not take into consideration the homeless.

MEMBERS OF THE PRO BONO ATTORNEYS PROGRAMME in 2015:

- Allen & Overy
- bnt attorneys-at-law
- Mgr. Eva Braxatorisová
- JUDr. Tijana Čečezová
- DENTONS
- DLA Piper
- Hillbridges
- JUDr. Barbora Vrbová
- JUDr. Branislav Krivošík
- JUDr. Marián Miškolci
- Kinstellar
- Krivak & Company
- Lexpert – JUDr. Roman Dula
- White & Case
- Dell, a corporate member of the programme



The attorney's office Hillbridges provided a free training on intellectual property rights to non-profit organizations during the Pro Bono Marathon.

“PRO BONO ATTORNEYS” in 2015:

38
legal cases
dealt with

26
non-profit
organizations
assisted

27
attorneys and
attorney's offices
involved

4
legal trainings
provided to
24 non-profit
organizations

THE LEGAL CLINIC HELPED THE HOMELESS

In 2015 we launched a model of systematic legal assistance to socially excluded people who are not entitled to legal assistance by the state and whose rights are often violated. Within Global Pro Bono Week 2015 in October, we held a preparatory meeting in the Daily and Integration Centre DOMEČ to start, in cooperation with the Proti prádu and Vagus civic associations, a “legal clinic” for the homeless. The project relies on the experience of pro bono attorneys who have, since March 2015, been providing legal assistance to three clients of the Proti prádu civic association, involved in the project of porters, in dealing with their debts.

WE IMPROVE LEGAL KNOW-HOW OF NON-PROFIT ORGANIZATIONS

As part of “Our City 2015” and “Pro Bono Marathon”, held in June, we provided employees of 24 non-profit organizations with free legal trainings in 4 legal areas:

- personal data protection
- strategic legal thinking
- distress law
- intellectual property law

WE ALSO INVOLVE LAW STUDENTS IN PRO BONO HELP

It was the third year that we, in cooperation with the Faculty of Law at Comenius University in Bratislava, offered an elective course “Non-Profit

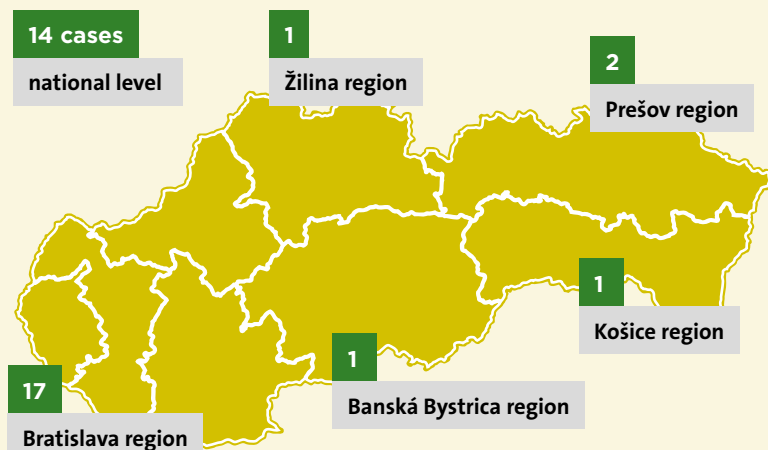
Legal Clinic”. In the winter semester of 2015/2016 28 4th-year and 5th-year students, divided into 10 teams, worked on current legal cases of 10 non-profit organizations.

SEMINAR “STRATEGIC PRO BONO ASSISTANCE AND HUMAN RIGHTS”

In March we organized an inspiring seminar on strategic pro bono assistance in protecting and promoting human rights. It was led by two promi-

nent attorneys from Norway, Arild Humlen and Bendik Falch-Koslung, both members of the Norwegian Bar, and Stian Oen, a bar advisor on public policy. They described to attorneys, lawyers from the non-profit sector or public authorities and law students their experience with cooperation of attorneys, professional non-profit organizations and academia on a successful 6-year project “Asylum Seekers”, which provides assistance to asylum seekers.

“PRO BONO ATTORNEYS” HELPED NON- PROFIT ORGANIZATIONS IN THE FOLLOWING REGIONS in 2015:





The Pro Bono Marathon took place in Connect and Impact HUB on Thursday, 11 June 2015.

“Helping Heads” helped during the Pro Bono Marathon

The Pro Bono Marathon was held as part of the “Helping Heads” project, which seeks to involve people from the corporate sector in dealing with social issues.

In 2015 teams of creative designers, lawyers and consultants left their offices to take part in the Pro Bono Marathon. They put their minds together to come up with something meaningful to help non-profit organizations. They spent long hours creating, inventing and discussing in Connect and Impact HUB in Bratislava, not discouraged by hot weather and shortage of oxygen.

On Thursday, 11 June, teams composed of advertising and PR experts, lawyers, management consultants and managing directors worked to help non-profit organizations with marketing campaigns, communication strategies, the efficiency of work in the organization and legal issues. During the Pro Bono Marathon the companies donated services worth tens of thousand euros to selected organizations, which work to improve public areas, educate the young and help endangered social groups. It was the first time that the

managing directors of the participating companies got involved in helping non-profit organizations with the sustainability of projects and fundraising. Help was provided especially to the organizations which deal with less attractive issues but deserve support to affect the change they are seeking.

STORIES FROM THE PRO BONO MARATHON

“Save Refugees” Campaign for Nexteria

The advertising agency Creative Department prepared a campaign for Nexteria, which calls on current leaders to support its activities and prevent brain drain abroad. The agency used a controversial metaphor to speak of the “drain”. They compared Slovak students to refugees who are fleeing Slovakia because their country cannot provide them with a zero-corruption social environment, quality education and a chance for better life. However,

Slovakia needs them, and therefore, they need saving.

How to expand mobile gardens from Vnútroblok into cities and towns

The TRIAD Advertising agency looked for ways how to bring mobile gardens from Vnútroblok to public notice and disseminate the ideas of growing and community life in cities and towns. Therefore, they devised a new website www.MobilneZahradysk, which will serve not only founders of new mobile gardens, but also potential gardeners and people who would like to support the project.

New clothing for Mládež ulice

The civic association Mládež ulice in the long term lacked an identity and clothing which would characterize their activities. The SCR agency, therefore, developed a new logo and a new, uniform visual identity for them. During the 12-hour marathon, the agency

prepared a visual draft of a 2% tax assignment poster, invitation for Christmas baking, business card, social network post, newsletter and a letterhead.

A new cyclist identity and the development of mountain cycling for the OZ Pedál civic association

A team from the Neopublic agency helped the OZ Pedál civic association, which seeks to create better conditions for mountain cyclists by building and maintaining cyclist paths and promoting cycling. Neopublic therefore drafted a manifesto of a genuine cyclist, where, by using irony and humour, they present a genuine cyclist as a person who rides a bike for the sake of image enhancement only, disrupts family, encourages children to go to the bad, protects hunters' and developers' interests and is loved and supported by politicians. They do so in the belief that the irony will capture the attention of those who it is aimed at.

Helping ID Space Team to bring more people to "Rozbaľ to, Bratislava!"

The online marketing agency VISIBILITY helped the organizers to promote the multi-genre festival "Rozbaľ to, Bratislava!". Together, they sought to propose a strategy which would appeal to the young generation of Bratislavans. They came up with the main communication idea of the festival in the spirit of the slogan "Come and try RAW art".

A 24-hour donation marathon built on stories for Pontis Foundation's "Great Country"

The digital advertising agency Adbee Digital helped Pontis Foundation to publicize the 24-hour marathon for the "Great Country" donation portal. The campaign aimed to attract as many donors as possible and prove what can be done in 24 hours. The agency focused on communicating the stories of non-profit organizations which were supposed to encourage people to join the campaign and realize what can be done in one day.

Campaigns focused on mapping drug locations for the OZ Odyseus civic association

OZ Odyseus got the support of the communication agency PRIME time, which helped them deal with the

negative public opinion that the association faced. The agency helped create two campaigns which were supposed to, at least partially, point to the activities of the association by means of the personal stories of their clients. In addition, PRIME time created an online application to enable mapping of drug locations.

Helping the Slovak Debate Association to teach companies to engage in debates

The Pro Bono Marathon resulted in two slogans for the Slovak Debate Association: "Companies, you may have a problem in the future. No doubt" and "Contribute". Both were proposed by the THIS IS LOCCO advertising agency. The former aimed to support and

holders by introducing a new online registration system which is to reduce paperwork and make the organization easier.

Helping the Cyklokoalícia association to create better conditions for cyclists

Lawyers from bnt attorneys-at-law and Allen & Overy drafted sample motions and proposed a way how to coordinate regulations to better champion the rights of cyclists.

They also pointed out the low quality of horizontal road signage, which is, due to its slipperiness, dangerous both for cyclists and pedestrians. They therefore drafted a sample claim for damages for people who may slip and get injured on a zebra crossing.



Creative designers helped non-profit organizations for 12 hours on end during the Pro Bono Marathon.

THE PRO BONO MARATHON in figures:

- 12 hours
- 12 teams
- Advertising agencies, lawyers, consultants, managers and managing directors
- 12 projects
- 3 legal trainings

develop debating skills in employees, and the latter wanted to raise money for the running of the association, but not for free. The debaters offered in return, for example, the administration of a corporate social network web or quality courses in rhetoric for the employees, led by qualified instructors.

Helping the Aliancia Stará Tržnica association to attract more people and stallholders to the Old Market Hall

Accenture devised a strategic plan to increase the efficiency and profitability of TRH-PIAC-MARKT, an event held in the Old Market Hall every Saturday. The initiative is supposed to attract more people to come to the market and increase the number of stall-

Companies in the Engage group encourage their employees to participate in volunteering activities

In Slovakia there is a group of companies which actively develop corporate volunteering. The group is called Engage. It is an international network of renowned and socially responsible companies which develop various forms of employees' engagement. The group was established in 2007 and had 22 members in 2015.



Clothes collections are organized regularly twice a year.

The members of the group help organize "Our City", the biggest event of corporate volunteering in Slovakia, and develop innovative forms of employees' engagement, from long-term pro bono know-how provision to short-term marathons and accel-

erators. "Our City" included the second year of marathon of pro bono solutions in the area of communication, legal and business consulting.

Besides joint activities, we organize collections of supplies for charity organizations and crisis centres twice a year. In 2015 we collected over 10,000 kg of clothing and soft furnishings, 333 kg of toiletries and cosmetics and 676 kg of sports goods and creative supplies. In order to meet the current needs of clients of some non-profit organizations, we collected luncheon vouchers worth EUR 2,182.65 for the purpose of purchasing basic foodstuffs.

In cooperation with the FOCUS agency, we conducted a survey of interest in pro bono volunteering among employees. The survey was responded to by 766 employees from 13 companies in the Engage group, which had undertaken

to develop volunteering in Slovakia. The survey showed that a half of the respondents had had experience with different forms of corporate volunteering. In their view, the benefits of volunteering included acquisition of knowledge and soft skills, personal and professional development, relationship building with colleagues and reinforcement of loyalty to a company which develops volunteering and cares for the community. The results of the survey confirmed that employees would welcome more volunteering opportunities to help non-profit organizations, either manually or by using their professional skills. The survey also showed that the most frequent obstacle to employees' engagement in volunteering activities is lack of time and job responsibilities. It is evident that a good strategy of corporate volunteering requires flexibility of pro bono volunteering activities to suit the work pace of employees.

MEMBER OF ENGAGE in 2015:

- | | | |
|----------------------------|--------------------------|------------------------|
| • Accenture | • Honeywell | • PwC |
| • Allen & Overy | • IBM Slovensko | • Samsung |
| • Citi | • Kinstellar | • Slovak Telekom |
| • DELL | • Kia Motors Slovakia | • Slovnaft |
| • EY | • KPMG Slovensko | • Slovenské elektrárne |
| • Foxconn | • Orange Slovensko | • Tatra banka |
| • Hewlett-Packard Slovakia | • Philip Morris Slovakia | • Tesco Stores SR |
| | • Provident Financial | |

IN 2015 WE COLLECTED:

- 9,849.5 kg of clothing and infant supplies
- 333 kg of toiletries, cosmetics and kitchen supplies
- 693 kg of soft furnishings, bed linen
- 552 kg of sports goods, school and relaxation supplies
- 124 kg of creative supplies for sheltered workshops and other supplies
- luncheon vouchers worth EUR 2,182.65

We made a map of social innovators

In cooperation with Ashoka, we tracked the people who are changing our country for the better. We used the snowball method to do the mapping.



We asked the people we had approached about other interesting people who, in their view, brought unique approaches to dealing with social issues. We started by approaching 20 people in selected areas, who then recommended others who they viewed as social innovators, experts or supporters. This made the snowball grow. We focused on three areas in particular: education, social inclusion as well as active citizenship, the support of democracy and community development. We interviewed 204 people and gained 945 distinct names. On average, each interviewee recommended eight and a half others, which resulted in 1,700 names in total.

The map represents a varied mixture of people who have one thing in common: the fact that they are all considered bearers of positive change. The map includes people from the civic sector, politicians, businessmen, doctors, teachers, journalists, priests, clerks, as well as some mayors and President Andrej Kiska. The map, however, does not rank the people according to their success or quality and does not include everybody who has sought positive change in Slovakia. There are many more people like this in Slovakia, particularly in the regions, than what the map shows.

THE MAP OF SOCIAL INNOVATORS in figures:

204

interviews

402:543

women-men ratio
on the map

8,5

an average number of
nominations per interview

945

nominees

1731

nominations

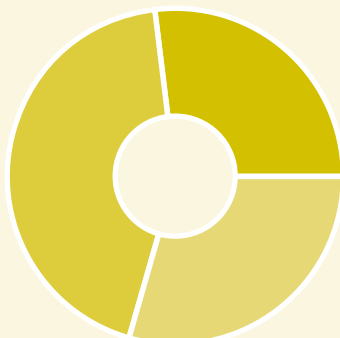
700

institutional nominees

THE NUMBER OF NOMINEES in selected areas

413

active citizenship,
the support of
democracy and
community
development



253

social inclusion

279

education

The more nominations a certain person received, the bigger the size of his or her square on the map is. The more central the position of the square, the more significant the person's intersectoral impact. After Italy, Austria and the Czech Republic, also Slovakia has its Map of Social Innovators, which is presented alongside Poland's and Hungary's. Each of them is unique and represents a different type of relationship arrangement. The map of social innovators depicts the current social innovation ecosystem. It illustrates our ability to cooperate and hidden potential for a higher impact of our activities.

A man with grey hair and glasses is operating a professional video camera on a tripod. He is wearing a blue shirt. In the background, a young man in a brown sweater and striped tie is looking towards the camera. The setting appears to be a classroom or a workshop, with a green chalkboard and various posters visible. The text "Development Cooperation Abroad" is overlaid in white on the image.

Development Cooperation Abroad

**We help to change the
world for the better**

Another important part of our work is democratization and development cooperation abroad, development education and raising the awareness of the expert public of development themes. Our projects abroad are performed in Kenya, Moldova, Belarus, as well as in northern Kosovo.

9 people

in the team:
Ivana Raslavská
Jakub Šimek
Tatiana Žilková
Simona Gembická
Ivana Uličná
Michal Cenker

Viktória Mlynárčiková
Miroslava Furjelová
Adriana Petrová
Matúš Plavecký
(external)

5 countries

projects in 5* countries: Kenya, Moldova,
Belarus, northern Kosovo and Slovakia

160

participants in the conference
“Development and Democracy”



*The country list is not complete. For the protection of our partners, the other countries are not included in the annual report.



Social innovations for development were discussed at the conference “Development and Democracy” by (from the left) Ivan Debnár, James Ndiga, Eszter Vittorino, Masha Cheriakova and Aleksandr Skrabowsky.

The world’s development experts met at an international conference “Development and Democracy”

In 2015 we organized the fourth annual international conference “Development and Democracy”, which outlined a possible direction of development of development cooperation after 2015.

The conference dealt with themes such as social enterprises in Belarus, technological innovations in eastern Africa or the role of education in the world. All of these things were discussed against the backdrop of the Slovak presidency of the Council of the EU and the global position of V4. Over 30 experts from across the world appeared at the conference to give lectures or participate in discussion panels.

The keynote speaker of the conference was Mari Kuraishi, the co-founder and president of the charity fundraising website GlobalGiving.org. The conference could not avoid the theme of migration. Katarína Matherňová, a representative of the European Commission, remarked that the civil war in Syria had been under way for four years, but

the EU had not made any preparations to handle its consequences. The conference “Development and Democracy 2015” was co-funded from the resources of official development aid – SlovakAid, the European Commission, UNDP and the International Visegrad Fund.

The conference was followed by a traditional presentation of the Golden Plaque of the Minister of Foreign and European Affairs for development and humanitarian aid. Miroslav Lajčák, Minister of Foreign and European Affairs, awarded it to Mária Sliacka. Mária Sliacka is a project director of the non-governmental organization ADRA Ukraine, who is in charge of a project of reconstruction of war damaged houses in the east of Ukraine and a project of financial aid to the displaced from Crimea and the east of Ukraine to Kiev.



DEVELOPMENT AND DEMOCRACY

- 1** day
- 160** conference participants from 19 countries
- 35** speakers
- 7** conference themes
- 1** conference proceedings
- 9** partners
- 1** media partner
- 15** media reports

Non-profit organizations educated themselves at NGO Leadership Bootcamp

In cooperation with the University of Michigan, we organized a four-day training for strengthening civil society, which was attended by 20 representatives of civil society from Belarus, Russia, Ukraine, Kazakhstan, Kirgizstan, Moldova, Slovakia, Macedonia, Serbia, Kosovo and Tunisia.



Participants of NGO Leadership Bootcamp, which was held in Bratislava in October 2015.

The bootcamp brought together the unique expertise of Pontis Foundation in the area of support of democratization and development of civil society with that of the University of Michigan, which focuses on strengthening democratic responsibility in the world. The bootcamp was open to participants from countries whose authoritarian regimes had collapsed. As has been shown by recent development in Ukraine, Russia or Tunisia, there is an urgent need to strengthen the activity of civil society organizations which create space for positive social and political change. The aim of the training was to reinforce the sustainability and efficiency of organizations which focus on the development of democracy, rule of law and human rights in their home countries.

The executives of non-governmental organizations developed their managerial capacities, tools and skills, which would help them successfully engage the wide public, governments and international partners in this development. The programme focused on ways of building a strong organization, its vision and strategy, as well as on financial management, marketing and mobilization of resources.

NGO LEADERSHIP BOOTCAMP in figures:

4

days

20

participants from
11 countries

4

instructors



Students of Kajire Girls High School, which is involved in the Sote ICT programme.

We educate young Kenyans to enhance their employability on the labour market

What is the situation in Kenya like?

Despite the fact that Kenya is a prominent leader in mobile technologies, most young Kenyans have limited access to computers and the internet, which puts them at a disadvantage on the labour market. Moreover, only students who have graduated from secondary school with grades higher than B have an opportunity to study at university, which means that less than 3 per cent of the students who have left secondary school are admitted to universities.

WHAT ARE WE DOING IN KENYA?

As the high unemployment of young people is a pressing issue in Kenya, we believe that better quality education is one of the factors which can significantly increase the chances of young Kenyans to find employment. We have been involved in development cooperation in Kenya since 2010 when we, together with the Kasigau Wildlife Trust as the project partner, started the programme Sote ICT. At the moment

we are present at 12 secondary schools in the Taita Taveta region, where we introduced project teaching, practice enterprises and IT clubs.

In 2015 our IT clubs had 460 members, who we helped acquire practical computer and business skills. Since 2013 students have established and managed altogether 28 practice enterprises, which are registered in the Practice Enterprise Network and which do business with each other but also with

students from Slovakia. In April 2015 we organized the first fair of practice enterprises in the city of Voi. A great success of the project was the opening of Sote Hub in Voi, which is supposed to be a centre to help graduates of our IT clubs and the wider public to start their own businesses.

In teaching the methodology of practice enterprises to Kenyans, we are assisted by the Slovak Centre of Practice Enterprises at ŠIOV. Thanks

to them, Sote is on its way to become an associated member of the Practice Enterprise Network in 2016. During the school year, secondary school students create promotional brochures, videos, business plans and financial documents and blog about their practice enterprises. We organize competitions in writing CVs, advertising videos, essays, business plans in the form of Business Model Canvas and business cases. They are regularly attended by our Kenyan co-workers.

Two graduates of the secondary schools where we operate became members of our project team in Kenya: Gift Mtambo coordinates and mentors practice enterprises and Lucia Muthoni works on building the community and gaining new members for Sote Hub. In the newly opened Sote Hub we held the first three-day seminar on the essentials of programming websites and mobile applications. This has laid foundations for two clubs of Sote Hub's members – Coding Club and Sote Tech Queens.

WHAT DID WE SUCCEED IN DOING IN KENYA in 2015?

- We opened Sote Hub for our graduates and young entrepreneurs in the city of Voi
- We extended our portfolio of skills to include digital fabrication and programming
- In the city of Voi, Kenya, we organized the first fair of practice enterprises, which was participated in by 10 schools
- We started close cooperation with the first start-up hub in Africa – iHub and Swahilibox
- We were present at 12 schools (in 2015 we expanded to another 2 all-girls secondary schools)
- We improved the business and IT skills of 460 students in 12 IT clubs and 28 practice enterprises
- Over 5,000 students benefited from our long-term support of the informatization of Kenyan schools
- We helped to start 13 partnerships in the competition of business cases of practice enterprises
- Slovak students from 9 practice enterprises started business communication with their Kenyan peers
- The volunteer Eva Kis Lengyelová worked at 10 schools in Kenya, teaching students in practice enterprises how to improve marketing and how to prepare Business Model Canvas
- Ivana Uličná, the former volunteer and current coordinator of the project, was presented a Volunteer 2014 Award in the category of SlovakAid



Ivana Uličná, a project coordinator at Pontis Foundation, with graduates of Sote ICT in the premises of Sote Hub.

We interconnect communities in northern Kosovo

What's the situation like in northern Kosovo?

For almost two decades the north of Kosovo has faced socio-political and economic instability. A long-term frustration of civil society by its dependence on external factors has caused that the sense of identifying with public administration issues and the motivation of people to participate in dealing with them are extremely low. 2015, however, brought a new hope for a shift in breaking the deadlock in the north in the form of an agreement on the establishment of the Association of Municipalities with the Serbian majority in Kosovo. The implementation of individual measures will be time-consuming and demanding, and the normalization of relations between individual communities in the country will be a long-term project. Nevertheless, making the system of institutions in northern Kosovo more transparent can potentially open a way to the development of the region.

WHAT ARE WE DOING IN NORTHERN KOSOVO?

We are trying to enhance the participation of young people in decision-making processes at local and national level. In cooperation with the partner organization NGO AKTIV, we are performing activities aimed at interconnecting communities. We supported 6 community and advocacy projects of organizations in northern Kosovo. In addition, we gave trainings to young activists, promoting effective forms of civic engagement in public issues. Kosovo activists had an opportunity to work with Slovak mentors, who served as sources of expertise and experience with building an active civil society. They also paid tailor-made study visits to Slovakia, which introduced them to innovative approaches to dealing with community issues.

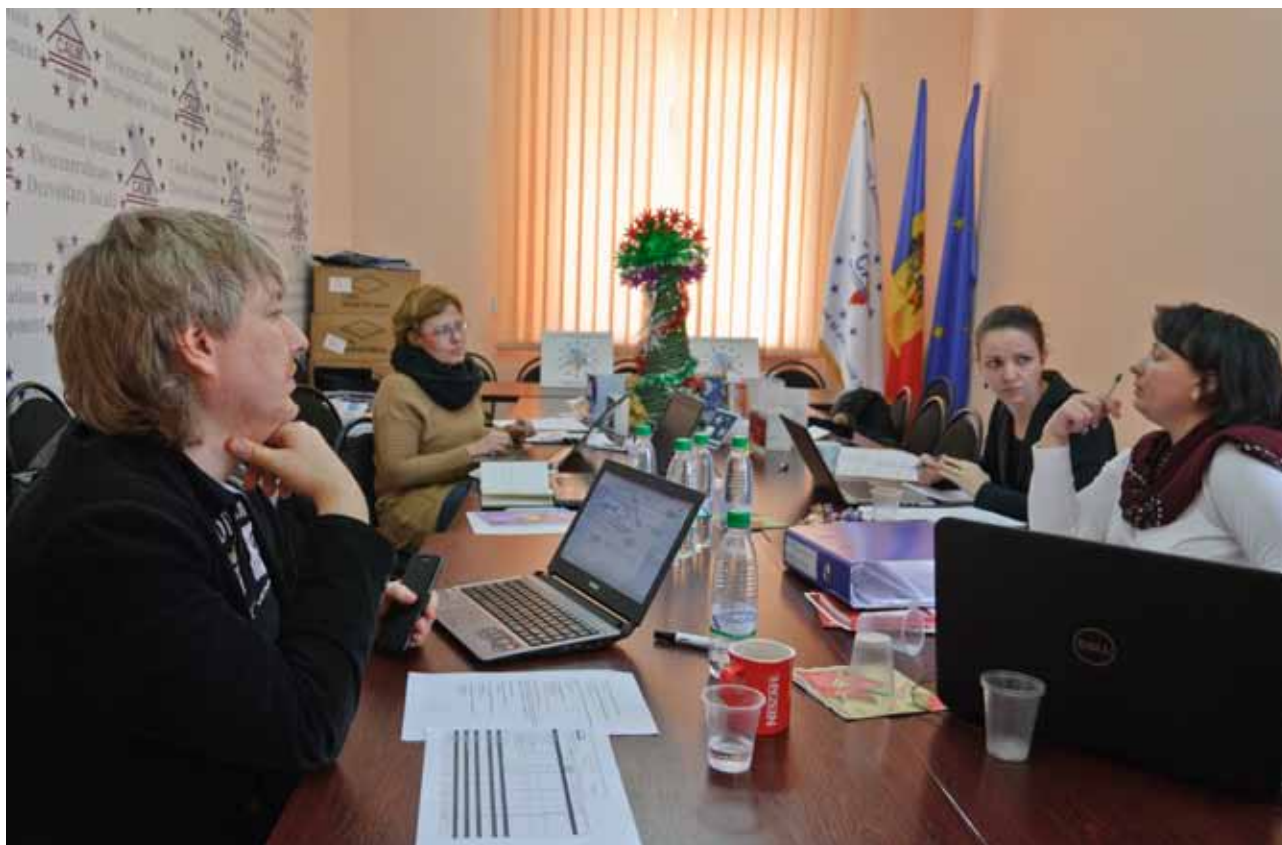
As one of the main aims of the programme is to create a functional network between municipalities, state and regional authorities, donors and civil society in northern Kosovo, the project culminated with "NGO Fair" in Mitrovica in December 2015.



The Sinergija organization from northern Kosovo educates young people in tolerance, violence prevention and gender equality.

WHAT DID WE SUCCEED IN DOING IN KOSOVO in 2015?

- We supported 6 community and advocacy projects worth EUR 35,000
- We organized a training course for 20 activists from Kosovo, aimed at
- advocacy campaigns and communication
- We organized 12 study visits to Slovakia and tens of meetings with Slovak institutions and organizations
- 5 Slovak mentors and
- tens of consultation hours for Kosovo grantees, more than half of them pro bono
- Over 50 international and local organizations participating in the NGO fair in Mitrovica



Viktória Mlynářčiková, a programme manager at Pontis Foundation, met CALM representatives in Moldova.

We help Moldova to decentralize

What is the situation like in Moldova?

Despite foreign aid, development cooperation and investments, Moldova remains Europe's poorest country. From a political point of view, 2015 was an extremely hard year for Moldova. A deadlock following the general election, non-stop public protests in the capital city of Chisinau, Transnistria's insecure future, but also good news for pro-European voters: an EU association agreement, including a free trade agreement.

WHAT DID WE SUCCEED IN DOING IN MOLDOVA?

Moldova is becoming decentralized, which means that powers are being transferred from state to local level, which would reduce "the state dictatorship" towards local governments. As Slovakia has rich experience with decentralization (and decentralization in Slovakia can be considered a success), Pontis Foundation wants to share this experience with Moldova. Despite a difficult political situation, we, together with our project part-

ners (the Slovak Association of Cities and Municipalities and CALM, the Congress of Local Authorities from Moldova, which includes over 600 out of 900 municipalities in Moldova), were successful in helping city and municipality officials in Moldova to improve the position of cities and municipalities in the country and their communication with the public. However, we also cooperated with state administration bodies. We spent the period prior to the municipal elections especially drafting strategic docu-

ments and practical manuals of CALM. After the elections we worked with newly elected mayors, organized over 30 trainings in the individual regions and 5 meetings of working groups. All activities involved Slovak experts, who either provided Slovakia's experience with decentralizing, cooperated in drafting documentation or gave direct consultations to representatives of the partner organization in Moldova.

We support experts and promote responsible entrepreneurship in Belarus

What is the situation like in Belarus?

Belarus faces a lot of political and economic problems, which result from a complex geopolitical situation in the region, as well as a serious economic crisis with pessimistic prospects. Both factors are a real challenge for the country's stability.



Slavomíra Urbanová, a programme coordinator at Pontis Foundation, appeared at CSR Forum in Minsk in November 2015.

WHAT DID WE SUCCEED IN DOING IN BELARUS?

Since 2003 we have been helping the community of experts in Belarus, who work under a non-democratic regime. Also last year Pontis Foundation worked with analysts who are trying to get involved in dealing with public policy issues. Through the Belarus Public Policy Fund, we are trying to start a public dialogue of civil society in the country. Our research grants supported three extensive analytical studies and surveys, which are supposed to help our partners and local initiatives to prepare advocacy strategies toward

the public, experts and local authorities. Our aim is to create opportunities for the expert public to discuss development trends in Belarus and contribute to coming up with alternative solutions in the area of particular policies.

3 EXTENSIVE ANALYTICAL STUDIES - SURVEYS ON:

- observance of human rights and basic work standards in Belarus
- awareness of the activities of organizations dealing with environmental issues and the motivation/potential of citizens to participate in these activities

- the role of independent trade unions in protecting employee rights and stimulating public discussions on applicable legislation

Since 2009 we have been promoting responsible entrepreneurship in Belarus. In 2015 we continued working on the project of interconnecting civil society with the business sector, whose aim is to promote responsible entrepreneurship and develop the cooperation between companies and non-governmental organizations. The project is supported by EuropeAid and SlovakAid. Following the model of Via Bona Slovakia Awards for responsible entrepreneurship, our partners from the Fond of Ideas organized the second annual CSR Awards in Belarus on 27 March 2015. 13 companies nominated altogether 20 projects in 9 categories. Compared to the first year, when there were 27 nominees, there had been a decrease in the number of projects nominated. However, despite a worsening financial crisis, companies seem to show relatively strong interest in the awards. In May the Fond of Ideas paid a study visit to Slovakia and attended CEE CSR Summit 2015. They got inspired by the format of our conference and organized their own CSR Forum in Minsk on 26 November 2015, featuring, among others, Thomas Kolster, a Danish speaker from Goodvertising, and our colleague Slavomíra Urbanová.



Barnabas Mwansa gave a lecture on European development policies to students of the Slovak University of Agriculture in Nitra.

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

We aim to popularize development themes and strengthen the sense of global citizenship in students by integrating these themes into university curricula. We encourage them to behave and consume responsibly. In cooperation with academics and experts on development education, we prepare teaching materials for instructors, who establish new contacts in countries of the global South by means of internships and study visits. For students we organize lectures and information campaigns whose aim is to raise their awareness of the significance of development education in Slovakia.

OUR ACTIVITIES IN 2015:

In 2015 we successfully continued educating university students and drawing the public attention to various themes in the area of development cooperation. For university students we organized, within the UNIDEV project, 18 lectures and discussions focused on development themes. The lectures were prepared by experts from Kenya, Zambia and Great Britain. By supporting experts from countries of the global South, we are trying to

balance the development discourse and strengthen the mutual exchange of experience between the North and the South. The lectures dealt with themes such as sustainable development, agriculture in countries of the global South, food security, development innovations and business ethics. The lecturers included David Ogiga (Kenya), Barnabas Mwansa (Zambia), James Ndiga (Kenya), Simon Lightfoot (Great Britain). Four Slovak academics and teachers paid study visits to Kenya

and Zambia, which focused on ways of integrating development themes into university education.

Also the academic working group in Pontis Foundation continued its work. It includes Slovak academics and experts who either work on development projects in Slovakia and abroad or are interested in these themes. The working group was established as part of the project "Education Brings Change" in cooperation with NGOs in Poland and Cyprus and continued as



part of the UNIDEV project, which was performed in cooperation with NGO-SC from Cyprus and Kimmage DSC from Ireland. The members of the working group can cooperate with each other, improve their teaching process by taking advantage of the services of Pontis Foundation and actively participate in shaping the agenda of development education in Slovakia. Although development education is part of official development cooperation in Slovakia, there is no accredited study programme at Slovak universities to educate future development workers. The few universities which offer courses in development studies include the Faculty of Social and Economic Sciences at Comenius University in Bratislava, the Faculty of Health Care and Social Work at Trnava University and St Elizabeth University of Health and Social Sciences in Bratislava.

WE PUBLISHED A NEW BOOK

We published a new book entitled *Rozvojové vzdelávanie: Témy a metódy II* [Development Education: Themes and Methods II], which features 10 authors dealing with themes such as the role of development education, anthropology in development, responsible entrepreneurship, agriculture in countries of the global South and the role of women in it. The book is an excellent aid for university lecturers who specialize in development education, development and humanitarian

aid, poverty and poverty eradication and responsible entrepreneurship. Each chapter includes a methodology part whose aim is to help teachers to introduce individual themes to students by means of particular teaching tools.

Together with the first publication, which came out last year, the publication fills the gap in social and expert discussion on development education. We miss experts on development education who would develop the discussion on the role and benefits of this educational concept to Slovak and foreign societies. There is a new website www.unidev.info which aims to remove this shortcoming by bringing expert information on development education not only to students but also to the wide public. The website contains information materials, studies, links to digital libraries and journals and other interesting links.

WE OPENED A PILOT COURSE ON DEVELOPMENT EDUCATION

In cooperation with the University of Agriculture, we opened a pilot course on development education, which was attended by 10 students. They received certificates of attendance as a reward. For the public we prepared an information campaign about our projects within Development Day 2015, where we informed them especially about our activities in Kenya, but also about our activities in the area of develop-

ment education in Slovakia. In addition to the information campaign, we also launched on the same day an online advocacy campaign to support the integration of development education into university curricula in Slovakia, Cyprus and Ireland.

DEVELOPMENT EDUCATION in figures:

- We organized 18 lectures and discussions focused on development themes at Slovak universities
- 4 Slovak academics and teachers paid study visits to Kenya and Zambia
- The academic group had 60 members
- We published 1 book: *Development Education: Themes and Methods II*
- We opened 1 pilot course on development education, which was attended by 10 students
- We launched 1 information campaign and 1 online advocacy campaign



David Ogiga lectured to students of Slovak universities in Nitra, Bratislava and Banská Bystrica.





Via E
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Financial Report

**This is how we managed
our funds in 2015**

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

Bona Slovakia 2014

a zodpovedné podnikanie
antropi



Financial Report

BALANCE SHEET as of 31 Dec. 2015 (EUR)

Assets		Accounting period			Preceding accounting period
		Gross	Correction	Net	
A. TOTAL NON-CIRCULATING ASSETS		612,052.95	263,615.89	348,437.06	352,455.55
1	LONG-TERM INTANGIBLE ASSETS	130,757.00	82,007.38	48,749.62	42,504.39
	Software	105,857.00	82,007.38	23,849.62	42,504.39
	Purchase of long-term intangible assets	24,900.00	–	24,900.00	–
2	LONG-TERM TANGIBLE ASSETS	481,295.95	181,608.51	299,687.44	309,951.16
	Buildings	410,547.55	110,860.11	299,687.44	309,951.16
	Machines, devices and equipment	–	–	–	–
	Means of transport	16,922.13	16,922.13	–	–
	Small long-term tangible assets	53,826.27	53,826.27	–	–
	Purchase of long-term tangible assets	–	–	–	–
B. CIRCULATING ASSETS		2,615,878.89	1,715.88	2,614,163.01	4,223,765.92
3	SHORT-TERM RECEIVABLES	717,279.65	1,715.88	715,563.77	893,199.30
	Receivables from customers	53,271.30	–	53,271.30	25,556.29
	Other receivables	662,292.47	–	662,292.47	866,954.91
	Tax receivables	–	–	–	–
	Other receivables	1,715.88	1,715.88	–	688.10
4	FINANCIAL ASSETS	1,898,599.24	–	1,898,599.24	3,330,566.62
	Cash	3,225.32	–	3,225.32	1,807.58
	Bank accounts	1,895,373.92	–	1,895,373.92	3,328,759.04
C. TOTAL ACCRUALS AND DEFERRALS		44,172.79	–	44,172.79	10,143.50
1	Deferred expenses	44,172.79	–	44,172.79	9,970.52
	Deferred revenues	–	–	–	172.98
TOTAL ASSETS		3,272,104.63	265,331.77	3,006,772.86	4,586,364.97
Liabilities		Accounting period			Preceding accounting period
		Gross	Correction	Net	
A. TOTAL OWN RESOURCES		2,090,426.54	–	2,090,426.54	3,113,102.69
1	Equity and Funds	2,032,066.33	–	2,032,066.33	3,076,203.26
	Equity capital	155,027.67	–	155,027.67	155,027.67
	Funds created under a special regulation	1,877,038.66	–	1,877,038.66	2,921,175.59
2	Funds of the accounting unit – other	–	–	–	–
	Other funds	–	–	–	–
3	Profit/loss for the past period	36,899.43	–	36,899.43	36,643.98
4	Profit/loss for the accounting period	21,460.78	–	21,460.78	255.45
B. TOTAL FOREIGN RESOURCES		39,434.87	–	39,434.87	54,690.54
1	STATUTORY RESERVES	4,111.58	–	4,111.58	6,836.88
	Short-term reserves	4,111.58	–	4,111.58	6,836.88
2	LONG-TERM PAYABLES	324.40	–	324.40	485.52
	Social fund	324.40	–	324.40	485.52
3	SHORT-TERM PAYABLES	34,998.89	–	34,998.89	47,343.28
	Payables to customers	26,013.99	–	26,013.99	40,735.40
	Payables to employees	310.40	–	310.40	1,500.00
	Settlement with social security institutions	–	–	–	–
	Tax payables	8,674.50	–	8,674.50	4,242.56
	Other payables (379AÚ+373AÚ+954AÚ+959AÚ)	–	–	–	865.32
4	BANK SUBSIDIES AND LOANS	–	–	–	–
	Long-term bank loans	–	–	–	–
	Current bank loans	–	–	–	–
C. TOTAL ACCRUALS AND DEFERRALS		876,911.45	–	876,911.45	1,418,571.74
	Deferred expenses	–	–	–	41,185.99
	Deferred revenues	876,911.45	–	876,911.45	1,377,385.75
TOTAL LIABILITIES		3,006,772.86	–	3,006,772.86	4,586,364.97

PROFIT AND LOSS STATEMENT as of 31 Dec. 2015 (EUR)

Account number	Expenses	Activity			
		Main non-taxable	Taxable business	Total	Preceding accounting period
501	Material consumption	44,657.87	17,000.00	61,657.87	100,030.98
502	Energy consumption	1,983.82	–	1,983.82	1,929.80
511	Repairs and maintenance	16,290.46		16,290.46	12,689.33
512	Travel expenses	20,780.50	–	20,780.50	29,727.12
513	Representation expenses	52,694.05	–	52,694.05	40,264.87
518	Other services	907,210.22	55,091.34	962,301.56	1,055,578.87
521	Salary expenses	190,033.72	–	190,033.72	208,454.00
524	Statutory social insurance	62,953.56	–	62,953.56	70,213.04
527	Statutory social expenses	3,132.37	–	3,132.37	3,074.97
528	Other social expenses	132.77	–	132.77	–
538	Other taxes and fees	2,753.10	–	2,753.10	2,459.57
541	Contractual penalties and fines	6.00	–	6.00	14.39
544	Interests	1.37	–	1.37	0.86
545	Currency exchange losses	10,808.39	–	10,808.39	850.07
549	Other other expenses	7,336.11	–	7,336.11	6,198.10
551	Depreciations of long-term assets	42,964.89	–	42,964.89	47,345.98
558	Creation and settlement of provisions	-30.00	–	-30.00	1,745.88
562	Contributions provided to other accounting units	688,879.08	–	688,879.08	630,955.48
563	Contributions provided to natural persons	800.00	–	800.00	368,631.30
565	Contributions provided from tax assignation	2,839,241.24	–	2,839,241.24	2,216,889.53
567	Contributions provided from public collections	427,601.28	–	427,601.28	–
Accounting class 5 in total, total expenses		5,320,230.80	72,091.34	5,392,322.14	4,797,134.24
Account number	Revenues	Activity			
		Main non-taxable	Taxable business	Total	Preceding accounting period
644	Interests	–	279.05	279.05	323.48
645	Currency exchange gains	33,080.10	–	33,080.10	22,420.08
646	Received donations	14,921.72	–	14,921.72	14,921.76
649	Other other revenues	194,984.78	73,013.05	267,997.83	218,744.96
656	Yields from the fund	350,484.27	–	350,484.27	319,810.87
662	Contributions received from other organizations	1,157,448.42	–	1,157,448.42	1,147,280.21
663	Contributions received from natural persons	22,562.96	–	22,562.96	468,653.70
665	Contributions received from tax assignation	3,087,481.76	–	3,087,481.76	2,606,431.64
667	Contributions received from public collections	479,790.98	–	479,790.98	–
Accounting class 6 in total, total revenues		5,340,754.99	73,292.10	5,414,047.09	4,798,586.70
Pre-tax profit/loss		20,524.19	1,200.76	21,724.95	1,452.46
591	Income tax	–	264.17	264.17	1,197.01
Post-tax profit/loss		20,524.19	936.59	21,460.78	255.45

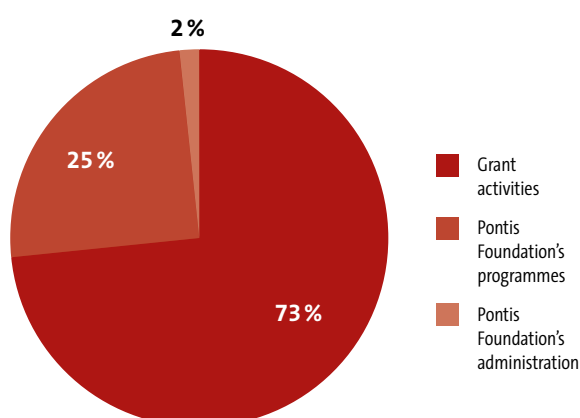
Endowment funds in 2015 – overview (EUR)

Name	As of 1 Jan. 2015	Income	Expenditure	As of 31 Dec. 2015	Note
Endowment Fund Kia Motors Slovakia at Pontis Foundation	1,680,135.37		1,680,135.37	–	both 2% tax assignment and contribution
Endowment Fund PCA Peugeot at Pontis Foundation	–	70,255.00	10,300.00	59,955.00	2% tax assignment
Endowment Fund Telekom at Pontis Foundation	686,436.91	692,830.02	776,922.98	602,343.95	both 2% tax assignment and contribution
Endowment Fund Slovenské elektrárne at Pontis Foundation	213,294.03	200,161.66	315,088.53	98,367.16	both 2% tax assignment and contribution
Endowment Fund Lidl at Pontis Foundation	160,595.86	399,752.33	160,595.86	399,752.33	both 2% tax assignment and contribution
Endowment Fund ZSE at Pontis Foundation	–	444,191.42	227,861.74	216,329.68	2% tax assignment
Accenture Endowment Fund at Pontis Foundation	34,946.45	237,597.29	196,937.33	75,606.41	both 2% tax assignment and contribution
Fund for Transparent Slovakia	46,300.00	80,833.33	94,200.00	32,933.33	both from 2% tax assignment and contributions from companies
Endowment Fund DELL at Pontis Foundation	37,308.63	15,198.91	37,308.63	15,198.91	2% tax assignment
Endowment Fund Embraco at Pontis Foundation	–	41,551.44	18,000.00	23,551.44	2% tax assignment
Endowment Fund Lenovo at Pontis Foundation	8,774.53	35,242.04	30,975.00	13,041.57	both 2% tax assignment and contribution
Endowment Fund PwC at Pontis Foundation	15,934.07	47,975.95	52,122.58	11,787.44	2% tax assignment
Endowment Fund dm drogerie markt at Pontis Foundation	4,542.61	39,191.38	37,674.69	6,059.30	both 2% tax assignment and contribution
Endowment Fund Honeywell at Pontis Foundation	3,579.49	7,500.82	4,579.49	6,500.82	2% tax assignment
Endowment Fund MOBIS at Pontis Foundation	20,381.64	65,764.80	20,381.64	65,764.80	2% tax assignment
Fund AXA at Pontis Foundation	–	14,571.10	1,584.00	12,987.10	2% tax assignment
Fund LEAR at Pontis Foundation	8,946.00	5,536.00	8,946.00	5,536.00	2% tax assignment
Public collection fund at Pontis Foundation “Heart for Children” 1 Jan. 2015 – 31 Oct. 2015	–	120,194.77	–	120,194.77	public collection
Public collection fund at Pontis Foundation “Heart for Children” 1 Nov. 2015 – 31 Oct. 2016	–	16,505.72	–	16,505.72	public collection
Public collection fund at Pontis Foundation “Great Country” 1 Jan. 2015 – 30 Nov. 2015	–	76,909.20	–	76,909.20	public collection
Public collection fund at Pontis Foundation “Great Country” 1 Dec. 2015 – 31 Dec. 2015	–	17,713.73	–	17,713.73	public collection
Public collection fund at Pontis Foundation “Great Country – Doma Dobre”	–	610.00	610.00	–	public collection
Public collection fund at Pontis Foundation “Great Country for Ukraine”	–	6,043.01	6,043.01	–	public collection
Total	2,921,175.59	2,636,129.92	3,680,266.85	1,877,038.66	

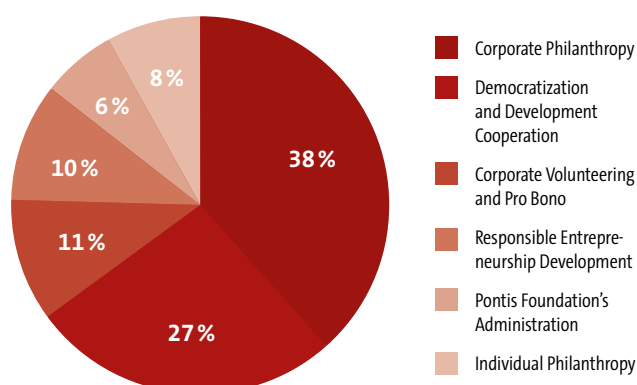
Overview of costs broken down according to the activities of the Foundation with particular focus on administration costs

Grant programme	2015	%
Grant programmes from the Funds, other grants	€ 3,087,116.55	57.25 %
Grants to children within the "Heart for Children" project	€ 379,480.55	7.04 %
Grants to Slovak NGOs / "Great Country" project	€ 48,120.73	0.89 %
Grants to Slovak NGOs / "Our City" and volunteering events	€ 95,943.29	1.78 %
Grants to Slovak NGOs within the "Heart for Children" project	€ 43,962.08	0.82 %
Grants to foreign partners within the DDA / Belarus projects	€ 102,600.25	1.90 %
Grants to foreign partners within the DDA / Kenya projects	€ 56,322.20	1.04 %
Grants to foreign partners within the DDA / Moldova projects	€ 52,796.42	0.98 %
Grants to foreign partners within the DDA / Balkans projects	€ 58,726.06	1.09 %
Grants to foreign partners within the DDA / Russia projects	€ 30,653.47	0.57 %
Contributions provided to natural persons	€ 800.00	0.01 %
Direct programme costs		
Grant programme – administration, monitoring, development	€ 271,605.97	5.04 %
Projects for the hearing-impaired from the Telekom fund: "Mobile Educator" and others	€ 100,253.59	1.86 %
Business Leaders Forum – administration, BLF web, other activities	€ 95,886.59	1.78 %
Democratization and Development Aid – Development of Civil Society in Russia	€ 80,158.71	1.49 %
Democratization and Development Aid – Global Education, UNIDEV	€ 78,481.00	1.46 %
Heads Help, Pro Bono Attorneys, Ashoka	€ 68,880.27	1.28 %
Project from the Enel fund: "Eco-Municipality – Audits of Public Lighting"	€ 68,459.11	1.27 %
"Heart for Children" programme	€ 64,671.12	1.20 %
Democratization and Development Aid – Belarus programme	€ 62,575.47	1.16 %
Working group ENGAGE, "Our City", Corporate Volunteering	€ 61,820.26	1.15 %
Via Bona Slovakia Awards for 2014 in 2015	€ 51,456.55	0.95 %
"Great Country" programme	€ 51,062.57	0.95 %
XII Responsible Entrepreneurship Conference – CEE CSR Summit	€ 49,457.68	0.92 %
Other social projects within Corporate Philanthropy	€ 42,833.02	0.79 %
Democratization and Development Aid – Kenya project	€ 34,506.61	0.64 %
Democratization and Development Aid – Western Balkans	€ 32,929.14	0.61 %
Leadership Bootcamp project	€ 32,805.13	0.61 %
Democratization and Development Aid – 4th Development Conference	€ 29,505.07	0.55 %
Democratization and Development Aid – Moldova project	€ 28,612.81	0.53 %
"Major Donors" project	€ 20,000.07	0.37 %
VIII Corporate Philanthropy Forum and other Corporate Philanthropy activities	€ 16,715.37	0.31 %
Democratization and Development Aid – other minor projects	€ 1,764.12	0.03 %
Administration costs		
Administration and development costs	€ 91,624.48	1.70 %
Total	€ 5,392,586.31	100.00 %

DIVISION OF COSTS INTO GRANTS, OWN PROJECTS AND ADMINISTRATION



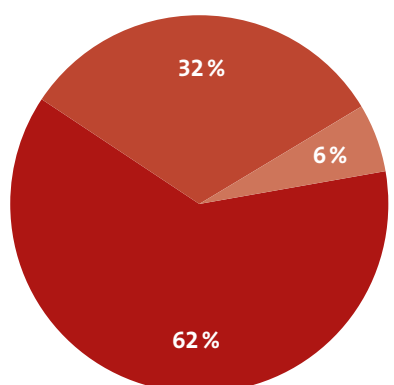
DISTRIBUTION ACCORDING TO PILLARS, ONLY PROJECTS AND ADMINISTRATION WITHOUT GRANT-AWARDING ACTIVITIES



Overview of revenues in 2015 broken down according to type

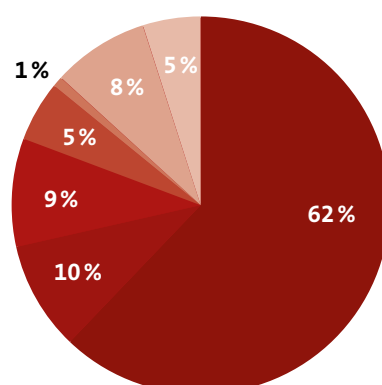
Received tax assigned "2%" – used for projects and grants	2015	%
Natural and legal person income tax assigned – 2%	€ 3,087,481.76	57.6 %
Received contributions – grants, donations from organizations		
Slovak Aid grants – SAMRS and ZMOS for the projects of Democratization and Development Aid	€ 279,910.60	5.2 %
Contributions received into endowment funds managed by Pontis Foundation from resources other than 2% tax assignment	€ 298,467.22	5.6 %
Grant resources from the funds of USA, the Embassy of Denmark, the European Commission for the projects of Democratization and Development Aid	€ 323,302.47	6.0 %
Contributions received for the Via Bona Slovakia project, the management of funds and the other activities of the Corporate Philanthropy pillar	€ 70,118.44	1.3 %
Contributions received by "Great Country" and "Heart for Children" for grants for other NGOs, children and the management of the project	€ 24,243.96	0.5 %
Contributions received for Responsible Entrepreneurship projects	€ 13,000.00	0.2 %
Contributions received for the "Our City" project and the other activities of the Corporate Volunteering and Pro Bono pillar	€ 98,405.73	1.8 %
Revenues from activities:		
Revenues from activities: BLF membership fees, CR conference, CR education	€ 115,581.84	2.2 %
Revenues from activities: the administration of funds and the Corporate Philanthropy Forum, ŠKI working group	€ 34,529.62	0.6 %
Revenues from activities: the administration of the "Heart for Children" project	€ 33,999.75	0.6 %
Revenues from activities: Working group ENGAGE, "Our City", volunteering, Pro Bono Attorneys, Ashoka	€ 56,264.55	1.0 %
Revenues from activities: International Conference on Development Cooperation	€ 27,622.07	0.5 %
Other revenues from activities:		
Bank interests – current accounts	€ 279.05	0.0 %
Currency exchange gains	€ 33,080.10	0.6 %
Received donations (Accenture / MaFin)	€ 14,921.72	0.3 %
Yields from the use of the funds		
Administration from the funds from the share of tax paid – 2%	€ 210,886.57	3.9 %
Administration covered by the funds from donations	€ 20,642.70	0.4 %
Projects covered by the funds from the share of tax paid – 2%	€ 65,390.00	1.2 %
Projects covered by the funds from donations	€ 53,565.00	1.0 %
Received contributions – donations from individuals		
Contributions received from natural persons	€ 5,673.60	0.1 %
Contributions received for "Great Country" projects	€ 16,889.36	0.3 %
Received contributions – into a public collection		
Contributions received for "Great Country" projects	€ 100,791.75	1.9 %
Contributions received for "Heart for Children" projects	€ 378,999.23	7.1 %
TOTAL revenues	€ 5,364,047.09	100.0 %

OVERVIEW OF REVENUES IN 2015 BROKEN DOWN ACCORDING TO TYPE



- Contributions received from tax assignment
- Contributions received from grants and donations
- Revenues from activities

2015 - OVERVIEW OF REVENUES - ACCORDING TO RESOURCES



- Tax assignment
- Financial donations from companies
- In-kind donations from companies and other revenues
- Donations and grants from other foundations (including foreign ones) and the EU
- Revenues from companies and organizations for provided services
- Grants from Slovak Aid
- Donations from individuals and public collection donations

Donations from companies, non-profit organizations and public institutions in 2015

Accenture, s.r.o. and Accenture Global Fund
AT&T Global Network Slovakia s.r.o.
Azet a.s.
The Embassy of the United Kingdom of Great Britain and Northern Ireland in Slovakia
CEE TRUST of
Centrum pre filantropiu n.o., SR
ČSOB, a.s.
DM Drogerie Markt s.r.o.
Embraco Slovakia s.r.o.
European Union, European Commission
EY, Ernst & Young k.s.
Foundation Open Society, Switzerland
Genpact Slovakia s.r.o.
Global Giving
Groupe PSA Peugeot Citroen
Hewlett-Packard Slovakia s.r.o.
Honeywell s.r.o.
ING Bank N.V., a subsidiary of a foreign bank

Johnson-Controls Bratislava, s.r.o.
Kaufland Slovenská republika v.o.s
KIA Motors Slovakia s.r.o.
Lenovo (Slovakia) s.r.o.
Linde gas a.s.
International Visegrad Fund
The Ministry of Foreign Affairs of the Kingdom of Denmark – DANIDA
Mondelez EBSC, s.r.o.
Allianz Foundation, SR
Open Society Foundation
NGO Support Centre, Cyprus
Novartis Slovakia s.r.o.
Otto Bock Slovakia s.r.o.
Philip Morris Slovakia s.r.o.
MVRO Platform in SR
Poistovňa Slovenskej sporiteľne a.s.
Pontis n.o.
PriceWaterHouseCoopers, s.r.o.
Profesia s.r.o.
Ringier Axel Springer a.s.
Robert Bosh s.r.o.
SAP Slovensko s.r.o.

Slovak Telekom, a.s.
Slovak Agency for International Development Cooperation (SAMRS), SR
Slovenské elektrárne, a.s., a member of the Enel Group
Sovereign Tourism, UK
The Management System International, USA
The Wiliam Davidson Institute, USA
Trulik Medical Technology s.r.o.
UNDP Regional Centre for Europe and the CIS, Turkey
USAID
The Embassy of the Kingdom of the Netherlands in Slovakia
The Embassy of the United States of America in the Slovak Republic
Východoslovenská energetika, a.s.
White & Case s.r.o.
Západoslovenská energetika, a.s.
The Slovak Association of Towns and Municipalities (ZMOS)

Contributions received from corporate tax assignation

Accenture, s.r.o.
Allen & Overy Bratislava, s.r.o.
Asecco Solution a.s.
AXA a.s.
bnt attorneys-at-law, s.r.o.
BOSCH Robert s.r.o.
DELL s.r.o.
Dentons attorney's office/ Peter Kubina
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.
KIA Motors Slovakia s.r.o.
Kinstellar s.r.o.
Lear Corporation Senec a.s.
Lenovo (Slovakia) s.r.o.
LIDL a.s.
MOBIS a.s.

NN Tatry Sympatia
PCA Peugeot Slovensko a.s.
Poistovňa Slovenskej Sporiteľne a.s.
PricewaterhouseCoopers Slovensko s.r.o.
Ringier Axel Springer a.s.
SAMSUNG Electronics Slovakia, s.r.o.
Slovak Telekom, a.s.
Slovenské elektrárne, a.s.
VM lawyers – Viliam Myšička
Západoslovenská energetika, a.s.



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