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# About the Pontis Foundation





In 2018, Slovakia changed. The unjustifiable murder of a journalist and his fiancée has uncovered an insurmountable value gap between the citizens and those who had been given the mandate to govern the country. The abduction of the state, the abuse of power and state institutions, and the incitement of fear and xenophobia through under-thrusting conspiracy theories into public discourse showed the sharp contrast with the common belief in justice, the rule of law, people's desire for ordinary happiness for all generations, representatives of other nationalities, and people with different sexual orientation.

At the Pontis Foundation, we have been bringing together NGOs, companies, individuals, institutions and good officials for over twenty years. Our goal is for every citizen of this country to be able to make responsible decisions about his or her life, to have the necessary skills, attitudes and values to do so, so that she or he may realise their potential. We very much appreciate having been presented the Woodrow Wilson Award by the US Embassy in Slovakia for this effort last year. It showed us three things:

1. The importance of our roots and the value anchorage of our present attitudes which are directly linked to people who have walked this path before us and who are still helping us. Much has been done. We have a quality civil society, the foundations of a market economy, institutions ... We are part of a democratic, European and transatlantic community. However, many challenges, even the primary ones, remain unresolved.

2. The base of this country is its people. The potential of Slovakia is fulfilled by a number of social innovators, changemakers within institutions, creators of social and financial capital fighting for a real change in the education and health systems,

the judiciary, the prosecution and for a change in system settings. At the Pontis Foundation, we strive to be a bridge, an engine, a source, and an energy for these people.

3. The constant struggle with the government for fundamental changes in the system can no longer be the way. At a time when the world around us is moving at a dizzying pace, and the complexity of the issues to be addressed is a challenge in itself, we need to live and work in a country where we all work together. We need a state that works for people. A state run by honest and wise people.

At the Pontis Foundation, we will continue to do our best to help promote companies' and citizens' awareness and belief in democracy, social innovation, philanthropy, and real, principled and sustainable solutions for the planet through the support for education and responsible entrepreneurship.

Thank you for standing by our side this year, for being our inspiration, our advisers and mentors. Together with you, we were able to fight for decent Slovakia and move ourselves a bit forward. On mine and my colleagues' behalf, I would like to express our sincere gratitude.

**Lenka Surotchak**

Executive Director of the Pontis Foundation





## We Launched an online magazine ZaPlotom.sk

*In May of 2018, we launched the website titled ZaPlotom.sk (tr. Behind the Fence). The magazine with a slogan "Reading about a Better Side of Slovakia" wants to show people, NGOs and companies that already make our country a better place.*

In the Pontis Foundation, we often meet people who contribute to the positive change of our country. But often the public do not know about them. That is why we decided to create a magazine which will present them. Especially today, when the better sides of Slovakia are often overshadowed, it is necessary for us to show also the people who refused to reconcile with the current situation. ZaPlotom.sk (tr. Behind the Fence) focuses on one topic every month. We look at each topic from 4 different points of view - from the perspective of a social innovator, a non-governmental organisation, a responsible company, and from a perspective of an ordinary person's. The output of these articles is a section called "Pocket Wisdom" which also includes

recommendations on how each of us can help improve a certain situation. In the column, readers can find simple and practical advice on what they can do themselves to improve the specific field or an issue.

The title ZaPlotom.sk (tr. Behind the Fence) originated from the idea that there are people who care about more than just what is happening in the microregion bounded by the fence of their garden, village, city and workplace, but also see beyond the fence: These people often venture into brave activities at the expense of their free time. They do it with all their energy because, in these activities, they have found their own fulfilment.



ČÍTANIE O LEPŠEJ STRÁNKE SLOVENSKA

OD NADÁCIE PONTIS

## In 2018, we focused on the following topics

April	Public spaces
May	Fight for transparency
June	Children looking for families
July	Historical monuments
August	Active life
September	Education
October	Senior citizens
November	Giving
December	Christmas differently



Magazine ZaPlotom.sk  
have had also printed  
version

# The Management Team of the Pontis Foundation

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## **Lenka Surotchak**

### **Executive Director**

Lenka has been leading the Pontis Foundation strategically and executively since 2002.



## **Michal Kišša**

### **Programme Director**

Michal is in charge of the strategic leadership of teams focused on responsible entrepreneurship, transparency and community. He is also an Executive Director of the Business Leaders Forum.



## **Martina Kolesárová**

### **Programme Director**

Martina is responsible for the strategic management of teams focused on education, inclusion and strategic philanthropy.



## **Slavomíra Hvizdošová**

### **Financial Director**

Slavomíra has been managing our foundation financially since 2017.



## Board

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**Lucie Schweizer**  
Partner at Ružička Csekes s.r.o.



**Šimon Šicko**  
Pixel Federation



**Marcel Imrišek**  
ProRate



**Lukáš Bakoš**  
Maxman Consultants



**Silvia Miháliková**  
Slovak Academy Of Science

## Board of Supervisors

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**Vladimír Vaňo**  
Sberbank



**Radoslav Derka**  
Consultant



**Ľuboš Vančo**  
KPMG

## PR Team

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### **Simona Fiabáne**

#### **Senior PR Manager**

Simona coordinates the PR strategy, manages the website and social media. She communicates with the external environment and builds relations with the media.



### **Zuzana Schaleková**

#### **PR Manager**

Zuzana covers PR for the team of education and inclusion. She also coordinates online magazine ZaPlotom.sk.



### **Radoslav Kmec**

#### **PR Assistant**

Radoslav covers PR for the team of responsible entrepreneurship. He also helps with the preparation of media monitoring and administers the website of the foundation.



### **Tibor Krátky**

#### **Graphic Designer**

Tibor is responsible for the uniform visual identity of the foundation and the preparation of graphics and promotional materials.

## Office staff

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### **Daniela Snyder**

#### **Office Manager**

Daniela is responsible for ensuring the functioning of the office of the foundation.



### **Janetta Balšanová**

#### **Office Manager**

Janetta is responsible for ensuring the functioning of the office of the foundation.

# Financial Department

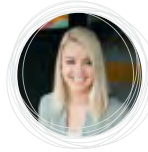
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**Martina Petrová**

**Accountant**

Martina is in charge of accounting, payroll and taxes at the Pontis Foundation.



**Lucia Ružičková**

**Financial Coordinator**

Lucia is in charge of double-entry bookkeeping. She also assists with annual accounting.



**Adriana Petrová**

**Financial Manager**

Adriana is responsible for financial reporting of projects.



**Zuzana Pakanová**

**Financial Assistant**

Zuzana is in charge of records, invoices and is responsible for payments.



**Ivana Mikudíková**

**Financial Coordinator**

Ivana is responsible for financial reporting of projects.



# Responsible Entrepreneurship Team

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## **Ivana Vagaská**

### **Senior Programme Manager**

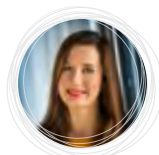
Ivana leads the team of responsible entrepreneurship. She is in charge of the activities of the Business Leaders Forum and the Charter of Diversity Slovakia. She is also responsible for the organisation of the Via Bona Slovakia Awards, the CEE CSR Summit and providing individual CSR consultancy to companies.



## **Ivana Kompasová**

### **Programme Manager**

Ivana is in charge of the evaluation process of the Via Bona Slovakia Awards. In addition, she also administers the Charter of Diversity, communicates with its signatories and covers its activities.



## **Tatiana Čaplová**

### **Programme Manager**

Tatiana administers the Business Leaders Forum, organises the CEE CSR Summit and provides consultancy on CSR reporting and CSR strategies to companies.



## **Beata Fekiačová**

### **Programme Manager**

Beáta prepares events for the pillar of responsible entrepreneurship, in particular, Via Bona Slovakia, the CEE CSR Summit and the Responsible Market. She also participates in organising expert events and is also responsible for external communication of the Business Leaders Forum.



## **Miroslava Gočálová**

### **Programme Manager**

Miroslava administers the Business Leaders Forum, organises the CEE CSR Summit and participates in organising the Our Town event.

# Community Team

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## **Marek Richter**

### **Senior Programme Manager**

Marek leads the corporate volunteering team, which is in charge of the largest corporate volunteering event Our Town, pro bono training, expert volunteering events and the donation network DobraKrajina.sk (tr. the Good Country).



## **Barbora Pálešová**

### **Programme Manager**

Barbora is in charge of Pro Bono activities, including the organisation of the Pro Bono Marathon and Pro Bono Training. She also coordinates the Advocates Pro Bono programme.



## **Jana Desiatniková**

### **Programme Manager**

Jana is in charge of the activities of Dobrá krajina (tr. the Good Country) and communication with non-profit organisations. In addition, she also covers the Giving Tuesday event.



## **Hana Hradská**

### **Programme Manager**

Hana participates in the preparation of the Our Town event and is also responsible for individual corporate volunteering programmes.



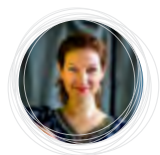
## **Veronika Sedláčková**

### **Programme Manager**

Veronika is in charge of Giving Tuesday and the communication with members of the Companies to Community group. In addition, she is involved in the administration of the DobraKrajina.sk portal and the preparation of the Our Town event.

# Transparency Team

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## **Radana Deščiková**

### **Senior Programme Manager**

Radana leads the team of the fight against corruption. She is responsible for the management of the Transparent Slovakia Fund and prepares annual reports on the state of the non-profit sector in Slovakia.



## **Kristína Marušová**

### **Programme Manager**

Kristína participates in the activities of the Transparent Slovakia Fund and is in charge of the Lidl Endowment Fund and grant calls of the Tesco Foundation.



## **Ivana Lövingerová**

### **Programme Manager**

Ivana participates in the activities of the Transparent Slovakia Fund and is in charge of the Metro and Jaguar Land Rover endowment funds.



# Education Team

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## Norbert Maur

### Senior Programme Manager

Norbert leads the team, which focuses on changing education in Slovakia. He is in charge of the Generation 3.0 programme, which helps to disseminate proven learning approaches all across Slovakia. He is responsible for the professional management of the programme, the overall management of activities, and coordination of involved stakeholders.



## Tomáš Janeček

### Programme Manager

Tomáš focuses on endowment funds of companies such as Axa, Dell, Unilever, and the Pixel Federation. In addition, as a part of the Generation 3.0 project, he participates in creating a map of innovative educational approaches in Slovakia.



## Veronika Gilanová

### Programme Manager

Veronika focuses on endowment funds of companies such as Accenture, PwC, Honeywell, and Mobis. In addition, she is also in charge of the coordination of the EDUaccelerator and the EDUcamp.



## Katarína Teglassyová

### Programme Manager

Katka focuses on endowment funds of companies such as Bekaert, Embraco, and Adient. In addition, she is also in charge of the impact measurement of the Generation 3.0 programme.



## Jakub Šimek

### Programme Manager

Jakub focuses on the promotion of social innovations and improving education in Slovakia through the Social (i) Makers project and the Generation 3.0 programme.



## Ivana Uličná

### Programme Manager

Ivana is in charge of the global education projects and the evaluation process of Generation 3.0. She is also responsible for the This Is 21 project.



## Andrea Lelovics

### Programme Manager

Andrea manages the Social (i) Makers project.



## Maryia Hushcha

### Programme Manager

Maryia assists with the coordination of the Social(i)Makers project.



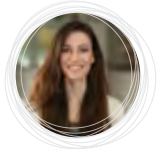
## Dominika Hrošková

### Programme Manager

Dominika is responsible for coordinating researchers, collecting data, and measuring the overall impact of Generation 3.0.

# Inclusion Team

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## **Dominika Horňáková**

### **Senior Programme Manager**

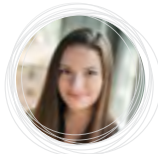
Dominika leads the team of inclusion, which coordinates the endowment funds focused mainly on the support of socially and health disadvantaged groups. She also manages the Telekom Endowment Fund at the Pontis Foundation.



## **Pavel Hrica**

### **Senior Programme Manager**

Pavel focuses on promoting and developing early care for children with hearing impairment. He also covers the overall system of internal education and personal growth of our colleagues.



## **Natália Petrová**

### **Programme Manager**

Natália is in charge of the administration of the Telekom Endowment Fund at the Pontis Foundation and coordinates the Mobile Teacher programme. In addition, she focuses also on reviewing final reports and communicating with supported organisations.



## **Daniela Kellerová**

### **Programme Manager**

Daniela covers endowment funds focused on solving issues of poverty and inclusion: Johnson Controls, Slovenské elektrárne, Mercedes, Philip Morris, and PLSP Kooperativa. She also coordinates an international project focused on the dissemination of the Transparent Slovakia Fund concept to V4 countries.



## **Martina Čapová**

### **Programme Coordinator**

Martina is in charge of the coordination of the Heart for Children programme, communication with families, and obtaining approved help. She also coordinates the project titled Billa the Bread-winner and the project In Good Hands from the Start by Lidl.



## **Adriana Jančulová**

### **Programme Manager**

Adriana is in charge of the coordination of the Heart for Children programme, its grant calls, and the communication with the main donor.



## **Eva Micolajczyková**

### **Programme Manager**

Eva focuses on endowment funds of companies such as dm drogerie markt, Lenovo, PSA, and Slovak Telekom.

# Team of Strategic Philanthropy

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## **Anna Podlesná**

### **Senior Manager of Philanthropy Strategies**

Anna had led the team of strategic philanthropy until May 2018. She develops and sets up processes and strategies in the field of individual philanthropy. She creates opportunities for individual donors and communicates with Generation 3.0 programme supporters.



## **Judita Majerová**

### **Senior Manager of Philanthropy Strategies**

Judita has been leading the team of strategic philanthropy since May 2018. She develops and sets up processes and strategies in the field of individual philanthropy. She creates opportunities for individual donors and communicates with Generation 3.0 programme supporters.



## **Fero Pauliny**

### **Manager of Philanthropy Strategies**

Fero creates opportunities for individual philanthropists in order to make a positive change in the field. He focuses on the preparation of events related to the development of strategic philanthropy and prepares materials for the Generation 3.0 supporters.



## **Katarína Šujanová**

### **Manager of Philanthropy Strategies**

Katarína brings new ideas in the field of strategic philanthropy, develops relations with supporters of Generation 3.0 and focuses on the creation of our philanthropy magazine.





## Our Volunteers in 2018

Jana Bernatáková  
Ivana Mikudíková  
Norbert Paulík  
Monika Gašparová  
Miloslava Dražilová  
Viktor Hamšík  
Sandra Meňhartová  
Peter Fedor  
Veronika Šaradinová  
Michaela Mudroňová  
Blanka Fuknová  
Alena Kanabová  
Veronika Sedláčková  
Michal Laco  
Peter Kubovič  
Martin Spodniak  
Maroš Matoušek  
Paula Gaďová  
Soňa Miškovičová

Matúš Morong  
Jakub Krchlík  
Jana Kapralikova  
Peter Kurhajec  
Zuzana Muliková  
Alžbeta Bojková  
Lukáš Katriňák  
Adam Štefanko  
Alexandra Juriková  
Barbora Jurinová  
Eva Klimeková  
Jana Balážová  
Katarína Kalašová  
Marek Mansell  
Mariana Kováčová  
Robert Pakan  
Martin Chudjak  
Michaela Halász  
Peter Farárik

Petra Kotuliaková  
Veronika Kořínková  
Veronika Nekolová  
Melánia Kurpielová  
Viktor Križo  
Zuzana Krnáčová  
Jakub Čája  
Eva Dubeňová  
Erika Podhorcová  
Jarmila Strechová  
Mária Miková  
Miroslava Petřík  
Viera Krištofiková  
Andrea Pieronová  
Ibolya Straussová  
Michaela Štefániková  
Katarína Molnárová  
Michal Maxian  
Heliodor Macko

Adriana Macková  
Miroslava Gočálová  
Daniela Tkačíková  
Zuzana Lapešová  
Renáta Bzdilová  
Michal Čirner  
Edita Bednárová  
Jan Libich  
Jana Reiterová  
Erika Podhorcová  
Simona Haášová  
Erika Podhorcová  
Mária Miková  
Andrea Pieronová  
Viera Krištofiková  
Livia Michnovcová  
Zuzana Schaleková





ominácie v ka  
Zodpovedná





# Responsible Entrepreneurship



Wendy Luers, the founder of the Foundation for Civil Society, a predecessor of the Pontis Foundation, attended the event.

# Via Bona Slovakia 2017

*We have expressed our appreciation to the most responsible companies on the Slovak market for the 18<sup>th</sup> time. The Via Bona Slovakia Awards 2017 were presented in Bratislava's Old Market Hall in April 2018.*

Together, we received 48 nominations in 8 categories. An independent commission which consisted of representatives from the business sector, government, media, non-governmental, and educational institutions selected 22 nominations to go to the final round. Out of these 22 companies, the commissions chose the most inspiring and responsible ones.

## Via Bona Slovakia 2017 award-winners

 Responsible Large Company

### Slovenská sporiteľňa

The company supports different charitable projects through its own foundation. The projects are aimed at education and raising financial literacy. Slovenská sporiteľňa focuses on target groups that are not usually covered by other banks, be it start-ups, NGOs or low-income groups. The bank provides them with banking services, education and consultancy. The company also applies the principle of zero tolerance to corruption, fraudulent behaviour and any unfair behaviour.



Anasoft became a proud award-winner in category Responsible Small/Medium Company.

*Companies in the finale:  
Accenture, Slovenská sporiteľňa*





**Award for Contribution to Fulfilment of Sustainable Development Goals**

### Tesco Stores

The award went to Tesco Stores for the contribution in the field of responsible consumption and production. Tesco fights against the waste of food, contributing to goal 12 - Responsible Consumption and Production. The company is at the forefront of the coalition of leaders - Champions 12.3. The coalition brings together experts from different sectors and fields. Its goal is to accelerate the process of achieving the above-mentioned Sustainable Development Goal. The goal of the company itself is to reduce the amount of food waste by half by 2030 globally.

**Honourable Mention:** In this category, the evaluation commission awarded an honourable mention to PURE JUNK DESIGN for its contribution to responsible production and consumption. The company creates its products from 75% of waste material and 25% from recyclable materials.

*Companies in the finale: PURE JUNK DESIGN, Tesco Stores, WakiVaky*



**Great Employer**

### Lidl Slovak Republic

The evaluation commission awarded the company for its comprehensive approach to its employees, which is unique in the industry. Employees are the foundation of the whole company, which Lidl decided to communicate through the visuals with the slogan "I am Lidl, too". This not only improved the image of the company but also contributed to increased loyalty of the employees. The employees themselves praise the company's approach which focuses on fair-play and achieved results. Within this category, a special award was presented under the auspices of the Ministry of Labour, Social Affairs and Family of the Slovak Republic. The award was titled Employer Friendly to Family, Gender Equality and Equal Opportunities. This award went to Accenture for its bold and innovative approach of providing benefits to the LGBT employees, covering 100% of family scenarios.

*Companies in the finale: Accenture, Lidl Slovak Republic, VSE Holding*



Accenture was awarded in two categories - Employer Friendly to Family, Gender Equality and Equal Opportunities and Social Innovations.



## G04

After the bike courier service Švihaj Šuhaj, the G04 decided to take the next step towards fulfilling their mission – an emission-free taxi service. In cooperation with the HOPIN taxi service, they gave Bratislava seven electric taxis. Hence, they significantly contributed to the improvement of the environment in the capital. In the first half of the year, the taxis drove nearly 200,000 kilometres, relieving about 40 tonnes of CO2 compared to other taxi services.

**Honourable Mention:** In the category Green Company, the evaluation commission also awarded the honourable mention to Impact Futuristics. This company received the token of appreciation for its innovative approach to popularising beekeeping.

*Firmy vo finále: G04, Ikea Bratislava, Impact Futuristics*



## O2 Slovakia

The evaluation commission appreciated the project about the 17th of November and its courage to open up sensitive social issues. The company decided to remind society that the values of freedom and democracy are not a matter of course and must be respected. Throughout the day, users of the mobile Internet were alerted by a simulation of an iron curtain while viewing foreign websites, and on Slovak Lines buses, passengers from Bratislava to Vienna Schwechat airport could listen to the radio and video spots informing about the events of the 17th of November. The campaign reached up to 1.7 million Slovaks.

*Companies in the finale: NosKin, Orange Slovakia, O2 Slovakia*



Via Bona Slovakia 2017 award-winners.



**Good Partner  
of the Community**

### GSK Slovakia

The company got the award for the implementation of health mediation and health education in Roma localities. They brought health assistants to Lunik IX, a part of Košice. The assistants had to fight high rates of morbidity. In 2017, the health assistants intervened in more than 18,300 cases. The company managed to realise the project in other countries, too.

*Companies in the finale: Lidl Slovak Republic, GSK Slovakia*



**Social  
Innovations**

### Accenture

The evaluation commission awarded Accenture for both improving teaching of coding in schools and motivating teachers to teach coding. The company trains teachers to incorporate coding into computer science classes in a playful way. The project has so far involved 200 teachers from 150 primary schools, affecting more than 10,000 pupils, boys and girls alike.

*Companies in the finale: Accenture, Niche, Tesco Stores*



**Responsible  
Small/Medium Company**

### ANASOFT

The company has long been involved in various philanthropic activities and puts emphasis on its employees and their development. It provides employees with various training opportunities in both professional and personal areas. As far as the environment is concerned, ANASOFT knows that even small companies have something to contribute to this issue. It does so through a variety of technological innovations, including paperless offices.

*Companies in the finale: ANASOFT, BUBO, Nereus*



**Public  
Choice Award**

### Nereus

Readers of the SME daily were deciding about the winner of the Public Choice Award through an on-line survey from the 6th of March to the 5th April, 2018. Out of 8 competing companies, the award went to Nereus, a firm from Žilina. Nereus got the award for their effort to enable children from every social environment to swim and for their commitment to support young people's love for sports.

## Via Bona Slovakia 2017 – Members of the evaluation commissions

<p><b>Responsible Large Company</b></p>	<p><b>Dušan Dvořák</b> (KIA), <b>Ján Pallo</b> (Slovak Spectator/SME), <b>Andrej Findor</b> (Faculty of Social and Economic Sciences), <b>Miroslav Šarišský</b> (Slovenské elektrárne), <b>Miroslav Kollár</b> (Mayor of the Town, Hlohovec), <b>Štefan Kišš</b> (Value for Money, MF SR), <b>Anna Remišová</b> (Faculty of Management, UK), <b>Lucia Marková</b> (ESET)</p>
<p><b>Responsible Small/Medium Company</b></p>	<p><b>Peter Kubina</b> (Dentons), <b>Martin Bajaník</b> (Pekne &amp; Dobre), <b>Andrea Ferancová</b> (ESPIRA Investments), <b>Gabriela Dubcová</b> (EUBA), <b>Andrej Juris</b> (Západoslovenská distribučná), <b>Xénia Makarová</b> (TREND)</p>
<p><b>Green Company</b></p>	<p><b>Marianna Bendíková</b> (Ministry of the Environment of the Slovak Republic, Institute for Environmental Policy), <b>Petronela Ševčíková</b> (Stratégie), <b>Radoslav Košík</b> (JRK Waste Management), <b>Erika Faizenzenová</b> (SKGBC), <b>Peter Badík</b> (Green Way), <b>Edita Bednárová</b> (Zbrothers s.r.o.)</p>
<p><b>Great Employer</b></p>	<p><b>Ivana Molnárová</b> (Profesia.sk), <b>Gabriela Stopková</b> (Office of the Plenipotentiary of the Government of the Slovak Republic for the Support for the Least Developed Districts), <b>Sylvia Porubánová</b> (Institute for Labour and Family Research), <b>Olga Pietruchová</b> (Ministry of Labour, Social Affairs and Family of the Slovak Republic), <b>Miriám Zsilleová</b> (Ženy v meste), <b>Tomáš Hasala</b> (Nexteria), <b>Lukáš Bakoš</b> (Maxman Consultants), <b>Timotej Husár</b> (HSH)</p>
<p><b>Fair Market Player</b></p>	<p><b>Miroslava Bombarová</b> (Zentiva), <b>Zuzana Vinklerová</b> (dm drogerie markt), <b>Viliam Myšička</b> (Kinstellar), <b>Ján Orlovský</b> (Open Society Foundation), <b>Magdaléna Dobišová</b> (Skanska)</p>
<p><b>Good Partner of the Community</b></p>	<p><b>Erika Turček Pfundtnerová</b> (Kaufland), <b>Juraj Králik</b> (Philip Morris Slovakia), <b>Andrea Bačíková</b> (Direct Parcel Distribution), <b>Silvia Belovičová</b> (Squire Patton Boggs), <b>Jakub Ptačin</b> (NOSENE), <b>Pavla Lenyiová</b> (Radio Slovakia)</p>
<p><b>Social Innovations</b></p>	<p><b>Danica Balážová</b> (Junior Achievement), <b>Michaela Kršková</b> (Neology Ventures), <b>Janica Lacová</b> (Jem iné), <b>Danica Matáková</b> (EY/Nosene), <b>Renáta Móciková</b> (Stratégie), <b>Barbora Orliková</b> (ERSTE), <b>Roman Záhorec</b> (Neopublic), <b>Zuzana Polačková</b> (Institute for Forecasting at the Slovak Academy of Sciences)</p>
<p><b>Award for Contribution to Sustainable Development Goals</b></p>	<p><b>Sandra Salamonová</b> (Office of the Deputy Prime Minister of the Slovak Republic for Investments and Informatisation), <b>Karla Wursterová</b> (Ministry of Foreign and European Affairs of the Slovak Republic), <b>Michal Feik</b> (Ministry of Agriculture and Rural Development of the Slovak Republic), <b>Ivana Maleš</b> (Institute for Circular Economy), <b>Zuzana Gabrížová</b> (EurActiv.sk), <b>Mgr. Milan Chrenko, MSc.</b> (Ministry of the Environment of the Slovak Republic), <b>Juraj Hipš</b> (Živica)</p>



In 2018, Michal Liday (on the left) from the Tatra Bank was elected a new president of the BLF for years 2018 – 2020 by the member companies.

## Business Leaders Forum

*The association of responsible companies is trying to change Slovakia for the better. In 2018, the number of companies participating in our activities increased again.*

In 2018, companies of the Business Leaders Forum (BLF) met regularly at quarterly meetings. At the first meeting in Bratislava, the association expanded to include a new member DeutschMann Internationale Spedition. Furthermore, the companies also discussed digital skills and internal communication of CSR activities. The second meeting was held in Trenčín. It included a tour of the Adient development centre and a discussion about the innovative culture of this company and their employee grant programmes. Four new members joined the association: ANASOFT APR, KOSIT, Microsoft Slovakia and YIT Slovakia. In September, the companies met twice, firstly at a regional meeting in Košice. With representatives of seven member companies from East Slovakia, firm representatives discussed the activities of the association and shared best practices on internal communication and women in business. Another quarterly member meeting took place in Bratislava. The main topics were disinformation and hoaxes. The meeting ended with a demonstration of modern technologies and the Accenture Client Innovation Centre presentation. The Christmas quarterly

meeting was combined with a tour of Pradiarna in Stará Cvernovka, hosted by YIT Slovakia. In addition to regular meetings, the BLF also held an annual CEOs meeting at which Michal Liday from Tatra Bank took over as the President of the Business Leaders Forum from Petr Škodný of Accenture.

### We organised 4 seminars

Within the BLF association, we organised a total of 4 expert seminars for the companies. In March, we held a workshop on expert volunteering, concretely on how to start a pro bono volunteering programme and how employees can benefit from passing their knowledge to non-profits. Members of the BLF, Accenture and ESET also shared practical advice and examples of good practice. The Women in Business seminar took place in June. At the occasion of Top 10 Women of Slovak Business Award by Hospodárske noviny (tr. the Economic Newspaper), we covered an expert part of the event, which dealt with examples of good practice in promoting women's career development.



In October, we organised a workshop titled *Mental Health in the Workplace*, where we presented the results of a survey on mental health that Profesia had conducted for us. The last 2018 seminar was held in November. It was dedicated to the topic of *Employing Health Disadvantaged Persons*. There, Profesia, Kaufland, DELL, and IBM shared their experience.

## We issued expert recommendations

We dealt with the topic of diversity in the workplace from various angles in the expert recommendations issued by the Business Leaders Forum. In March, we elaborated practical solutions to the most common problems in the employment of marginalised Roma. In addition, we also discussed LGBT inclusion in the workplace and summarised the basic tips for creating a working environment that respects individuality and diversity.

## The Digital Skills initiative was created

At Accenture's initiative, the BLF members joined to-

gether. Their employees – volunteers trained primary school teachers in both coding (the Hour of Code) and IT security. In 2018, other members of the BLF joined the initiative, too: Accenture, ESET, Orange Slovakia, Slovak Telekom, and TNT Express Worldwide

## The First BLF Marathon

The pilot year of the event brought together experts from the non-governmental, public and corporate sectors to discuss issues such as impact measurement, zero waste offices and employee engagement. 11 BLF members attended a day-long marathon.

## Lectures for students continued

In 2018, representatives of the BLF member companies gave altogether 18 lectures on responsible entrepreneurship for more than 135 university students in Bratislava. In the long term, we have been integrating responsible entrepreneurship in academia, which educates future company managers.

### BLF member companies in 2018

Accenture	Johnson Controls Bratislava	Tatra banka
Adient Slovakia	Kaufland Slovak Republic	Tesco Stores SR
ANASOFT APR	Kia Motors Slovakia	Tchibo Praha
Bayer	KOSIT	TNT Express Worldwide
Citibank Europe plc, branch of an international bank	Lidl Slovak Republic	T-Systems Slovakia
CRH (Slovakia)	METRO Cash & Carry SR	U. S. Steel Košice
Deloitte Audit	Microsoft Slovakia	Veolia Energia Slovakia
DeutschMann Internationale Spedition	Novartis Slovakia	Volkswagen Slovakia
dm drogerie markt	Orange Slovakia	Všeobecná úverová banka
DXC Technology Slovakia	Pfizer Luxembourg SARL	Východoslovenská energetika Holding
Embraco Slovakia	Philip Morris Slovakia	WHIRLPOOL SLOVAKIA
ESET	Plzeňský Prazdroj Slovakia	YIT Slovakia
GSK Slovakia	Skanska SK	Západoslovenská energetika
Heineken Slovakia	Slovak Telekom	
Hewlett Packard Enterprise Slovakia s.r.o.	Slovenské elektrárne, a.s.	



On the 30th of May, we celebrated the Day of Diversity and Inclusion in the Workplace together with the signatories of the Charter of Diversity.

## Charter of Diversity Slovakia

*The Charter of Diversity Slovakia, which was established in 2017 at the Business Leaders Forum, has developed into an individual initiative. The number of signatories was extended by 19 companies, organisations and public administration authorities.*

The first meeting of signatories of the Charter took place at Swiss Re in February 2018. It included experience sharing on unconscious stereotypes presented by signatories such as IKEA, Lenovo, PwC, and Slovak Telekom.

In 2018, we had celebrated the Day of Diversity and Inclusion in the workplaces across Slovakia for the first time. At the same time, we celebrated also the first anniversary of the Charter of Diversity. Other signatories from the corporate sector and two media – SME and the Slovak Spectator – joined the Charter ceremoniously in May. In December, other signatories from the corporate and state sectors joined in, for the first time accompanied by an embassy, too. Thus, at the end of the year, the Charter of Diversity Slovakia consisted of 50 signatories who publicly commit to promoting diversity and inclusion in the workplace.

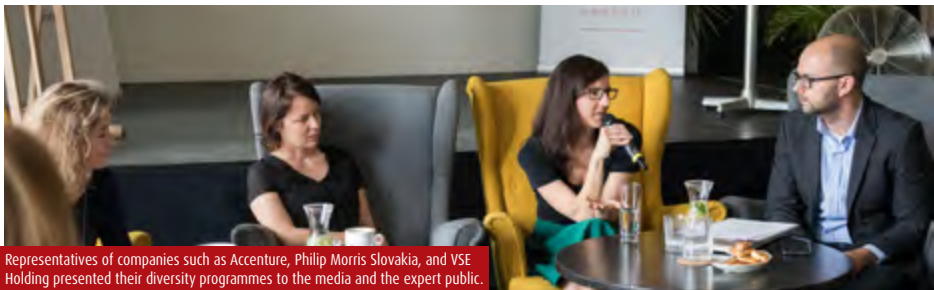
In 2018, as a part of the activities of the Charter of Diversity, we also organised a media breakfast. The first one was held in Košice, where we discussed the diversity in companies. Signatories such as Accenture, Philip Morris Slovakia, and VSE Holding presented their diversity programmes to the media and the expert public. They discussed equality in remuneration, family benefits for all types of families and the support for employees of different ages. The second media breakfast was held in Bratislava and was organised in cooperation with the signatories Philip Morris Slovakia and PwC, and a promoter of the Charter, the Ministry of Labour, Social Affairs and Family of the Slovak Republic. We discussed equal pay for men and women. The date of the 25<sup>th</sup> of October was not chosen randomly – due to the inequality in pay it was the day as of which women with average earnings worked until the end of the year for free, compared to men.



At the end of 2018, the Charter of Diversity had 50 signatories.

## Who signed the Charter of Diversity in 2018

bnt attorney	Slovak Spectator	Profesia
DeutschMann Internationale Spedition	SME	British Council
University of Economics in Bratislava	Squire Patton Boggs	The Netherlands Chamber of Commerce in the Slovak Republic
JOHNSON CONTROLS INTERNATIONAL	White & Case	Slovak Agency for International Development Cooperation
Kaufland Slovak Republic	Arval Slovakia	Embassy of the Kingdom of the Netherlands
KPMG Slovakia	O2 Slovakia	
Microsoft	Seesame	



Representatives of companies such as Accenture, Philip Morris Slovakia, and VSE Holding presented their diversity programmes to the media and the expert public.



The CEE CSR Summit was held in Bratislava's Old Market Hall in November.

## CEE CSR Summit

*The CEE CSR Summit is a traditional pillar of responsible entrepreneurship not only in Slovakia. In 2018, we had held the 15<sup>th</sup> year of the event.*

More than 250 people attended the expert morning programme, which we had prepared on the premises of the Old Market Hall in Bratislava. With Lukáš Bakoš as a host, a total of 23 speakers presented, whether as a part of the main programme or at 12 discussion tables. In addition, Octago had prepared a series of simple and effective exercises for participants, which can be practised every day directly behind an office desk. The main topics of the Summit were co-creation with Maarten Pieters, diversity with Barbora Ruščin and Alessandro Lagazi, and work-life balance with Pia Webb. We focused also on strategic philanthropy, disinformation, greenwashing, and the employment of marginalised Roma.

In the afternoon, the Old Market turned into a Responsible Marketplace with the main focus on children. Participants could visit 23 stands of well-known companies and small start-ups, accompanied by hostess Kristína Tormová. Whether you wanted to enjoy healthy delicacies, learn about sustainability and health, or just have fun, Marketplace was the right place. The children enjoyed

a concert by Dan Heriban and his band, whilst the adults supported sustainable fashion. In cooperation with NOSENE, we had prepared a SWAP of clothing, where you could give a second chance to nice pieces through an exchange. We hosted more than 500 participants overall.



At the summit, we also held discussion roundtables.









Community



The motto of the 12<sup>th</sup> year of Our Town was:  
"Today, I am on a date with our town."

# Our Town

*More than 10,000 volunteers joined the 12<sup>th</sup> year of the Our Town event, which is the largest of its kind in Central Europe.*

On Friday and Saturday, the 8<sup>th</sup> and 9<sup>th</sup> of June, you could have met corporate volunteers in 48 towns and villages all over Slovakia, wearing the same T-shirts with the inscription "Today, I am on a date with our town". The number of companies participating in Our Town is growing every year. In 2018, 135 companies from all over Slovakia participated. Volunteers helped 238 non-profit organisations, low-threshold centres, social services homes, and schools and kindergartens improve their environment.

## More than 6,000 volunteers in Bratislava and its surroundings

Traditionally, you could have met most volunteers in Bratislava and the surrounding villages. There were more than 6,200 in total there. One of the most popular activities every year is cleaning the Small Danube river. Volunteers in boats cleaned the Small Danube from the waste alluvial from our capital. Volunteers had gone also to Nová Cverno-



Most volunteers helped in Bratislava.

vka, where they helped with gardening works. In Čunovo, they took care of the cleaning and disposal of black dumps in the surrounding woods. Volunteers collected waste along the border with Hungary and alongside the seepage canal.

### Volunteers beautified Košice

Exactly 771 volunteers went into the streets of Košice to participate in more than 30 activities. In the Help Centre of the League against Cancer, 20 volunteers cleaned the spaces for cancer patients. Amongst others, works were carried out also at the Stonožka Family Centre and at the Centre for Mothers – Pastierik.

### Castles are the favourite

During the Our Town, the volunteers had an opportunity to experience what it is like to spend a working day at a castle. In Devín, a castle in Bratislava, they cleaned the castle grounds from undesired greenery, rubbish and stone debris. Similarly, volunteers took care of the Hrušov Castle and the Čeklís Castle in Bernolákovo. In this case, they contributed a bit to archaeological research. In the Žilina County, the Association for the Preservation of the Lietava Castle, with the help of volunteers, beautified and revitalised the surroundings of the castle grounds. Around Prešov, volunteers helped revitalise four castles in the area – Šebeš, Solnohrad, Obišovský Castle and Lipovský Castle.

**Thank you!** There was more than **10 000** of us involved.

**What have the volunteers accomplished this year?**



**1 094**  
benches, tables, baskets and climbing frames cleaned or painted



**257**  
parks, gardens, nature trails, public areas cleaned



**1 210**  
ornamental plants, trees, bushes and flowers planted



**1 153**  
windows cleaned



**836**  
clients of social facilities spent a day with volunteers



**8 581**  
meters of fences and banisters painted



**14**  
castle ruins and monasteries beautified and repaired



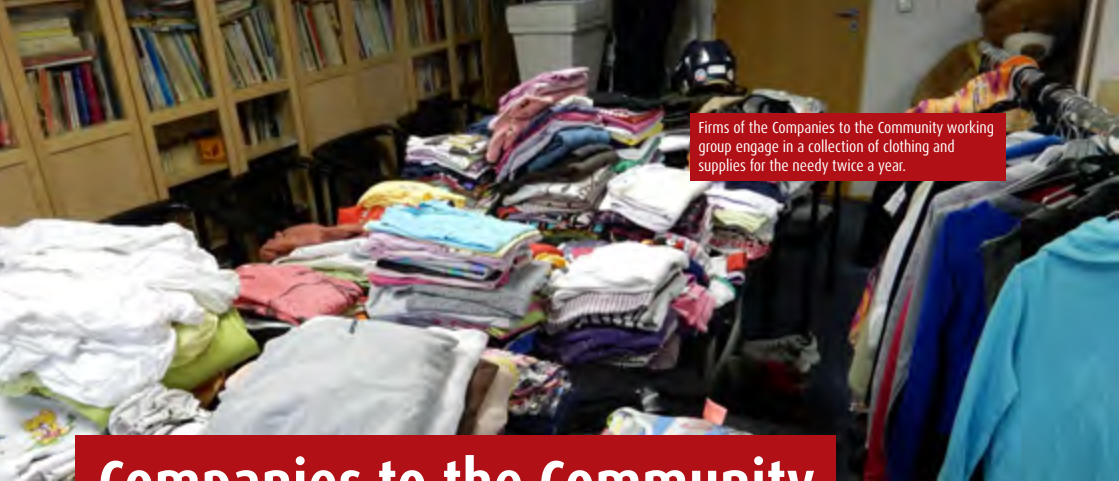
**88**  
spaces and buildings beautified, repaired or painted



**7**  
rivers, streams and wells cleaned



**naše mesto**



Firms of the Companies to the Community working group engage in a collection of clothing and supplies for the needy twice a year.

# Companies to the Community

*The Companies to the Community working group bring together firms which, as part of their responsible entrepreneurship activities, decided to support communities and improve their position in society.*

## Spring clothes collection

Member firms of the Business Leaders Forum and the Companies to Community working group once again encouraged their employees to engage in a spring collection of clothing and other needs for people in need in 6 towns all over Slovakia. They helped 23 organisations and their clients, including socially disadvantaged families, abused women with children, refugees, and homeless people.

Altogether, nearly 74,000 litres of clothing and interior textiles, a lot of household and electronics supplies, such as 3 televisions, a microwave, an iron, a printer, and drugstore goods, were collected. The employees also donated education and relaxation aids, such as 2 bikes, 4 pairs of roller skates and a number of school supplies, and books. 15 notebooks went to Horehronie for the Association of Young Roma, 2 prams, cribs, and sleeping bags went to socially disadvantaged citizens in Jelšava.

We redistributed the donated items to non-profit organisations in Jelšava, Humenné, Čadca, Orava, Horehronie, Košice, Žilina, Nitra, and Bratislava. We

extended our cooperation with non-profit organisations by several beneficiaries last year. New partners include the Heart for Children, the Association of Young Roma, and Subitis Auxilium in Humenné, which is a civic association to help abused women and children.

## Autumn clothes collection

In the autumn, we joined the #GivingTuesday campaign and organised another collection of clothes within the Companies to the Community group. A record number of 34 companies participated. In addition to clothing and footwear, which made up a bulk of the collected items, we also collected drugstore goods, kitchen utensils, sports aids, school supplies, and electronics. The Companies to the Community collection had made records in several ways – a record number of companies and organisations got involved, 1072 bags of clothes and 23 bags of interior textiles were collected, and we supported 30 organisations which then redistributed the things to a total of 8522 clients.

## Working group members in 2018

Allen&Overy	IBM	PWC
Foxconn	KPMG	Erste Group IT International





The participants of the Good Tough Guy (or a Lady) fought 26 obstacles on the 6-kilometre long track.

# Good Country

*The year 2018 was charged with good deeds at DobraKrajina.sk, too. For the past nine years, we have been bringing together donors with trusted organisations that change Slovakia for the better.*

In 2018, there was a total of 64 projects and organisations on our Good Country webpage. They had been helping in different fields – eradicating poverty, improving life for the health-disadvantaged, fighting corruption, improving education, and building stronger communities. Throughout the year, a total of 3865 people donated 192,944.83 euros, which is 29% more than in 2017.

Donors contributed mostly to projects focused on helping people with disabilities and eradicating poverty. Another widely supported field was education. Companies got involved to become an inspiration to their employees. Both ESET and Greyson doubled donations. Volkswagen Slovakia became a partner in the initiative of a Christmas taxi.

The year 2018 brought several joint campaigns. The most successful 24-hour donation event exceeded our expectations. At #GivingTuesday, we launched the #NabiDobrom (tr. Charge by Good Deeds) campaign, where you could meet a celebrity as a driver of a special Christmas taxi. We had also attended TEDxTrenčín for the first time. We talked about finding an answer to what a good country looks like.

## SME daily for a good country

In 2018, we launched a unique collaboration with the SME daily to bring their readers closer to the stories

of people and communities in need. Every month, we brought an article about one of the organisations on the Good Country webpage. The article also told us how to support this specific project.

## Good Tough Guy

In 2018, 43 runners participated in the Good Tough Guy (and a Lady) run. They faced 26 obstacles on a 6-kilometre long track. Good Tough Guys (and Ladies) ran in both Košice and Bratislava. Thanks to the fees, but even more thanks to the generosity of the runners and their friends, we managed to collect 2,200 euros. 36 runners competed for a bonus reward for their non-profit in Bratislava. The fastest ones were employees of ESET. Andrea Ivaničová handled this difficult track in 53 minutes and Ronald Weiss in incredible 48 minutes. These two ESET runners won 2x200 euros reward for our Generation 3.0 programme.



The ESET employees won a bonus reward to be donated to their non-profit organisation





## 24-hours donating event

During a traditional 24-hour donation event, donors contributed 8,900 euros to different organisations. In 2018 again, the highest amount went to Nezábudka, the second most successful organisation was the Association of Citizens of Towns and Municipalities of Slovakia (ZOMOS). The fight for the third place was tight. Eventually, it was won by Omama with a project focused on the eradication of generational poverty.

## Christmas taxi – #NabiDobrom (tr. Charge by Good Deeds)

Nine Slovak celebrities took the role of a taxi driver in Bratislava in December. From the 6th to the 19th of December, Christmas up!city taxi was driven for voluntary donations. You had an opportunity to meet Vera Wisterová, Táňa Pauhofová, Milan "Junior" Zimnýkovaľ, Ján Gordulič, Stano Staško, Veronika Cířová Ostrihoňová, Juraj Bača, Richard Stanke, Kristína Tormová, and Matúš Krnčok. Altogether, you donated 754.12 euros. Moreover, you also supported the organisations of the Good Country online, raising a total of 35,500 euros.



# Nabi ma dobrom

za volantom proti chudobe

#VianocnyTaxik

Profesia organised a charitable market for sheltered workshops during #GivingTuesday.

## #GivingTuesday

*People from all over Slovakia quickly befriended the idea of spreading good and selfless help. The second year of #GivingTuesday spread across Slovakia on the 27<sup>th</sup> of November.*

This celebration of selfless help was held in 43 towns across the country. A total of 57 companies got involved, of which 20% organised more than one activity to help their environment. More than 1,100 employees helped 118 NGOs. In addition to corporate volunteers, thousands of people from the public joined #GivingTuesday, too. The message also spread around through social networks with the hashtag #mozempomozem (tr. #If I can

help, I will). As part of our campaign, thousands of people showed off and talked about what they did not buy on that day. Instead, they saved money to help someone else.

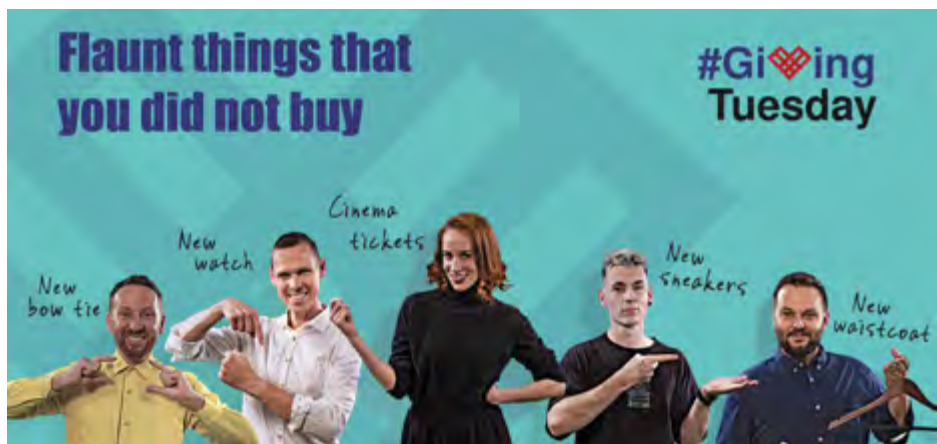
The campaign was also supported by personalities such as Táňa Pauhofová – an actress, Matej Tóth – a sportsman, Milan “Junior” Zimnýkoval – a show host, Expl0ited – a Youtuber, and Miro Jaroš





– a singer. They became the faces of this year’s campaign and encouraged people to show off and talk about their good deeds. A total of 20,000 euros was collected for non-governmental projects registered on GivingTuesday.sk. Compared to 2017, when #GivingTuesday in Slovakia had been a complete novelty, in 2018 companies decided to participate more strategically. The involvement of employees in manual or expert volunteering was preferred. These connections make society more sensitive and often turn into long-term voluntary or financial support.

This year, the most popular activity at #GivingTuesday was the donation of clothing. The nationwide collection of clothing and supplies for non-profit organisations was organised by the Pontis Foundation within the Companies to the Community group. A record number of 34 companies got involved. We managed to collect clothes, but also books, household and sports equipment, electronics and drugstore goods, which helped a total of 8,533 people.





Among NGOs, Pro Bono Trainings are very popular.

# Pro Bono Training

*In 2018, we continued in the concept of free training for NGOs.*

In total, 9 training sessions were organised in 2018, attended by 120 participants from 95 NGOs.

- January: Leadership – Art to Motivate and Lead
- February: General Data Protection Regulation (GDPR)
- March: General Data Protection Regulation (GDPR)
- March: How to Communicate Effectively via Bulk Email
- April: Amendment to the Labour Code in HR Practice
- May: General Data Protection Regulation (GDPR)
- June: How to Do PR Well, an Efficient Use of Social Media and AdWords
- October: Media Workshop for NGOs
- November: Work with Microsoft Excel

## Companies involved in 2018

Avon
Konečná & Zacha
White & Case
AdWise
Accace
Squire Patton Boggs
Eset
Grayling



## Attorneys Pro Bono

*Attorneys Pro Bono programme is an initiative that increases the availability of and access to legal aid for the non-profit sector. Thanks to lawyers' free legal services, we helped professionalise NGOs' operations when solving particular problems. Through the law, organisations can also effectively promote positive social changes.*

The goal of the programme is to contribute to the rule of law and to inspire future and practising lawyers to become socially responsible in their work. We educate lawyers and also regularly organise training for non-profits on various legal issues.

**In 2018, 22 attorneys helped in 29 cases through their expert volunteer work in the following areas:**

- Human rights
- Poverty and social inclusion
- Education, active citizenship
- Health protection
- Public spaces, the environment

### Legal Clinic for the Non-profit Sector

In both summer and winter semester of 2018, we launched an optional module at the Faculty of Law of the Comenius University in Bratislava. Its title was the Legal Clinic for the Non-profit Sector. In this way, students helped 8 NGOs to obtain free legal aid while supporting practical legal education for law students.

### Online Legal Consultancy Centre

Non-profit organisations had an opportunity to use legal consultancy services in the form of an online centre last year. The centre was run by law firms involved in our programme. The attorneys answered direct questions and offered help online.





### Pro bono seminars and education

As part of training activities, we provided intensive training sessions in the field of personal data protection last year. The Stentors law firm prepared 3 training sessions and Prachová & Partners contributed by 1 training session on GDPR. More than 63 non-profit organisations gained valuable know-how.

bnt attorneys provided 2 training sessions on debt relief and penalty of confiscation for 25 representatives of non-profit organisations, social workers, and lawyers.

The Stentors law firm presented an interpretation of the legal aspects of expert volunteering to 140 representatives of the business sector. The lecture was a part of the Seminar on Expert Volunteering. The aim was to support volunteer activities of companies and employees by helping them understand legal regulations.

Law firms involved
Schönherr
Dell
Bnt attorneys in CEE
Kinstellar
Squire Patton Boggs
White & Case
Prachová & Partners
Accace Legal
Relevans
Dentons





# Transparency and Fight against Corruption



The companies involved in the We Stand for the Courageous initiative employ 140,000 people through chambers of commerce and associations.

## Transparent Slovakia Fund

*In 2018, the Transparent Slovakia Fund consisted of 20 companies. The members were linked by their common interest in helping NGOs dedicated to transparency, the fight against corruption, and the creation of tools to prevent state abduction.*

### For Transparent Slovakia 2018

In January, we published a grant call titled For Transparent Slovakia 2018, attracting 17 project applications. Of these, the grant commission selected 6, to which it then redistributed 106,832.75 €. Thanks to the grants awarded, the organisations were able to focus on watchdog, analytical and advocacy activities, networking around the issues of informatisation, transport, judiciary, government, and efficient public resource management.

### Supported organisations

- Slovak Governance Institute
- Institute for Economic and Social Reforms – INEKO
- VIA IURIS
- Transparency International Slovakia
- Slovakia.Digital
- Dobrý Úradník (tr. Good Officer)

### Joint statement by chambers of commerce and business associations

At the beginning of March, the Fund also responded to the then current events and joined in a statement by chambers of commerce and business associations, expressing deep concern about the situation that is unprecedented in the modern history of Slovakia:

*"The murder of an investigative journalist which, according to several public officials, is highly likely to be directly related to his work, is a major attack on press freedom. The role of journalists, including their work on detecting fraud and corruption, is indispensable in society. The growing rates of citizens' mistrust of the state and its institutions significantly affect also the business environment. Here in Slovakia, we want to do business in a decent environment governed by the rule of law and clear and fair rules. For the confidence of both citi-*



*zens and the business community, it is crucial that Slovakia has leaders who will not only commit themselves to these principles but will also set an example in the daily promotion of these principles in all spheres of public life."*

## Politicians' unfounded attacks about non-transparent funding

In the second half of March, Radana Deščiková, Deputy of the Transparent Slovakia Fund, joined a statement of the civil sector representatives on unsubstantiated attacks by politicians about the financing of the non-profit sector and the foreign influence on its functioning. The civil sector representatives pointed out that the share of foreign resources in total financing of the third sector in Slovakia is currently at around 6%. Most of it is the resources of the European Communities, the so-called Norwegian Funds and resources of the European Free Trade Association. These data are based on official statistics of the Ministry of Finance of the Slovak Republic and the Statistical Office of the Slovak Republic.

## We Stand for the Courageous

The Fund expressed its support for the whistleblowers in the campaign "We Stand for the Cou-

rageous" implemented by Transparency International Slovakia in cooperation with the Pontis Foundation and the Club of Goodwill Officers. More than 400 private companies committed to assisting whistleblowers who may lose their jobs as a result of their initiative.

## Investigative Journalism Fund

The Fund has also joined the strategic partners of the Investigative Journalism Fund. This decision came as a result of the long-term failure of democratic institutions key to the rule of law, which points to the need for the support of investigative journalism.

## The Fund's experience was spread in V4 countries

In January, we published a grant call titled For Transparent Slovakia 2018, attracting 17 project applications. Of these, the grant commission selected 6, to which it then redistributed 106,832.75 €. Thanks to the grants awarded, the organisations were able to focus on watchdog, analytical and advocacy activities, networking around the issues of informatisation, transport, judiciary, government, and efficient public resource management.



The Transparent Slovakia Fund team meet the partner organisations in Katowice.

## Member companies of the Transparent Slovakia Fund

- Accenture
- dm drogerie markt
- ESET
- GSK
- Heineken
- Hillbridges
- Kaufland SR
- Mercedes
- Orange Slovensko
- O2 Slovakia
- Pfizer Luxembourg
- Profesia
- Skanska
- Slovenské elektrárne
- Slovenská sporiteľňa
- TaylorWessing
- Slovak Telekom
- VSE Holding
- Websupport
- ZSE





# Education



The EDUcamp of Generation 3.0 brought together the finalists with mentors from the business sector and the field of education.

# Generation 3.0

*The Generation 3.0 programme has completed its pilot year. We see education as a hope for a better future of Slovakia and that is why we continue to work to improve it and make it more effective.*

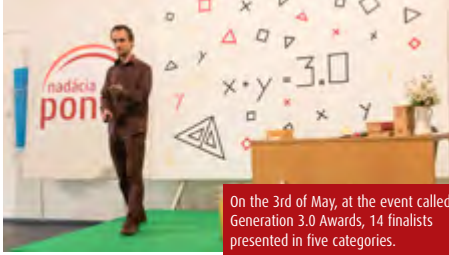
In January, we held the first in-person meeting of members of the domestic and foreign advisory councils and other supporters of Generation 3.0. A total of 25 people discussed 5 different topics. The work meeting had the form of a world café – the participants were divided into small groups in which they rotated around the discussion tables. For example, the groups discussed the issue of motivation and the lack of time for teachers and principals. They have to manage the preparation of the syllabuses and hence, have only a little time to look for innovative ways of teaching.

The meeting was followed by event Silenzio: the Evening of Silence, which included the first-ever charity auction in favour of better education in Slovakia. A unique piece of furniture – the Silenzio cabinet – was donated to the auction by internationally acclaimed Slovak artist Robert Hromec. He donated the zero piece, which he had designed for Laura Meroni, an Italian design company. The auction was hosted by Lucie Schweizer, the Chairman of our Board. We could hear the final gong at an in-

credible amount of 25,200 euros! This funding was allocated for the development of our Generation 3.0 programme.

## We started our cooperation with EDUin

Thanks to the Citi Foundation's support within its Pathways to Progress initiative, the Generation 3.0 education programme crossed the borders of Slovakia. In the new international programme, we started cooperating with the Czech organisation EDUin to improve young people's education results.



On the 3rd of May, at the event called Generation 3.0 Awards, 14 finalists presented in five categories.



## 68 Projects sent their nominations to the Generation 3.0 Awards

In 2018, a total of 68 innovative learning approaches sent their nominations to the second year of the Generation 3.0 Awards. The majority of nominations, a total of 38, came from NGOs. In addition, 14 primary schools, 3 secondary schools, 10 universities and 3 state organisations were nominated. Finally, the evaluation commission selected 14 finalists. We announced the winners at the event on the 3<sup>rd</sup> of May.

### Generation 3.0 award-winners in 2018

**Category:** Career and Entrepreneurial Skills

**Project title:** Get Moving! Academy,  
**Applicant:** Get Movin! (Uni 2010)

Get Moving! prepares young people for a time when they may not get any job offers and so they will have to learn how to create jobs for themselves. The organisation created a short course on how to start a business – Get Moving! Academy. A part of the project is also a network of trained secondary schools ambassadors, who introduce students to the Get Moving! Academy. The commission appreciated the easy dissemination of the project as well as its good coverage in the regions.

**Category:** Personality Prepared for Change

**Project title:** Reflection of Freedom and Responsibility,  
**Applicant:** Dubová Primary School, Bratislava

The project focuses on inclusive education of primary school pupils in different life situations. All activities motivate children to perceive and talk about their own feelings, opinions, needs, and to take responsibility for their freedom. The project activities help them acquire new skills and change the atmosphere in the classrooms as well as in the whole school. The commission appreciated the innovativeness of the project and the well-grounded approach to the inclusion of pupils with the potential to become a good practice example.



**Category:** Technological and Natural Science Knowledge

**Project title:** Development of the Young Physicists' Tournament and International Junior Science Olympiad,  
**Applicant:** Young Physicists' Tournament

The Young Physicists' Tournament is an activity for secondary school student teams, which simulates real scientific work in every way. Students solve problems during the school year – they study literature, consult with teachers and scientists, experiment and develop theories. In the end, they take part in an international competition. The commission appreciated that the project has the potential to popularise science and support young talent that can bring new scientific discoveries to the world.

**Category:** Social and Civil Competences

**Project title:** Extension of the Debate Programme at Secondary Schools  
**Applicant:** Slovak Debate Association (SDA)

The general goal of the SDA is to support young people's critical thinking, openness, and civic engagement. The programme encourages young people's active engagement – they are expected to gradually assume their responsibilities, learn to decide debates, and take care of their clubs. In this aspect, this project differs from most of the debate programmes abroad. The commission appreciated the timeliness of the approach, especially in the context of the current social situation, and the support of student engagement.

## Category: Innovations in the System of Education

**Project title:** Better Geography,  
**Applicant:** Better Geography – Civic Association

The Better Geography methodological website was made mainly to create and provide teaching materials and aids, and non-traditional methods and activities to transform the usual school Geography into a subject that develops a wide range of (not only geographical) abilities and skills. The commission appreciated the potential of the project to reach large groups of students who, thanks to the project, learn to think critically. They also valued that this approach links up knowledge from multiple disciplines.

### EDUcamp

At the end of June, with 19 mentors from the field of education and the business sector, 14 NGOs and schools, we examined what progress may be achieved in 2 days of intensive work, consultations, and workshops. We looked for ways to disseminate innovative learning approaches to more schools and to introduce them into the education system. The event was titled the EDUcamp.

In cooperation with selected mentors, we held two days of workshops, presentations, group consultations, and individual consultations. The finalists met outside Bratislava, in nature a bit further from Modra. We wanted the participants to use the time to fully focus on their projects, get to know each other and, last but not least, we also wanted to show them that we greatly appreciate their efforts.



During the EDUcamp, we held 2 days full of workshops, presentations, group consultations as well as individual consultations with selected mentors.

### The first non-profit accelerator in Slovakia

The EDUcamp was just the beginning of further intensive work with selected projects in the first Slovak non-profit accelerator. We launched this unique non-profit accelerator called EDUaccelerator in September 2018. It had been designed for non-profit education organisations and schools that gained an intensive mentoring programme with top managers. Business experts committed to helping projects pro bono. Together with these mentors, the organisations worked to make their projects more effective and successful in their efforts to disseminate the education models to more schools. Our bi-weekly online and offline workshops were supposed to help in this aspect. In addition, each organisation was assigned a mentor to guide them through the process. 11 non-profit projects selected from the Generation 3.0 finalists participated in the pilot year of the EDUaccelerator.



11 non-profit projects selected from the Generation 3.0 Awards finalists participated in the EDUaccelerator pilot year.



## Projects at the EDUaccelerator

**Organisation:** Girls in IT,  
**Project title:** Girls in IT

At the EDUaccelerator, the organisation worked with mentors to set up effective internal processes, communication, and volunteer management. It seeks to expand its activities to the regions. It perceives cooperations with other organisations as a way for effective growth.

**Organisation:** Sunny Centre,  
**Project title:** Kosmo and His Adventures

The authors of the project and their mentor searched for a financially sustainable model to disseminate the "Cosmobox" and the book for parents as much as possible. At the same time, they prepared a large recruitment communication campaign to reach all kindergartens in Slovakia within 5 years.

**Organisation:** From the Other Side Theatr,  
**Project title:** EDUdrama - Drama Centre

The organisation focused on the initial phase of formation of the association and on identifying potential risks in the long-term functioning of the community which links important actors in education, culture, and awareness-raising.

**Organisation:** LEAF,  
**Project title:** Transforming Schools from Within

The organisation focused on building a brand, its communication, and defining the offer for teachers and schools. So far, the creators have focused mainly on the quality of mentoring. They wanted to optimise processes so that the programme is available to a larger number of teachers but not at the expense of its quality.

**Organisation:** Better Geography,  
**Project title:** Better Geography

At the EDUaccelerator, Peter Farárik, the author of the project, focused on strengthening the team, communicating more effectively when addressing schools, and sustaining the website financially. Together with the mentors, they also assessed the potential of extending the project to the Czech Republic.

**Organisation:** OWL – Civic Association,  
**Project title:** ChemPlay - Advancement

They focused on the strategy of dissemination of the phone application and the board game. This had been preceded by the supervision of the application testing process. The association also wanted to strengthen the financial sustainability of the project.

**Organisation:** Get Moving! (Uni 2010),  
**Project title:** Get Movin! Academy

As part of the EDUaccelerator, the organisation co-operated with mentors to reach the goal of having trained 100,000 young people by 2020 on how to create employment for themselves. They focused mainly on fundraising, networking, and PR – so that key persons from companies and media, who may help the project to disseminate further, get acquainted with the Get Moving! Academy.

**Organisation:** Slovak Debate Association,  
**Project title:** Extension of the Debate Programme at Secondary Schools

Together with their mentors, the association focused mainly on marketing and fundraising strategies in order to better communicate their activities, strengthen their brand and attract donors.

**Organisation:** SPY  
**Project title:** Teaching with Hardware

Together with mentors, they worked on setting rules of cooperation with schools. They also searched for the best ways to set up a recruitment process to expand the network of trainers, coordinators, etc. Last but not least, they made their communication techniques more attractive.

**Organisation:** Young Physicists' Tournament,  
**Project title:** Development of the Young Physicists' Tournament and International Junior Science Olympiad

As part of the EDUaccelerator, in cooperation with mentors, they focused on promoting and awareness-raising among students and educators to attract enough talented pupils.

**Organisation:** Dubová Primary School, Bratislava,  
**Project title:** Reflection of Freedom and Responsibility

Within the EDUaccelerator, they worked to improve the school staff management and to measure the impact. Together with the mentors, they searched for ways to best transfer their unique programme to other schools.

The last meeting as a part of the EDUaccelerator was held in mid-December. We saw that the participants had gone a long way since the beginning of their collaboration and many of them had achieved very impressive results. Therefore, we decided to use the accelerator format again in a year.



The EDU accelerator took 3 months, from September to December.



### Individual mentors who guided our organisations for three months within the EDUaccelerator programme

Nina Aleksieva	Braňo Ondrášik
Jana Bernatáková	Lucia Pašková
Gábor Bindics	Katarína Remiášová
Snežanka Ďuricová	Jozef Šovčík
Michal Juhás	Pavol Varga
Zuzana Lazišťanová	

### Lecturers and expert pro bono consultants who provided their know-how through a lecture, workshop or in-person consultation during the programme

Branislav Andreanský	Martin Kuruc
Mikuláš Bančí	Heliodor Macko
Matúš Bakyta	Martin Majling
Michal Belej	Jana Malaga
Vladimír Burjan	Michal Maxian
Peter Drál'	Katarína Molnárová
Daniel Duriš	Patrik Pauko
Marek Fano	Martin Provazník
Simona Fiabáne	Saskia Repčíková
Marcela Havrilová	Jana Riečanská
Vanda Hlaváčková	Tomáš Rosputinský
Martin Holík	Zuzana Schaleková
Pavel Hrica	Zdeněk Slejška
Dalibor Jakuš	Zuzana Suchová
Peter Kolesár	Lenka Surotchak
Jana Kontúrová	Mária Sztarovics
Martina Kráľová	Naďa Urbanová

# ne skilluj sa

## This is 21

The ambassadors of the first year of This is 21 were Lucia Šicková, Katka Kamendyová, Gábor Boros, the Velits brothers, and Michal Juhás.

*Our goal is to do our best to have people here in Slovakia with the developed potential, knowledge, skills, and attitudes necessary for life in this century. For this reason, we launched the project This is 21 in 2018.*

We organised the pilot year of the This Is 21: Prepare for the 21st Century programme in cooperation with the Slovak Innovative Economy Alliance (SAPIE). 50 business leaders returned to their high schools to talk about what had helped them fulfil their potential. The event was held under the auspices of the President of the Slovak Republic, Mr. Andrej Kiska, who also returned to his former school – Kukučínova High School in Poprad.

In addition to the president, among the speakers was Michal Meško – CEO of Martinus.sk, Dušan Duffek – co-founder of 0100 Ventures, Lucia Šicková – co-founder of the technology company Pixel Federation, Michal Juhás – CEO and co-founder of EdTech Labs Europe, Katka Kamendyová – Chief Interior Engineer at AeroMobil, Gábor Boros – founder of Refresher.sk, and the Velits brothers – former cyclists and founders of Isadore.

The aim of the event was to motivate young people to work on themselves and to realise their full potential. The personalities told students their own stories of how they had focused on developing some of the skills needed to fulfil their potential in the 21st century. Seven schools in Košice, 2 schools in Michalovce, and 1 school in Trebišov and Spišská Nová Ves also participated in this nationwide event.



President Andrej Kiska gave a lecture at his high school in Poprad.

## Which leaders returned to their high schools

Santiago Aguado	Hewlett Packard Enterprise Slovakia, s.r.o.	Heliodor Macko	SEAK, s.r.o.
Martin Basila	SENSONEO j. s. a.	Michal Meško	Martinus, s.r.o.
Gábor Boros	Refresher.sk	Štefan Mikloš	IBM Slovensko, spol. s r.o.
Branislav Budke	PFIZER LUXEMBOURG SARL, organizačná zložka	Rastislav Milko	AT&T Global Network Services Slovakia, s.r.o.
Kristína Gaal Drobcová	JOHNSON CONTROLS INTERNATIONAL spol. s r.o.	Ivana Molnárová	Profesia, spol. s r.o.
Dušan Duffek	0100 Ventures s. r. o.	Milan Murcko	YIT Slovakia a.s.
Marián Gazdik	Startup Grind	Zuzana Nehajová	EY Slovensko
Juraj Girman	T-Systems Slovakia s.r.o.	Radovan Pala	TaylorWessing e/n/w/c advokáti s. r. o.
Michal Hrabovec	ANASOFT APR, spol. s r.o.	Michal Pastier	Zaragoza, s. r. o.
Marián Christenko	KOSIT a.s.	Alica Pavúková	PricewaterhouseCoopers Slovensko, s.r.o.
Michal Juhas	EdTech Labs Europe	Miriám Poništová	DeutschMann Group, s.r.o.
Andrej Juris	Západoslovenská distribučná, a. s.	Miroslav Potoč	Skanska SK a.s.
Katarína Kamendyová	AeroMobil, s.r.o.	Martin Rázus	Eastcubator Prešov
Maroš Kemény	Čosi s.r.o.	Barbora Ruščin	Deutsche Telekom
Miroslav Kiralvarga	U. S. Steel Košice, s.r.o.	Katarína Sýkorová-Chmelárová	BNP PARIBAS PERSONAL FINANCE SA, pobočka zahraničnej banky
Andrej Kiska	prezident SR	Miroslav Šarišský	Slovenské elektrárne, a.s.
Michaela Kočiová	Sygc a. s.	Šimon Šicko	PIXEL FEDERATION, s.r.o.
Peter Kolesár	Neulogy, a.s.	Lucia Šicková	PIXEL FEDERATION, s.r.o.
Martina Košková	Týždenník Trend	Annamarie Velič	CURADEN Slovakia s.r.o.
Peter Kováč	Adient Slovakia s.r.o.	Martin Velits	Isadore
Martina Kráľová	SVĀG s. r. o.	Peter Velits	Isadore
Rastó Kulich	Google Slovakia, s. r. o.	Anton Zajac	ESET, spol. s r.o.
Marek Lavčák	Eastcubator		



The Festival of Social Innovations was held in Bratislava in September.

## Social(i) Makers

*The aim of the Social (i) Makers project is to improve capacities by providing know-how on how entrepreneurs, donors, policy-makers, academics, and citizens can implement social innovations in practice.*

### Project team meeting

The Social (i) Makers project meeting - An Ecosystem Accelerator for Social Innovations - was held in Berlin in May. During seminars and other discussions, the project partners from seven countries talked about activities realised in 2018.

### Our activities in 2018 focused on four main areas:

- creation of the Academy of Social Innovations
- organising offline training in each partner country
- organising social innovation festivals in each partner country
- organising webinars

The Academy of Social Innovations was launched on the 10th of September, 2018 as a free online course consisting of seven modules that guide the user

through the cycle of social innovation. The course is based on Social (i) Makers project partners' experience and covers the whole spectrum of social innovation issues - from becoming an active citizen to creating, financing and implementing own solutions to social challenges today. As of January 2019, more than 2,700 users were registered. The Academy continues to be open to other candidates who may still enrol.

In order to capitalise on the lessons learned from the Academy of Social Innovations, the partners organised offline training sessions in each country. Each session corresponded to one of the modules of the Academy of Social Innovations and was led by an experienced trainer. Overall, the project partners organised 65 training sessions involving a total of 1,652 participants. In the Slovak Republic, 345 persons participated in the training.



## The training sessions were held in Bratislava and Košice and led by renowned experts on the respective themes

- **Active Citizenship** – Be a Part of Change, Lecturer: Barbora Pálešová, Pontis Foundation
- **Social Entrepreneurship** – Become an Entrepreneur for the Social Good, Lecturer: Katarína Bajzíkóvá, PDCS
- **Techniques and Creativity for Social Innovations** – Research and Test Your Innovative Solution, Lecturer: Juraj Kováč, Get Moving!
- **Involvement of stakeholders** – Together, We Can Achieve Change, Lecturer: Peter Gušťačík, PDCS
- **Impact Measurement** – How to Measure and Direct Impact, Lecturer: Andrej Salner, consultant
- **Impact Investment** – Finance Your Social Adventure, Lecturer: Michal Laco, consult
- **Social Innovation Policies** – Participate in Social Innovation Policy-Making, Lecturer: Monika Filipová, the Good Officer

One-day festivals organised by the project partners in their countries increased awareness of the project's goals. Festival activities consisted of practical workshops at which participants discussed specific challenges in social innovations as well as panel discussions and film screenings. These seven festivals attracted a total of 740 visi-

tors. In Slovakia, 108 people participated. In addition, as part of the project, webinars titled Blockchain as a Tool for Social Innovations and Europe Financing Social Innovations were organised. Overall, the webinar attracted 121 participants.



In Slovakia, 345 persons participated in social innovation training sessions.



The students supported under the Innovator 2018 grant call.

# AXA Endowment Fund

*The Endowment Fund at the Pontis Foundation supports young innovators. Among the innovators are researchers in the fields of medicine, physics, chemistry, and robotics.*

In the seventh year of the Innovator grant call, a total of 20 innovative projects and their authors were supported by the AXA Endowment Fund at the Pontis Foundation with a sum of 30,000 euros. Among them was, for example, the development of a replacement of titanium orthopaedic implants with a new type of biomaterial printed using a 3D printer, adapted for contact with the human body. Further, it was the development of fast, odourless aid for the preparation of bone anatomical tools for veterinary study, innovative vibration monitoring of the aviation fuel pump. Some will use the financial support for the technical background necessary for the project implementation, others will participate in international competitions and forums. But they have a common goal – a better and safer life for each person.

The AXA Endowment Fund is designed for students aged 15 to 26 years. It allows young innovators to gain the necessary funding for meaningful projects in the fields of education, natural sciences, and the

humanities. Students can also use the funds to provide technical and communication support for project implementation or to participate in scientific conferences and seminars. The conditions for obtaining the grant are excellent study results, demonstration of participation in expert competitions, or engagement in interest activities.

Supported students	
Adam Kocka	Bc. Jakub Lenner
Gabriel Paľko	Filip Korim
Jana Motešická	Lukáš Kamenský
Iveta Pánska	Peter Škripko
Matej Bartoš	Marco Pinter
Oliver Kudzia	Ján Matúfka
Ivana Marko	Samuel Smoter
Pavol Pecho	Martin Macko
Ing. Michal Mičjan	Miriám Feretová
Eva Marková	Jana Čorňáková



## Accenture Endowment Fund

*Through the Skills To Succeed project, the Accenture Endowment Fund continues to help increase IT skills in students and people of working age with an aim to increase their chances of employability.*

The Accenture Endowment Fund supports 7 strategic projects under the Skills to Succeed programme:

- IT Is Hot!
- Women in an IT Course
- S♥CODE
- Austism@Work
- Teach for Slovakia
- Generation 3.0
- Nexteria

Through the S♥CODE project, Accenture wants to improve IT education. In 2018, they trained 119 teachers in 8 towns across Slovakia. Over 3 years, more than 340 teachers in over 200 schools graduated from the programme, reaching 10,000 primary school pupils. As part of the partnership with the IT Is Hot course, the re-training programme has 241 graduates, of whom 184 completed a monthly internship in Accenture, 173 got employed in IT (50+ in Accenture). In 2018, courses for women only, Women in an IT Course, were a novelty. Of the 23 graduates, 18 were employed in the IT sector as testers and programmers. In 2018, in partnership with the Girls in IT, Accenture launched the GIRLS GAME LAB. It was a 13-week coding programme led by volunteers from Accenture.

Projects such as Austism@Work, Girl's Day, and the above-mentioned S♥CODE help to erase stereotypes and promote diversity. The ambition of the Austism@Work project is to provide jobs for people with autism spectrum disorders directly at Accenture. In 2017, the company focused on building internal awareness. In 2018, a revision of internal processes, training, and the search for prospective job seekers with ASD followed (in collaboration with NGO 3lo-bit). Three people who were employed in Accenture went through the programme.

In 2018, the Accenture Endowment Fund also supported, both financially and through pro bono services, education programmes such as Teach for Slovakia, Nexteria, and Generation 3.0. In addition, in 2018, the fund financially supported projects by 22 organisations through an employment grant program. The target group of the programme are various non-governmental organisations which help people with disabilities, socially excluded groups, homeless people, and so on.



The INOVEUM programme discovers young talents in the district of Spišská Nová Ves.

## Embraco Endowment Fund

*The Embraco Endowment Fund focuses on young people from the Spiš region, specifically on students of secondary schools in the district of Spišská Nová Ves. The aim is to discover hidden talents, erase the common stereotypes about how difficult it is to own a business and to support future entrepreneurs' chances to find their places in the local economy.*

In 2018, we realised the second year of the iNOVEUM programme. In the initial phase of the project, a secondary school roadshow took place, attended by a total of 550 pupils. Another 500 pupils saw motivational videos at their classes. During the introductory sessions, 120 pupils came up with 57 interesting ideas. 15 projects from 33 students from 10 secondary schools entered the incubation programme. In the grand finale, 8 teams presented their prototypes to the expert panel:

- CHARGECHES – a very detailed variant of the traditional game – chess in an army style
- GAMIA – a gaming online club where players can participate in leagues
- GETLAF – a system to secure the protection of the youngest
- MODROTLAČOVKY – old jeans come alive with blueprint design features

- M&M DELIVERY – a food delivery service project in Spišská Nová Ves and its surroundings
- SALEBOT – a helper who, instead of a customer, monitors thousands of sites and searches for the selected product at the best price
- THE GUARD – safe wallet for women
- WOZTER – the project came with the idea of producing so-called RAW water, i.e. oxygen water

The Embraco Endowment Fund distributed a total of 12,000 euros to eight projects. The funds were used for market research or for completion of the idea into its final form. Students also participated in excursions at start-ups and a trip to companies in Bratislava.









Inclusion



# Telekom Endowment Fund

Telekom has been supporting the community of the hearing-impaired for over 10 years now.

*In 2018, the Telekom Endowment Fund at the Pontis Foundation focused primarily on the community of the hearing-impaired. We worked to contribute to the creation of the right conditions for people with hearing impairment and to support awareness of the importance of early intervention for families with children with this condition.*

Employee grant programmes were also part of the activities of the fund. The grants served as a motivation for the Telekom employees to engage in projects for the benefit of the community and for the protection of monuments. In this way, the employees helped develop corporate volunteering and participated in activities to improve the environment.

## **Cost-benefit analysis of the early field intervention**

In 2018, instead of the usual individual support for families within the Mobile Teacher programme, we decided to launch a wider campaign. The aim of the campaign was to ensure greater state support for early field intervention so that it gets to all families in need. The Telekom Endowment

Fund at the Pontis Foundation was implementing the Mobile Teacher programme from 2012 to 2017. Experts from the fields of pedagogy, speech therapy and psychology regularly visited households of families with children with hearing impairment at an early age. Thanks to this help, the children were better able to deal with hearing impairment, which was then reflected in their performance at school and later in life. Over the five years of the programme, nearly 200 children and their families benefited from the interventions by mobile teachers.

## **We published another book titled We Have a Child with Hearing Impairment 1**

We published another part of the book We Have a Child with Hearing Impairment in 2018. It is a detailed guide across the





We presented the results of the Mobile Teacher programme at a press conference.

world of the hearing-impaired children, especially at a sensitive early age.

### **Direct support for parent organisations**

As part of the project, we supported 4 organisations which focus on families with children with hearing impairment. We redistributed 14,000 euros for selected projects.

### **Online Interpreter**

There are more than 11,000 people in Slovakia who use sign language as their primary means of communication. Often, they get into situations where they are not able to communicate with people in their surroundings. In those moments, the Online Interpreter, which had been operating for 3 years, was there to help them. In 2018, a total of 2,244 calls were made and the number of new client registrations increased by 42. Overall, there are now 318 clients registered in this project.

### **Free sign language courses**

Through free Slovak sign language courses, we opened up opportunities for better communica-

tion. In 2018, we held the courses in Zvolen, Košice, Trenčín, in Košúty for employees of DSS, and in the Centre for Special Education Counseling at the Joint Boarding High School. These courses were designed for the public. Each course involved approximately 15 – 18 people. Mostly, these people were family members, friends, and educators of children with hearing impairment from across Slovakia.

### **Grant Programme titled Searching for Another Sense for the Hearing-Impaired**

Through this grant call, we redistributed 20,000 euros to projects aimed at supporting emerging and developing technologies which help erase obstacles for the hearing-impaired. The selected projects enable easier communication, improve access to information and promote security when working with information.

### **Better Schools Grant Programme**

In the Better Schools 2018 employee grant call, a grant of 30,000 euros was redistributed to 32 selected projects. The goal of this call was to support active kindergarten and primary school teachers, as well as interesting projects which help impro-

ve the teaching process, encourage pupils' critical thinking and support non-violent communication. All projects were recommended by Slovak Telekom employees exclusively.

## **We Help the Community Grant Programme**

In the We Help the Community 2018 employee grant programme, we redistributed 30,000 euros to 35 organisations. This programme motivates employees to actively engage in their communities and surroundings. At the Primary School in Bytča, together with Slovak Telekom volunteers, the pupils focused mainly on nature conservation. The pupils learned to compost, and they built tactile pavement and created space for growing herbs, ornamental and utility plants.

## **Helping Monuments Grant Programme**

As part of the Helping Monuments 2018 employee grant programme, we supported 21 projects by a total of 35,000 euros. All selected projects were recommended by one of the employees of Slovak Telekom. One of the supported projects was the project Hidden Treasures of Slovakia and their Restoration of the Historic Cinema in Železník. The project aimed to prepare the premises of the historical cinema building for regular screening. We also supported the FONTIS civic association and their project Rescue of the

Jewish Cemetery in Michal nad Žitavou. In the village, there are remains of a Jewish cemetery, which had been in a very neglected state before the project implementation.

## **Direct support grants**

The Slovak Telekom Endowment Fund directly supported 44 projects by a total of 478,844.76 euros. The Orlik Civic Association belongs among the selected and successful projects. Their project focused on the technical equipment for a children's audio centre. They bought a hardware platform which facilitates audiometric examinations. EFFETA St. Francis of Sales Centre used the grant for work with children with hearing impairment and their families to help them live a good life.

Through its great success, a project by Convergence – Society of the Chamber Art titled Beethoven and Convergence showed that people still enjoy artistic music events. The non-profit organisation From Emotion to Knowledge implemented project titled Institutional Support in the Field of Innovation in Deploying Inclusive Approach to Vulnerable Groups focused on helping vulnerable people by introducing innovation to ease the work and increase help. With the Corvus 2018 project, a non-profit organisation Stopka helped develop the Corvus set of applications to make smartphones accessible to the visually-impaired, thereby increasing their degree of autonomy.

The book offers a detailed guide across the world of the hearing-impaired.





## Billa – Sales Assistant for the Visually Impaired

*We have been implementing the project titled the Sales Assistant for the Visually-Impaired in cooperation with the Union of the Visually-Impaired – Slovakia and the BILLA Civic Association, since 2006.*

The Sales Assistant service is supposed to ease shopping for people with visual impairments. Specially trained employees assist visually-impaired customers from the point of entry to the shop, through the selection of the products, the navigation between shelves, putting the products in a bag, to exiting the shop. As part of their training, the BILLA employees have the opportunity to experience what it is like to shop in complete darkness, only accompanied by a colleague. Then they exchange the roles.

We launched the service in 2017 in three stores in Bratislava, Levoča, and Ružomberok. In 2018, the branches in Nitra and OC Mlyny also joined the programme. In a year, 480 customers with a visual impairment used the service.

## Billa – the Breadwinner

The Breadwinner is a project of civic association BILLA to People and the Pontis Foundation, which we launched in December 2018. Its aim is to help families without an opportunity to live in dignified conditions. We provided support for families in need for the first time in 2019.





## Heart for Children

Our colleague Martina is visiting a family that we supported through our Heart for Children programme.

*The Heart for Children charity project by the Ringier Publishing House helps socially and healthwise disadvantaged children in Slovakia. At the Pontis Foundation, we have been managing the programme for eight years now.*

The Heart for Children provides direct non-financial assistance. Most often, it is through reimbursement of rehabilitation, long-term therapy, or direct purchase of compensatory and medical equipment.

In 2018, the Heart for Children received 158 applications from all over Slovakia. Up to 25% of them came from the County of Košice. A total of 139 projects were approved and supported

altogether by 170,786.09 euros. In addition to the direct support, we also donated a part of the public collection through a grant call to organisations that help solve social issues related to the life of children. Through this call, we supported 19 organisations with 75,000 euros. A part of the public collection went to healthcare facilities that provide day-to-day care to pediatric patients. We supported 9 hospitals.







## Future DIFFERENTLY

*In 2018, we started preparing a new project titled the Future DIFFERENTLY. In 2019, we plan to launch the pilot project – a 3-year extracurricular programme for young people aged 11 – 16.*

The aim is to support young people's creativity and entrepreneurship skills, helping them increase their employability.

In 2018, we attended a number of meetings and organised roundtables with experts from the public sector, non-profit organisations and private companies. We gained important information and data to set the programme to meet its goal in Slovak conditions, namely to support the inclusion of young people from socially disadvantaged backgrounds and to ensure a better education for them.

As part of the Future DIFFERENTLY programme, we have been monitoring the field since June 2018, in locations such as Zvolen, Banská Bystrica, Košice, Prešov, Žilina, and Trnava. We conducted a series of interviews and meetings with organisations that focus on the target groups and discussed options of the project implementation in Slovakia and in specific disadvantaged communities.

**BUDÚCNOSŤ**  
**TRAK**

## Lenovo Endowment Fund

Through its endowment fund, Lenovo focuses on supporting children and young people with autism spectrum disorders. Since 2014, we have been supporting the development of a new Slovak electronic application, which aims to increase interest and ability of people with autism to communicate with the environment, extend the suitability of the application for a wider range of children and simplify and facilitate the adjustment of the application to individual needs. In 2018, we used the funds to add the option of registering in the Lentalk application and to create a web presentation for the application. In addition to supporting the Lentalk application, we awarded 5 direct support grants.

## Slovenské elektrárne Endowment Fund

The Slovenské elektrárne Endowment Fund implements philanthropic activities focused on the support of employees and their communities, the creation of relationships with important partners, as well as the support of meaningful projects that change Slovakia positively. We provided public benefit grants to projects under the programmes:

- Ecovillage (12 supported projects)
- Energy for Life (8 supported projects)
- Direct support grants (8 supported projects)
- Special Employee Programme (3 supported projects)
- Show Yourself in a Good Light (28 supported projects)

## Mercedes-Benz Financial Services Endowment Fund

The Mercedes Benz Financial Endowment Fund was established in June 2017. The fund focuses primarily on supporting projects of organisations which help the homeless and people at risk of losing their homes, as well as organisations that contribute to increasing transparency in Slovakia. In 2018, the endowment fund supported 14 projects through the following programmes:

- Direct support (9 supported projects)
- Let's create a Home (5 supported projects)

## dm drogerie markt Endowment Fund

In 2018, the dm drogerie markt Endowment Fund supported public-benefit activities in the fields such as education and training, environment, health, and social assistance. The fund systematically supports CEEV Živica (tr. Resin) with an aim to contribute to the protection of the environment, education and awareness-raising on environmental issues. In 2018, the fund supported 27 projects by grants through the following programmes:

- dm Individual Support 2018
- dm direct support 2018
- DM ZGP We Want to Help Each Other 2018

## Johnson Controls Endowment Fund

This endowment fund has been operating since 2009 and supports activities in fields such as education, raising children and young people, social support and employee programmes focused on volunteering and the support for socially and physically disadvantaged people close to the employees of the company. In 2018, the fund supported 7 projects through the following grant programmes:

- Direct support
- Johnson Controls Cares

## Generali Endowment Fund at the Pontis Foundation

The Generali Endowment Fund at the Pontis Foundation supports a family-focused programme which helps create equal opportunities for children who grow up in poverty. The Human Safety Net Initiative provides support to parents during the first six years of their children's lives, which, as has been scientifically proven, are the most important period for the formation of a child. These years determine children's later success at school, health condition, and future career.

## Philip Morris Donation Programme

In 2018, the Philip Morris Donation Programme continued to support NGOs which have long been dedicated to helping homeless people. The company established a long-term partnership with organisations such as Depaul Slovakia, Vagus, the Homeless Theater, as well as the Attorneys Pro

Bono programme at the Pontis Foundation. The programme also aims to support NGOs that provide social services for homeless people, for instance, the assistance with the access and availability of

living services (overnight accommodation, food), housing, education and work, health, psychotherapy, spiritual support, and integration into society.

### The list of all the endowment funds managed by the Pontis Foundation in 2018

Fund	Fields supported by the fund
Accenture Endowment Fund at the Pontis Foundation	Education
Adient Endowment Fund at the Pontis Foundation	Community projects
Arriva Endowment Fund at the Pontis Foundation	Inclusion and corporate volunteering
Axa Endowment Fund at the Pontis Foundation	Education
Bekaert Endowment Fund at the Pontis Foundation	Community projects
BNP Paribas Endowment Fund at the Pontis Foundation	Education
Continental Endowment Fund at the Pontis Foundation	Community projects
Dell Endowment Fund at the Pontis Foundation	Community projects
dm drogerie markt Endowment Fund at the Pontis Foundation	Inclusion and community projects
Embraco Endowment Fund at the Pontis Foundation	Education
Honeywell Endowment Fund at the Pontis Foundation	Education
Johnson Controls Endowment Fund at the Pontis Foundation	Inclusion and education
Lenovo Endowment Fund at the Pontis Foundation	Education
Lidl Endowment Fund at the Pontis Foundation	Children and health
Mercedes Endowment Fund at the Pontis Foundation	Inclusion and transparency
Metro Endowment Fund at the Pontis Foundation	Community projects
Mobis Endowment Fund at the Pontis Foundation	Community projects
Pixel Federation Endowment Fund at the Pontis Foundation	Education
Generali Endowment Fund at the Pontis Foundation	Inclusion
PSA Slovakia Endowment Fund at the Pontis Foundation	Community projects and education
PwC Endowment Fund at the Pontis Foundation	Community projects
Slovenské elektrárne Endowment Fund at the Pontis Foundation	Inclusion
Telekom Endowment Fund at the Pontis Foundation	Inclusion and community projects
Vrba Wetzler Endowment Fund at the Pontis Foundation	Education
Unilever Endowment Fund at the Pontis Foundation	Education







# Financial Report

## Auditor's Report

## Auditor's Report

## Auditor's Report



## Balance on the 31/12/2018 (in EUR)

Balance sheet	Normal tax period			Immediate previous billing period
	Brutto	Correction	Netto	Netto
<b>A. TOTAL NON-CURRENT PROPERTY</b>	<b>535 732,50</b>	<b>206 465,59</b>	<b>329 266,91</b>	<b>326 378,08</b>
<b>1. INTANGIBLE ASSETS</b>	<b>52 359,65</b>	<b>-</b>	<b>52 359,65</b>	<b>43 805,58</b>
Software	39 359,65	-	39 359,65	43 805,58
Acquisition of intangible fixed assets	13 000,00	-	13 000,00	-
<b>2. TANGIBLE FIXED ASSETS</b>	<b>483 372,85</b>	<b>206 465,59</b>	<b>276 907,26</b>	<b>282 572,50</b>
Buildings	414 736,75	141 694,87	273 041,98	279 160,00
Separate movables and sets of movables	6 450,40	2 585,02	3 865,38	3 412,50
Small tangible fixed assets	62 185,70	62 185,70	-	-
<b>B. TOTAL CURRENT PROPERTY</b>	<b>3 323 130,91</b>	<b>774,09</b>	<b>3 322 356,82</b>	<b>3 553 592,02</b>
<b>2. LONG-TERM RECEIVABLES</b>	<b>240 026,99</b>	<b>-</b>	<b>240 026,99</b>	<b>243 697,69</b>
Other receivables	240 026,99	-	240 026,99	243 697,69
<b>3. SHORT-TERM RECEIVABLES</b>	<b>271 624,33</b>	<b>774,09</b>	<b>270 850,24</b>	<b>560 985,61</b>
Trade receivables	26 213,21	-	26 213,21	26 342,64
Other receivables	245 202,00	774,09	244 427,91	534 291,17
Other receivables	209,12	-	209,12	351,80
<b>4. FINANCIAL ACCOUNTS</b>	<b>2 811 479,59</b>	<b>-</b>	<b>2 811 479,59</b>	<b>2 748 908,72</b>
Repository	6 534,76	-	6 534,76	4 292,72
Bank accounts	2 804 944,83	-	2 804 944,83	2 744 616,00
<b>C. TOTAL TIME RESOLUTION</b>	<b>9 772,05</b>		<b>9 772,05</b>	<b>3 998,03</b>
<b>1. Prepaid expenses</b>	<b>9 772,05</b>		<b>9 772,05</b>	<b>3 998,03</b>
<b>Total assets</b>	<b>3 868 635,46</b>	<b>207 239,68</b>	<b>3 661 395,78</b>	<b>3 883 968,13</b>
Liabilities sheet	Normal tax period		Immediate previous billing period	
<b>A. TOTAL OWN PROPERTY RESOURCES</b>	<b>2 487 813,42</b>		<b>2 681 419,81</b>	
<b>1. Property and money funds</b>	<b>2 487 122,60</b>		<b>2 680 255,16</b>	
Basic property	155 027,67		155 027,67	
Monetary funds created under a special regulation	2 332 094,93		2 525 227,49	
<b>3. Unsettled result of past years</b>	<b>1 164,65</b>		<b>17 685,70</b>	
<b>4. Profit/loss for the accounting period</b>	<b>-473,83</b>		<b>-16 521,05</b>	
<b>B. TOTAL EXTRANEEOUS RESOURCES</b>	<b>25 708,00</b>		<b>206 757,24</b>	
<b>1. RESERVES</b>	<b>5 038,38</b>		<b>4 551,63</b>	
Short-term reserves	5 038,38		4 551,63	
<b>2. LONG-TERM COMMITMENTS</b>	<b>956,68</b>		<b>1,70</b>	
Social fund liabilities	956,68		1,70	
<b>3. SHORT-TERM COMMITMENTS</b>	<b>19 712,94</b>		<b>202 196,67</b>	
Obligations from commercial contact	16 075,35		182 683,05	
Payables to employees	-		1 398,72	
Settlement with social insurance institutions	-		10 692,19	
Tax liabilities	3 637,59		7 422,71	
<b>4. BANK BORROWINGS AND LOANS</b>	<b>-</b>		<b>7,24</b>	
Common bank loans	-		7,24	
<b>C. TOTAL TIME RESOLUTION</b>	<b>1 147 874,36</b>		<b>995 791,08</b>	
Deferred income	1 147 874,36		995 791,08	
<b>TOTAL OWN AND EXTRANEEOUS RESOURCES</b>	<b>3 661 395,78</b>		<b>3 883 968,13</b>	

## PROFIT AND LOSS on the 31/12/2018 (in EUR)

Account number	Costs	Activity			Immediate previous billing period
		Main non-taxable	Taxable	Total	
501	Material consumption	43 665,91		43 665,91	114 202,58
502	Energy consumption	2 314,91		2 314,91	1 963,40
511	Repairs and maintenance	2 974,97		2 974,97	1 888,98
512	Travel costs	15 216,52		15 216,52	19 042,47
513	Representation costs	41 900,16		41 900,16	60 476,36
518	Other services	807 520,46	171 094,67	978 615,13	1 135 018,95
521	Labour costs	293 701,95		293 701,95	260 905,19
524	Statutory social and health insurance	91 661,89		91 661,89	82 593,31
527	Legal social costs	6 424,70		6 424,70	4 033,05
528	Other social costs	439,66		439,66	-
538	Other taxes and fees	2 961,49		2 961,49	5 577,10
541	Contractual fines and penalties	-		-	105,35
542	Other fines and penalties	57,00		57,00	204,70
544	Interest	-		-	0,05
545	Foreign exchange rate losses	3 261,65		3 261,65	37 601,35
546	Gifts	12 541,28		12 541,28	33 153,97
548	Other damages	-		-	53,87
549	Other costs	5 029,00		5 029,00	5 672,42
551	Depreciation of intangible and tangible assets	39 336,37		39 336,37	48 465,98
556	Creation of funds	251 686,23		251 686,23	507 900,56
558	Creation and clearing of provisions	774,09		774,09	
562	Contributions granted to other entities	826 854,15		826 854,15	619 401,01
563	Contributions provided to individuals	-		-	42 350,00
565	Contributions from the share of tax paid	1 352 279,16		1 352 279,16	1 597 588,03
567	Contributions from public collection provided	418 950,07		418 950,07	271 259,29
<b>Total accounting class 5, total costs</b>		<b>4 219 551,62</b>	<b>171 094,67</b>	<b>4 390 646,29</b>	<b>4 849 457,97</b>

Account number	Revenues	Activity			Immediate previous billing period
		Main non-taxable	Taxable	Total	
644	Interest	-	-	-	1,04
645	Foreign exchange rate gains	4 304,00	-	4 304,00	2 838,71
646	Gifts received	9 000,00		9 000,00	26 193,80
649	Other income	247 065,29	174 384,03	421 449,32	466 074,81
651	Revenues from sale of tangible fixed assets			-	-
656	Revenue from the use of the fund	692 399,01	-	692 399,01	551 931,58
662	Contributions received from other organisations	1 484 132,27		1 484 132,27	1 383 733,68
663	Contributions received from individuals	15 077,24		15 077,24	40 308,85
665	Contributions from the share of tax paid	1 512 319,46		1 512 319,46	1 855 883,85
667	Contributions received from the public collection	251 964,99		251 964,99	507 599,69
<b>Total accounting class 6, total income</b>		<b>4 216 262,26</b>	<b>174 384,03</b>	<b>4 390 646,29</b>	<b>4 834 566,01</b>
<b>Profit before tax</b>		<b>-3 289,36</b>	<b>3 289,36</b>		<b>-14 891,96</b>
591	Income tax		473,83	473,83	1 629,09
595	Additional Income Taxes				-
<b>Profit after tax</b>		<b>-3 289,36</b>	<b>2 815,53</b>	<b>-473,83</b>	<b>-16 521,05</b>

## Endowment funds of 2018 – Overview

Title	State on 1/1/2018	Income	Expenditures	State on 31/12/2018	Note
Pixel Federation Endowment Fund at the Pontis F.	1 225,31 €	22 431,81 €	1 225,31 €	22 431,81 €	from 2%
PCA Slovakia Endowment Fund at the Pontis Foundation	14 136,18 €	35 503,00 €	21 336,18 €	28 303,00 €	from 2%
Telekom Endowment Fund at the Pontis Foundation	849 767,36 €	696 261,47 €	749 029,60 €	796 999,23 €	total of 2% and a donation/gift
Slovenské elektrárne Endowment Fund at the Pontis Foundation	143 343,94 €	35 564,71 €	145 561,19 €	33 347,46 €	total of 2% and a donation/gift
Lidl Endowment Fund at the Pontis Foundation	428 228,19 €	565 265,56 €	555 827,27 €	437 666,48 €	total of 2% and a donation/gift
Arriva Endowment Fund at the Pontis Foundation	11 098,47 €	- €	10 998,47 €	100,00 €	of 2% and a donation/gift
Adient Endowment Fund at the Pontis Foundation	38 909,39 €	36 906,29 €	39 383,02 €	36 432,66 €	of 2% and a donation/gift
Mercedes Endowment Fund at the Pontis Foundation	54 885,11 €	66 749,58 €	78 185,11 €	43 449,58 €	of 2% and a donation/gift
Generation 3.0 Endowment Fund	10 274,34 €	222 988,63 €	233 262,97 €	- €	gifts/donations
Accenture Endowment Fund at the Pontis Foundation	134 752,46 €	109 770,60 €	150 522,56 €	94 000,50 €	total of 2% and a donation/gift
Transparent Slovakia Endowment Fund	44 540,29 €	181 538,00 €	184 361,84 €	41 716,45 €	of 2% and a donation/gift
Dell Endowment Fund at the Pontis Foundation	20 732,99 €	16 843,41 €	20 732,99 €	16 843,41 €	from 2%
Embraco Endowment Fund at the Pontis Foundation	70 364,18 €	59 800,41 €	82 564,18 €	47 600,41 €	from 2%
Lenovo Endowment Fund at the Pontis Foundation	20 150,13 €	1 167,63 €	18 953,30 €	2 364,46 €	total of 2% and a donation/gift
PwC Endowment Fund at the Pontis Foundation	26 737,59 €	38 526,79 €	26 737,59 €	38 526,79 €	from 2%
dm drogerie markt Endowment Fund at the Pontis Foundation	8 198,64 €	55 380,79 €	55 733,41 €	7 846,02 €	total of 2% and a donation/gift
Honeywell Endowment Fund at the Pontis F.	2 091,23 €	- €	2 091,23 €	- €	from 2%
Mobis Endowment Fund at the Pontis Foundation	132 817,32 €	125 684,92 €	134 876,32 €	123 625,92 €	from 2%
Axa Endowment Fund at the Pontis Foundation	36 587,96 €	22 580,92 €	32 923,79 €	26 245,09 €	total of 2% and a donation/gift
Bekaert Endowment Fund at the Pontis Foundation	25 665,25 €	131 646,21 €	25 581,24 €	131 730,22 €	total of 2% and a donation/gift
Johnson Controls Endowment Fund at the Pontis Foundation	50 974,94 €	110 220,21 €	60 110,44 €	101 084,71 €	total of 2% and a donation/gift
Unilever Endowment Fund at the Pontis Foundation	6 817,00 €	5 877,02 €	6 817,00 €	5 877,02 €	from 2%
Metro Endowment Fund at the Pontis Foundation	- €	31 158,42 €	13 665,83 €	17 492,59 €	total of 2% and a donation/gift
Vrba Wetzler Endowment Fund at the Pontis Foundation	- €	420,00 €	- €	420,00 €	total of gifts/dinations
Generali Insurance Endowment Fund at the Pontis F.	- €	65 000,00 €	41 151,70 €	23 848,30 €	from 2%
BNP Paribas Endowment Fund at the Pontis F.	- €	10 496,45 €	10 496,45 €	- €	from 2%
Continental Endowment Fund at the Pontis F.	- €	54 000,00 €	- €	54 000,00 €	from 2%
Public collection fund at the Pontis Foundation - Heart for Children HFCh 16/10/2016 -30/09/2017	246 566,17 €	- €	246 566,17 €	- €	from a public collection
Public collection fund at the Pontis Foundation - Heart for Children HFCh 01/10/2017 - 31/08/2018	33 305,03 €	73 133,39 €	47 465,07 €	58 973,35 €	from a public collection
Public collection fund at the Pontis Foundation - Heart for Children HFCh 01/09/2018 - 31/07/2019	- €	6 474,00 €	490,00 €	5 984,00 €	from a public collection
Public collection fund at the Pontis Foundation - Good Country, Child with Hearing Impairment, foreign and others	19 392,05 €	734,57 €	- €	20 126,62 €	from a public collection

Title	State on 1/1/2018	Income	Expenditures	State on 31/12/2018	Note
Public collection fund at the Pontis Foundation - Good Country 1/1/2017 - 30/11/2017	64 220,43 €	-5 677,60 €	58 542,83 €	- €	from a public collection
Public collection fund at the Pontis Foundation - Good Country 01/12/2017 - 31/10/2018	29 445,54 €	95 185,44 €	87 137,96 €	37 493,02 €	from a public collection
Public collection fund at the Pontis Foundation - Good Country 07/11/2018 - 30/09/2019	- €	82 571,00 €	5 005,17 €	77 565,83 €	from a public collection
Spolu	2 525 227,49 €	2 954 203,63 €	3 147 336,19 €	2 332 094,93 €	

## Overview of costs broken down by the foundation's activities and, in particular, the cost of the foundation's administration

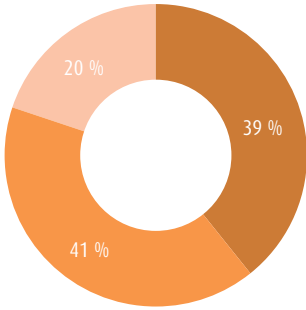
Grant programme	2018	v %
Grant programmes from the Funds, other grants / Inclusion	946 434,20 €	21,56%
Grant programmes from the Funds / Transparency	664 022,13 €	15,12%
Grant programmes from the Funds / Education	443 891,73 €	10,11%
Grants for children under the Heart for Children programme	294 800,00 €	6,71%
Grants for Slovak NGOs / Good Country project	124 150,07 €	2,83%
Grants for winners and partners in the Czech Republic / Generation 3.0	85 700,77 €	1,95%
Grants for Slovak NGOs / Our Town and volunteering events	30 921,98 €	0,70%
Grants for foreign partners as part of DDA projects / Russia	8 162,50 €	0,19%
<b>Direct programme costs</b>		
15th year of the Conference on responsible entrepreneurship - CEE CSR Summit	72 501,36 €	1,65%
Via Bona Slovakia 2017 in 2018	88 208,67 €	2,01%
Business Leaders Forum - administration, BLF website, other activities, corporate philanthropy	83 461,85 €	1,90%
Democratisation and development cooperation - Development of civil society in Russia	55 511,60 €	1,26%
Charter of Diversity and GRI training sessions, audits and strategies	54 978,50 €	1,25%
Our Town	76 425,02 €	1,74%
Good Country public collection - fund creation / statutory accounting regulation	172 078,84 €	3,92%
Programmes: Good Country, Giving Tuesday and Attorneys Pro Bono	65 864,41 €	1,50%
Volunteering events and working groups	6 130,02 €	0,14%
Fund for Transparent Slovakia	41 561,26 €	0,95%
CSO Sustainability Index 2018	9 466,57 €	0,22%
Grant programmes - administration, monitoring, development / Transparency	28 018,98 €	0,64%
Generation 3.0	206 741,37 €	4,71%
Global development education	37 098,68 €	0,84%
Social Innovation	120 542,40 €	2,75%
Grant programmes - administration, monitoring, development / Education	37 852,60 €	0,86%
Heart for Children public collection - fund creation / statutory accounting regulation	79 607,39 €	1,81%
Programme: Heart for Children	54 076,59 €	1,23%
Programmes: Philip Morris 2018 and Unistream	44 356,98 €	1,01%
Grant programmes - administration, monitoring, development / Inclusion	230 541,40 €	5,25%
<b>Administration costs</b>		
Administration and development costs	227 538,42 €	5,18%
<b>Total</b>	<b>4 390 646,29 €</b>	<b>100,00%</b>

## Revenue breakdown by type 2018

Revenue breakdown by type 2018	2018	2017	in %
Share of income tax paid by FP and LP - 2%	1 512 319,46 €	1 855 883,85 €	34,4%
<b>Contributions received - grants, donations/gifts from organisations and individuals</b>			
Contributions received to the foundation's endowment funds from outside the 2%	628 701,28 €	331 963,32 €	14,3%
Grants from Interreg Central Europe, Erasmus and US D.O.S. for projects of Education (in 2017 projects of Democratisation and Development Cooperation)	178 182,85 €	249 605,32 €	4,1%
Contributions received to Generation 3.0 programme (grants, donations/gifts made by companies and individuals/physical persons)	323 131,49 €	172 268,67 €	7,4%
Slovak Aid Grants - SAIDC for projects of Global Development Education	41 541,18 €	188 375,19 €	0,9%
Contributions received to the Fund for Transparent Slovakia and AsFin	131 769,42 €	143 973,05 €	3,0%
Contributions received to projects, fund management and other activities of Inclusion	52 266,70 €	201 379,28 €	1,2%
Contributions received to projects of Responsible Entrepreneurship, Via Bona Slovakia, CSR Summit, Charter of Diversity	78 047,40 €	94 462,92 €	1,8%
Contributions received to Community and Our Town projects (included in CR in 2017)	56 449,19 €	20 600,93 €	1,3%
Contributions to the Good Country and Heart for Children projects (2017)	18 120,00 €	47 607,65 €	0,4%
<b>Activity revenue:</b>			
Activity revenue: BLF member fees, CSR Summit, CSR Education, Corporate Volunteering, Our Town, Pro Bono Attorneys	327 059,03 €	279 305,25 €	7,4%
Activity revenue: fund administration, Corporate Philanthropy Forum, AsFin	91 744,69 €	135 887,64 €	2,1%
Activity revenue: others	2 645,60 €	50 881,92 €	0,1%
<b>Revenue from other activities:</b>			
Bank interest - current accounts	- €	1,04 €	0,0%
Foreign exchange rate gains	4 304,00 €	2 838,71 €	0,1%
Sales of tangible assets	- €	- €	0,0%
<b>Funds Revenue:</b>			
Admin. fees of funds from paid tax share - 2%	183 562,68 €	167 328,10 €	4,2%
Admin. fees of funds made of donations	41 584,63 €	71 747,78 €	0,9%
Fund projects from the paid tax share - 2%	28 330,45 €	17 459,00 €	0,6%
Obligatory Accounting for Public Collections Revenue Use of Funds	438 921,25 €	295 396,70 €	10,0%
<b>Contributions received - to the public collection</b>			
Contributions received to the projects of the Good Country donor website	172 078,84 €	157 619,52 €	3,9%
Contributions received to the Heart for Children donation project	79 886,15 €	349 980,17 €	1,8%
<b>Revenue TOTAL</b>	<b>4 390 646,29 €</b>	<b>4 834 566,01 €</b>	<b>100,0%</b>

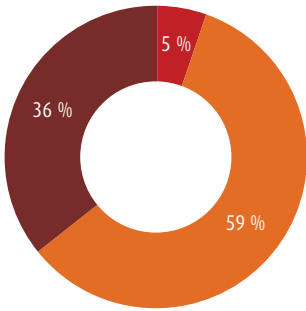


### Overview of revenues by type for 2018



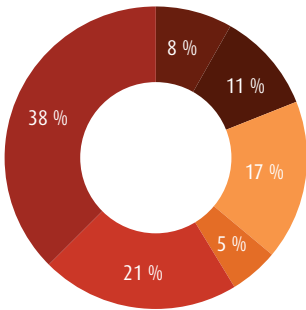
- Contributions from the tax share
- Grants and donations received
- Income from operations and other income

### Cost breakdown by type for 2018



- Administration costs
- Grant activities
- Pontis Foundation programmes

### Cost breakdown by activity for 2018



- Corporate responsibility
- Community
- Transparency
- Administration
- Education
- Inclusion

## Donations from companies, non-profit organisations and public institutions in 2018

Accenture and Accenture Technology Solutions – Slovakia	Henkel Slovakia	Slovak Non-governmental Development Organisations Platform (PMVRO)
Accounting ATLAS	Hillbridges	PPG Deco Slovakia
adidas Slovakia	ING Bank N.V., international bank branch	PriceWaterHouseCoopers
AK Squire Patton Boggs	ING Business Shared Services B.V., Bratislava organ. Part	Profesia
Allen & Overy Bratislava	Institut za društveno odgovorno poslovanje (IDOP)	SAS Slovakia
Allianz - Slovenská poisťovňa	INTERREG CENTRAL EUROPE	Skanska SK
Asseco Central Europe	Jaguar Land Rover Slovakia	Slovak American Foundation
AT&T Global Network Services	Johnson-Controls International	Slovak Business Agency
Bekaert Slovakia	Kaufland Slovakia	Slovak Telekom
Bratislava Marathon Civic Association	Kia Motors Slovakia	Slovak Agency for International Development Cooperation (SAIDC)
Brose Prievidza	LafargeHolcim European Business Services	Slovenská sporiteľňa
Centre for Philanthropy - non-profit organisation	Lidl Slovakia	Slovenské elektrárne
CSR Europe	Martinus	Slovnaft
Cukru production	Mercedes-Benz Financial Services Slovakia	STEM/MARK
CURADEN Slovakia	METRO Cash&Carry SR	TaylorWessing Attorneys
CIPE Center for International Private Enterprise	Ministry of Education, Science, Research and Sport of the Slovak Republic (PPM Juventa)	United Way Worldwide
Czecho-Slovak Chamber of Commerce	Mondelez EBSC	US Department of State, USA
Dentos Europe CS LLP, organisational component	Nadácia ESET	Embassy of the United Kingdom of Great Britain and Northern Ireland
DM Drogerie Markt	Nadácia Kia Motors Slovakia	United States Embassy
DSZ - International Giving Foundation	Orange Foundation	Vesely - Ophthalmology Surgery
Enterprise Services Slovakia /DXC Technology Slovakia	Slovenská Sporiteľňa Foundation	Východoslovenská energetika Holding
Ernst & Young	SPP Foundation	Východoslovenská vodárenská spoločnosť
Fair Foundation	Tesco Foundation	Websupport
FHI 360 (Family Health International)	O2 Slovakia	White & Case
Generali Poistovňa	Billa to People Civic Association	Yanfeng Slovakia Automotive Interior Systems
Genpact Slovakia	Pfizer Luxembourg SARL, org. Part	Západoslovenská energetika
GETRAG FORD Transmissions Slovakia	Philip Morris International Management SA	Zdravé oko
Global Giving	Philip Morris Slovakia	Zl'avaDňa
GLOBSEC	Piano Software	
Greyson Consulting	Plzeňský Prazdroj Slovensko, a.s.	

## Taxes received from companies

Accenture and Accenture Technology Solutions – Slovakia, s.r.o.	Foxconn Slovakia	PCA Slovakia
Adient Slovakia and Adient Seating Slovakia	Generali Poistovňa	Pixel Federation
Amazon Slovakia and Amazon Fulfillment Slovakia	Henkel Slovakia	Plzeňský Prazdroj Slovakia
Arriva Slovakia	Honeywell	PricewaterhouseCoopers Slovakia
Atos IT Solutions and Services	IBM Slovakia	Slovak Telekom
AXA DSS, AXA investment company and AXA life insurance company	ING Business Shared Services B.V., Bratislava org. part	Služby inžinierskych stavieb (tr. Civil Engineering Services)
Bekaert Hlohovec and Bekaert Slovakia	Johnson-Controls Bratislava	Slovenské elektrárne and Slovenské elektrárne - energy services
BNP Paribas Personal Finance SA, international bank branch	Lenovo (Slovakia)	Tesco Stores SR
Continental Automotive Systems Slovakia	LIDL	Trim Leader
DELL	Mercedes-Benz Financial Services Slovakia	Unilever Slovakia
DM Drogerie Markt	METRO Cash & Carry SR and METRO Group Properties SR	Východoslovenská distribučná
Embraco	Mobis	Východoslovenská distribučná, a.s.
Enterprise Services Slovakia/DXC Technology Slovakia	NN pension management company and NN Management Services	

## Gifts from individuals in 2018

- We thank all individuals who donated their tax share to the Pontis Foundation. In 2018, the Pontis Foundation remitted to individuals outside their companies a tax share of 20,799.96 EUR.
- We thank all the donors who contributed to the Good Country and Heart for Children collections in 2018.
- We thank all the donors who donated to the Pontis Foundation and Generation 3.0.
- We would like to thank all the volunteers who helped us with our boards, advisory committees, evaluation committees, or volunteered for one of the foundation's projects.







