



Summit 20



Annual
Report
2019



About the Pontis Foundation

page 5 – 20

Responsible Entrepreneurship

page 21 – 34



Community

page 35 – 46

Transparency

page 47 – 50



Education

page 51 – 70

Inclusion

page 71 – 82



Financial Report

page 83 – 96









About
the Pontis
Foundation



Dear friends,

we are writing this speech at a time when the whole world is fighting COVID-19. Suddenly, our individual priorities have become very similar to a great number of people. Despite social isolation, the current common enemy also promotes closeness and support in overcoming obstacles which we all are now facing.

Despite the negatives, we are aware that this situation also brings some positives. We see the growing importance of cooperation and the emergence of innovations which bring solutions to the entire country. At the foundation, now more than ever, we are striving to emphasise the values that have been important to us for over 20 years – responsibility and accountability towards ourselves and the environment, innovation, and an active approach to solving problems.

Year 2019 was also an immense test for Slovakia. Although a year has passed since the brutal murders of Ján Kuciak and Martina Kušnírová, the wound was constantly being reopened by the findings of investigators. The intertwining of politics and economic interests, which resulted in a serious crime, has proven to be deeply real.

Still, our society has experienced hope too. This hope has manifested in the strengthening of civil society – we are pleased with the increase in trust in the non-profit sector. Slovakia elected a president whose value messages to society and the ruling politicians have been clear and uncompromised. The last quarter of the year was marked by the celebrations of the 30th anniversary of the Velvet Revolution. The celebrations brought several reflections on the development of Slovakia so far and, besides some failures, it also emphasised the important progress we had made.

Even in 2019, education, inclusion, transparency and responsible entrepreneurship remained our priority topics. We continued our activities but we also kept in mind development and innovation. In November, we opened the first extracurricular club entitled Open Future in Trnava. During the year, this project moved from the ideation phase to its implementation, of which we are very proud. As a novelty, we introduced the Award for Fulfillment of Sustainable Development Goals which was presented to its first laureates at the BLF CSR Summit. In the Generation 3.0 programme, we strengthened the successful model of working with educational organisations. Work with companies in the Business Leaders Forum also underwent several important changes last year. We know that progress does not always keep everyone in mind. We will do everything we can to continue to bring about positive change in our priority areas.

For our foundation, last year was also a year of changes. After more than 20 years, Lenka Surotchak, a long-term executive director, moved to the position of a member of the Board of Directors. The two of us – Martina Kolesárová and Michal Kišša – took over the management of the foundation. We will put our best foot forward to build on its success. Although our first year in leadership will be at a time of a great health and economic crisis, we believe that together, we will be able to create a better Slovakia for all.

Martina Kolesárová,

Executive Director of the Pontis Foundation

Michal Kišša,

Executive Director of the Pontis Foundation





Lenka Surotchak Strengthened the Board of Directors of the Pontis Foundation

In September, a significant change took place in the position of executive director of the foundation. The then programme directors – Martina Kolesárová and Michal Kišša – took over the management. Both became statutory representatives of the foundation, and their competences will be shared. The then head of the foundation, Lenka Surotchak, had decided to resign from the position of an executive director. However, she did not leave the Pontis Foundation. In the autumn, she became a member of its Board of Directors.

Management

State on the 31st of December 2019



Michal Kišša

Executive Director

He is responsible for the strategic leadership of the teams of responsible entrepreneurship, transparency, community and PR. He is the executive director of the Business Leaders Forum.



Martina Kolesárová

Executive Director

She is responsible for the strategic leadership of the teams of education, inclusion and strategic philanthropy.



Slavomíra Hvizdošová

Financial Director

She is responsible for the efficiency and transparency of the use of the obtained funds in accordance with legislative standards and relevant laws.

Board of Directors



Lucie Schweizer
Partner at Ružička Csekes



Šimon Šicko
Pixel Federation



Lukáš Bakoš
Maxman Consultants



Martina Králová
Consultant at Teron Solutions



Lenka Surotchak
Consultant at the Slovak-
American Foundation

Board of Supervisors



Marcel Imrišek
ProRate



Silvia Miháliková
Slovak Academy Of Science



Radoslav Derka
Consultant

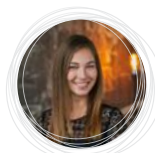
Team of Public Relations



Zuzana Schaleková

Senior PR Manager

She leads the PR team and is also in charge of the foundation's communication strategy and covers all PR activities for the teams of education and strategic philanthropy. She also coordinates online magazine ZaPlotom.sk.



Jana Trubačová

PR Manager

She covers all PR activities for the teams of inclusion and community.



Lucia Víglašová

PR Manager

She covers all PR activities for the team of responsible entrepreneurship. She is responsible for online communication channels.



Tibor Krátky

Graphic Designer

He is responsible for the unified visual identity of the foundation and the preparation of graphic and promotional materials.



Ivana Lövingerová

PR Manager

She covers all PR activities for the project of Social(i)Makers.

Office Management



Daniela Snyder

Office Manager

She is responsible for operations of the office of the foundation.



Janetta Balšanová

Office Manager

She is responsible for operations of the office of the foundation.

Financial Department



Lucia Ružičková

Financial Manager

She is in charge of double-entry book-keeping and assists with work on the annual financial statements.



Adriana Petrová

Financial Manager

She is in charge of financial reporting of projects.



Ivana Mikudíková

Financial Manager

She is in charge of financial reporting of projects.



Zuzana Pakanová

Financial Manager

She is responsible for the registration and payments of supplier invoices and transfers of funds, based on payment instructions within the grant payments.



Paulína Beňová

Financial Manager

She assists with the financial reporting of projects.



Namina Akoussahová

Financial Manager

She is in charge of financial reporting of the Generation 3.0 programme and the Fund for Transparent Slovakia.

Team of Responsible Entrepreneurship



Ivana Vagaská

Senior Programme Manager

She leads the team of responsible entrepreneurship. She implements the activities of the Business Leaders Forum and the Charter of Diversity Slovakia, and is also responsible for organising the Via Bona Slovakia Awards, the BLF CSR Summit as well as for providing individual CSR consultancy to companies.



Ivana Kompasová

Programme Manager

She is in charge of the evaluation process of the Via Bona Slovakia Awards. Also, she administers the Charter of Diversity, communicates with signatories and implements Charter's activities.



Miroslava Gočálová

Programme Manager

She administers the Business Leaders Forum, organises the BLF CSR Summit and participates in the organisation of professional events for BLF members.



Beata Fekiačová

Programme Manager

She organises events for the pillar of responsible entrepreneurship, especially the Via Bona Slovakia gala, the BLF CSR Summit and the Responsible Marketplace. She participates in the organisation of professional events and external communication of the Business Leaders Forum.

Team of Transparency



Kristína Marušová

Programme Manager

She is responsible for the management of the Fund for Transparent Slovakia and also prepares annual reports on the state of the non-profit sector in Slovakia.



Fero Pauliny

Manager for Strategic Philanthropy

He creates opportunities for individual philanthropists, with an aim to achieve a positive change in the field. He also focuses on the organisation of events related to the development of strategic philanthropy and prepares materials for Generation 3.0 supporters.

Team of Strategic Philanthropy

Team of Community



Marek Richter

Senior Programme Manager

He leads the team of corporate volunteering which is in charge of the largest corporate volunteering event Out Town, pro bono training, expert volunteering events and donation website DobraKrajina.sk.



Jana Desiatniková

Programme Manager

She is in charge of the activities of the donation website DobraKrajina.sk and communication with non-profits about pro bono training. She also covers the #GivingTuesday event.



Veronika Sedláčková

Programme Manager

She is in charge of the #GivingTuesday event and communication with members of the Companies to the Community group. She also participates in the administration of the DobraKrajina.sk website and the preparation of Our Town.



Hana Hradská

Programme Manager

She participates in the preparation of the Our Town event and is in charge of individual corporate volunteering programmes.



Pavol Pikla

Programme Manager

He administers the Bekaert Assists Endowment Fund, the Dell Endowment Fund, the Embraco Endowment Fund, the Metro Endowment Fund, the PSA Slovakia Endowment Fund and the Unilever Endowment Fund.



Eva Balková

Programme Manager

She is in charge of the endowment funds of the following companies: BNP Paribas, Continental Automotive, Jaguar Land Rover, LIDL, Mobis, and PwC.



Eva Braxatorisová

Programme Manager

She coordinates the Pro Bono Attorneys programme, through which she develops cooperation of lawyers with non-profit organisations.

Team of Inclusion



Dominika Horňáková

Senior Programme Manager

She leads the team of inclusion which coordinates endowment funds focused mainly on supporting socially and health-disadvantaged groups. At the same time, she also administers the Telekom Endowment Fund at the Pontis Foundation.



Martina Čapová

Programme Manager

She coordinates the Heart for Children programme. In addition, she also coordinates a project entitled Billa the Bread-Winner and project In Good Hands from the Start by Lidl.



Eva Mikołajczyková

Programme Manager

She is in charge of the dm drogerie markt and Generali endowment funds. At the same time, she also coordinates the Online Interpreter programme and sign language courses within the Telekom Endowment Fund.



Daniela Kellerová

Programme Manager

She is in charge of endowment funds of companies such as Johnson Controls, Philip Morris and Mercedes Benz Financial Services, which focus on the inclusion of people on the margins. At the same time, she coordinates the Open Future project.



Matej Palacka

Programme Manager

He assists the team of inclusion with project In Good Hands from the Start by Lidl and with endowment funds.



Adriana Jančulová

Programme Manager

She coordinates the Heart for Children programme, grant calls and communication with the main donor of the programme. She also works on the Open Future project.



Miriam Bachledová

Programme Manager

She works on the Open Future project. She also participates in the implementation of the pilot year of the extracurricular club in Trnava, where she coordinates the content part of the project, focused on education and direct work with children.



Jana Žižková

Programme Manager

She participates in the implementation of the pilot extracurricular educational programme entitled Open Future. She coordinates the networking of local partners involved in the programme, as well as institutional fundraising.

Team of Education



Norbert Maur

Senior Programme Manager

He 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 educational approaches in Slovakia. He is responsible for the professional management of the programme, the overall management of its activities and the coordination of involved stakeholders.



Tomáš Janeček

Programme Manager

He is responsible for the process of selecting innovative educational approaches for the Generation 3.0 programme. He is also in charge of coordinating the EDUcamp and EDUaccelerator.



Veronika Gilanová

Programme Manager

She is in charge of coordinating the EDUcamp and EDUaccelerator within the Generation 3.0 programme.



Dominika Hrošková

Programme Manager

She is responsible for coordinating researchers, collecting data and measuring the overall impact of the Generation 3.0 programme. She also coordinates the EDUpoints.



Katarína Teglassyová

Programme Manager

She focuses on endowment funds of companies such as Accenture, Adient, Axa, Pixel Federation and KIA. She also works on the Generation 3.0 project.



Barbora Hullová

Programme Manager

She is in charge of the grant call You Decide, We Help by the Tesco Endowment Fund and assists the team with other endowment funds, such as Accenture and Adient.



Andrea Lelovics

Programme Manager

She manages the Social(i) Makers project.



Natália Ulrichová

Programme Manager

She assists with the Social(i) Makers project.



Our volunteers of 2019

Bejda Lukáš
 Belopotočan Patrik
 Berta Igor
 Bizoň Martin
 Burdych Miroslav
 Čáповá Martina
 Demčák Jakub
 Dubecká Mária
 Fogášová Angelika
 Gažová Michaela
 Gogh Andrea
 Gullerová Zuzana

Hamar Michal
 Horňáková Dominika
 Hovhannisyan Lilit
 Jamrichova Romana
 Kellerová Daniela
 Kiss Arnold
 Kolláriková Katarína
 Kontrišová Lucia
 Kratochvíl Jakub
 Krchlík Jakub
 Kubovič Ondrej
 Lánská Kateřina

Lelovics Andrea
 Mazúr Ľuboš
 Mikolajczyková Eva
 Mušinka Alexander
 Ondejková Zuzana
 Palát Peter
 Petrová Natália
 Polgárová Slávka
 Poliák Peter
 Polievková Petra
 Pometlová Martina
 Repášan Marián

Shahzad Salman
 Stojaspal David
 Štefániková Martina
 Šugarek Ján
 Tanková Zuzana
 Urbanová Slávka
 Voskanyan Vahagn
 Žiškova Jana







Responsible Entrepreneurship

The President of the Slovak Republic Andrej Kiska and the newly elected President of the Slovak Republic Zuzana Čaputová attended our gala event.



Via Bona Slovakia 2018

For the nineteenth time now, the Pontis Foundation has awarded the most responsible companies from all over Slovakia. The Via Bona Slovakia Awards for 2018 were presented in the Old Market Hall in Bratislava on the 2nd of April.

This year, the Pontis Foundation has received 56 applications from small, medium, and large companies, which operate in Slovakia. Independent evaluation committees from the business sector, state administration, the civic sector and education institutions recommended that 23 project nominations in 7 categories advance into the final round of the selection process.

We presented four special awards – Employer Friendly to Family, Gender Equality and Equal Opportunities Award under the auspices of the Ministry of Labour, Social Affairs and Family. The Well-Governed Company Award was presented in cooperation with the Slovak Corporate Governance Association. The Award for Contribution to the Fulfillment of the Sustainable Development Goals was presented in cooperation with the Office of the Deputy Prime Minister for Investment and Informatisation. The Public Choice Award was decided about by readers of SME daily, who selected the winner through an online poll.

VIA BONA SLOVAKIA 2018 AWARD-WINNERS

Responsible Large Company *Accenture*

Through their corporate social responsibility strategy, Accenture strives to improve the conditions in which we live and work. Through their Skills for Success programme, the company focuses on the improvement of areas which enable the unemployed and the disadvantaged to acquire skills for long-term employment and gain business opportunities. Accenture also supports diversity because it understands its role in making the company stronger and more innovative. Furthermore, it understands its role in the global economy to extend the sustainability principles into the supply chain. It contributes to supplier diversity by integrating diverse businesses into the supply chain and prefers local suppliers.

Companies in the finals: Accenture, Lidl Slovak Republic, Slovnaft



Responsible Small/Medium Company *LETMO SK*

Letmo SK builds on the philosophy of a lifelong partnership with clients. The company brings to the market top-class wheelchairs to suit their clients' needs, ranging from the cheapest full-featured types to premium models for the most active users. The company participates in projects which support disadvantaged people's self-development. They raise awareness and bring education which supports immobile people to have an active life. They also offer their customers consultations on their specific requirements, mapping their closest environments and barriers which might cause problems.

*Companies in the finals: CURADEN Slovakia,
Letmo SK, DeutschMann Internationale Spedition*

The Award for Contribution to the Fulfillment of the Sustainable Development Goals *Stiga Slovakia*

The Award for Contribution to the Fulfillment of the Sustainable Development Goals was given to Stiga Slovakia for an inspiring example of addressing the issue of inclusion of the Roma community in the labour market. The project was created in reaction to a lack of free human resources in the market. It aimed to make use of the available workforce in the Spiš region, especially in the marginalised Roma communities. In collaboration with the People in Need organisation, which has its own field workers in several Roma settlements, the company has implemented a project of supported employment of the marginalised Roma. Hence, the project provides people excluded from society with the opportunity to improve their lives and integrate. For many participants, this project has been their first opportunity for legal employment. At the same time, the company helps change perceptions of the Roma through employees from the majority population and helps erase the established stereotypes about the Roma community.

*Companies in the finals: Lidl Slovenská republika,
NOSENE, Stiga Slovakia*



N Press publishing house received the Fair Market Player Award for its project of educational publications for Slovak schools.

Good Partner of the Community *Slovak Telekom*

Slovak Telekom received the Good Partner of the Community Award for bringing long-term and systematic positive changes to the hearing-impaired community. The aim of this telecommunications company is to create a country where hearing impairment is no obstacle in daily life. Through their project entitled Searching for Another Sense for the Hearing-Impaired, the company educated and provided entrepreneurship grants to the hearing-impaired. Through the Online Interpreter service, the company significantly improves the ability of the hearing-impaired to communicate in various critical and common life situations, such as a doctor's visit, contacting the authorities, as well as a job interview and flat rental. Experience from the programme helped achieve that online interpretation had been incorporated into the law as a social service. Slovak Telekom has developed the most the issue of early care for children. Through early field intervention, the 6-year programme entitled the Mobile Teacher prepared families with children with hearing impairments for the new conditions and helped them adapt. The projects also helped them accept their children's handicaps and kick-start children's active progress through upbringing and education.

Companies in the finals: Billa, Lidl Slovak Republic, Slovak Telekom

Great Employer *Slovnaft*

The company received an award for its comprehensive care of employees and the support of their work-life balance. Together, Slovnaft employees created a place where they can spend time actively relaxing after work with their families. They revitalised the neglected building near the company and transformed it into a modern sports and relaxation centre entitled Slovnaft RELAX. There, the employees enjoy a bowling rink, fitness centre and wellness. What is unique about the project is that the employees themselves initiated, coordinated and completed the construction of the centre.

Companies in the finals: Accenture, Slovnaft, VSE Holding

Under this category, in cooperation with the Ministry of Labour, Social Affairs and Family of the Slovak Republic, we presented a special award entitled Employer Friendly to Family, Gender Equality and Equal Opportunities Award. This award went to Swiss Re Management AG for its authentic gender and antidiscrimination approach to employees, and the company's work time and workplace flexibility.



Green Company *NOSENE*

Nosene gives clothes a second chance and thus strives to spread the idea of sustainability in the fashion industry. Besides, the company also raises awareness of textile waste recycling and the environmental impact of fashion. The company educates the public on how to give clothes a second chance so they do not need to end up in municipal waste. It also engages companies and individuals in this issue. Over the years, the company has organised many clothes collections and practical upcycle workshops.

Companies in the finals: CURADEN Slovakia, Javorina, NOSENE

Fair Market Player *N Press*

The N Press publishing house fights disinformation and conspiracy theories and opens up important social topics to the youth. Denník N (tr. N Daily) has published four publications which supplement Slovak educational materials with information on current social phenomena (lies, conspiracies, critical thinking, the functioning of the media,...). The company aims to help teachers, pupils, and students of primary and secondary schools to navigate in these issues.

Companies in the finals: N Press, Slovak Telekom

Social Innovation *T-Systems Slovakia*

The company received the award for the creation of an application for the visually-impaired. The aim of the application is to increase the independence of this community when moving and navigating in a museum. This solution allows the visually-impaired to spend time in the museum on their own. The company installed the sensor network in the East Slovak Museum but the project does not end there. The application can be further used, for example, in public spaces, hospitals and any other premises where visually-impaired people have problems to navigate.

Companies in the finals: ČSOB, Slovnaft, T-Systems Slovakia

Public Choice Award *T-Systems Slovakia*

Between the 5th and 28th of March, readers of the SME daily were voting on the winner of the Public Choice Award through an online poll. From 6 competing companies, they chose T-Systems Slovakia, a company based in Košice, for its application for visually impaired people, which allows them to move independently around a museum. The application can also be used in other public spaces, for example, in hospitals.

Evaluation committee members of Via Bona Slovakia 2018

Responsible Large Company	Katarína Gazdíková (Kia Motors Slovakia), Xénia Makarová (Stop Corruption Foundation), Ján Pallo (Slovak Spectator), Miroslav Kollár (the Town of Hlohovec), Lucia Marková (ESET), Drahomíra Juriková (Slovenská sporiteľňa), Elena Kohútiková (Slovak Corporate Governance Association), Dalimil Draganovský (Slovak Corporate Governance Association), Juraj Droba (Bratislava Self-Governing Region), Sandra Salamonová (Office of the Deputy Prime Minister of the Slovak Republic for Investments and Informatisation, Department of the Coordination of Agenda 2030)
Responsible Small/Medium Company	Ondrej Smolár (Soitron), Marián Letovanec (Slovak Business Agency), Michal Hrabovec (ANASOFT), Andrea Ferancová (ESPIRA Investments), Lucia Štasselová (Bratislava – the Capital of the Slovak Republic), Tomáš Nejedlý (TREND), Lukáš Bakoš (Maxman Consultants), Zuzana Bartošovičová (Hillbridges)
Green Company	Martin Haluš (Ministry of Environment of the Slovak Republic, Institute of Environmental Policy), Petronela Ševčíková (Stratégie, tr. Strategies), Hana Nováková (ENVI-PAK), Marcel Lukačka (GO4), Juraj Hipš (Živica, tr. Resin – NGO), Katarína Matulníková (Allen & Overy), Jan Kurka (Green Foundation)
Great Employer	Ivana Molnárová (Profesia), Tomáš Hasala (Nexteria), Jaroslav Grygar (Whirlpool Slovakia), Sylvia Porubánová (Institute for Labour and Family Research), Olga Pietruchová (Ministry of Labour, Social Affairs and Family of the Slovak Republic), Miriam Zsilleová (Ženy v meste, tr. Women in Town), Gabriela Dubcová (University of Economics in Bratislava)
Fair Market Player	Richard Ďurana (INESS), Luppová Stanislava (Hospodárske noviny, tr. Economic Newspaper), Juraj Bobula (Kinstellar), Zuzana Petková (Stop Corruption Foundation), Dominika Šulková, Tomáš Kleimpai (WebSupport), Martin Provazník (bnt attorney in CEE)
Good Partner of the Community	Erika Turček Pfundtnerová (Kaufland SR), Juraj Králik (Philip Morris Slovakia), Mária Grebeňová Laczová (Radio Regina), Marek Adamov (Žilina-Záriečie Station), Daniela Danihelová (Bratislava Community Foundation), Dáša Matušiková (Ringier Axel Springer Slovakia), Michal Hrčka (Obnova, tr. Restoration)
Social Innovations	Danica Balážová (Junior Achievement Slovakia), Michaela Kršková (Neulogy Ventures), Katarína Bežová (Tatra Bank), Danica Matáková (GEOMATIX), Andrej Salner (Basta Digital), Zuzana Poláčková (Institute for Forecasting at the Slovak Academy of Sciences), Peter Hodál (white & case), Mária Hurajová (Slovak-American Foundation)
The Award for Contribution to the Fulfillment of the Sustainable Development Goals	Martin Kinčes (Úrad podpredsedu vlády SR pre investície a informatizáciu, odbor Koordinácie Agendy 2030), Karla Wursterová (Ministerstvo zahraničných vecí SR), Michal Feik (Ministerstvo pôdohospodárstva SR), Ivana Maleš (Inštitút cirkulárnej ekonomiky), Milan Chrenko (Ministerstvo životného prostredia SR), Veronika Bush (TESCO Stores SR), Tatiana Žilková (Ministerstvo financií SR), Matej Ftáčnik (VacuumLabs), Soňa Hekelová (Schoenherr Attorneys in Law)



The Business Leaders Forum, an association of responsible companies, will be led by Ivana Vagaská in the period of 2020 – 2023.

Business Leaders Forum

We educate, connect, and inspire to make the business worth something. This is the motto of an informal association of companies, which strives to promote the principles of responsible entrepreneurship in Slovakia. In 2019, the Business Leaders Forum grew to a total number of 45 member companies.

The companies associated in the Business Leaders Forum (BLF) met regularly at quarterly meetings in 2019. During the first networking meeting, we hosted a discussion with representatives of Denník N, Forbes and SME on the topic of How to Get CSR in the Media. A regional member meeting took place in Košice in March. Another meeting took place in June at the historic Power Plant of Piešťany, where the Business Leaders Forum grew by two more members – O2 Slovakia and Soitron. There, the forum also hosted a discussion with the director of Via Iuris, Milan Šagát, who explained the importance of cooperation of the corporate and non-profit sectors.

In September, the companies met twice. The first time, it was at a regional meeting in Košice, where representatives of five member companies from eastern Slovakia debated with representatives of media such as KOŠICE: DNES and Korzár about how to get CSR into the media. Another time, it was at a networking meeting in Bratislava, at which Up Slovakia joined the association. The guest was Andrej Kovarik, the Plenipotentiary for the Environment of the City of Bratislava, who spoke about how and where to plant greenery. Also, dm drogerie markt presented their

grant programme entitled Climate Unites Us. The last BLF networking meeting in December 2019 was hosted by Tatra Bank which offered a tour of their R&D Department and Elevator Lab.

At the meeting, members voted for ČSOB, ING Business Shared Services and Unilever Slovakia to join the BLF from 2020. Also, the election of the new leadership of the association as of 2020 took place at this meeting. Ivana Vagaská from the Pontis Foundation was elected Executive Director. Martin Bača from Accenture, Tomáš Bezák from Lidl Slovak Republic, Zuzana Vinklerová from dm drogerie markt and Helena Windisch from HEINEKEN Slovakia were elected members of the Advisory Committee.

In addition to regular membership meetings, an annual CEO meeting was held in the spring of 2019. The invitation by Michal Liday, the President of the BLF and the CEO of Tatra Bank, was accepted by 35 directors of member companies. Together with the President of the Slovak Republic Andrej Kiska, they discussed how to attract young talents back to Slovakia.



We educated and inspired

In 2019, we organised 4 mentoring workshops entitled the BLF Relay and 3 expert seminars for companies. The first seminar on Supporting Employee Donation addressed the question of how to strengthen the bond between employees and companies and how to promote a good cause together. Members of the BLF, ESET and Slovenské elektrárne, also shared practical advice and examples of good practice. In June and November, seminars were held as part of the Charter of Diversity initiative, which was established in 2017 at the BLF. All members can enjoy its benefits now (more about the seminars below).

We published expert recommendations

In 2019, the Business Leaders Forum issued expert recommendations reflecting current issues. In January, we focused on corporate expert volunteering – how to engage employees in pro bono projects and how to select the right projects. At the end of 2019, we published two sets of recommendations on the topics of Mental Health in the Workplace and Employment of the Disadvantaged. The documents provide tips for companies on what to keep in mind when creating a work environment, taking into account the mental health of employees, and also how to create opportunities for the employment of the medically disadvantaged.

The Digital Skills initiative received an award

One of the successful initiatives of the BLF is the Digital Skills expert volunteering project, which focuses on children's IT skills and increasing their safety in the digital world. At the event of the technological "Oscars" entitled the IT Gala 2019, we won the 2nd place in the IT Project of the Year category. BLF member companies – Accenture, ESET, Orange Slovakia, Slovak Telekom and TNT Express Worldwide – are involved in the project. In 2019, as part of the initiative, we brought training to more than 1,000 computer science teachers from more than 20% of primary schools in Slovakia.

We educate future managers

In 2019, representatives of BLF member companies delivered 12 lectures on responsible entrepreneurship to students of the University of Economics in Bratislava. The Pontis Foundation has long brought the topic of responsible entrepreneurship to the academic field which educates future company managers.



In December, the BLF association elected new members of the advisory committee.

List of the member companies (on the 31st of December)

Accenture	KOSIT	Swiss Re Corporate Solutions Services
Adient Slovakia	Lidl Slovak Republic	Tatra Bank
ANASOFT APR	METRO Cash & Carry SR	Tesco Stores SR
Citibank Europe plc, branch of an international bank	Microsoft Slovakia	Tchibo Prague
CRH (Slovakia)	NAY	TNT Express Worldwide
Deloitte Audit	Novartis Slovakia	T-Systems Slovakia
DeutschMann Internationale Spedition	O2 Slovakia	Up Slovakia
dm drogerie markt	Orange Slovakia	U. S. Steel Košice
DXC Technology Slovakia	Pfizer Luxembourg SARL	Veolia Energia Slovakia
Embraco Slovakia	Philip Morris Slovakia	Volkswagen Slovakia
ESET	Plzeňský Prazdroj Slovakia	Všeobecná úverová banka
GSK Slovakia	Skanska SK	Východoslovenská energetika Holding
HEINEKEN Slovakia	Slovak Telekom	WHIRLPOOL SLOVAKIA
Johnson Controls Bratislava	Slovenské elektrárne	YIT Slovakia
Kaufland Slovak Republic	SOITRON	Západoslovenská energetika

On the 30th of May, 2019, we commemorated the Day of Diversity and Inclusion in the Workplace with a discussion with the signatories of the Charter of Diversity.



Charter of Diversity Slovakia

The Charter of Diversity Slovakia, established in 2017 at the Business Leaders Forum, has worked as an independent initiative supporting diversity and an inclusive workplace for the third year now. In 2019, the number of signatories increased by 26 employers from the corporate and public sectors.

The annual meeting of the signatories of the Charter took place in March 2019. In addition to summing up the previous year, we also discussed the issue of an inclusive workplace. Representatives of the signatories of the Charter of Diversity – Adient, Slovak Telekom, IBM and Accenture – shared their experience in this topic.

For the second time, we celebrated the Day of Diversity and Inclusion in the Workplace, which was held on the 30th of May. At the same time, we also celebrated the 2nd anniversary of the Charter of Diversity Slovakia. Fifteen signatories from the corporate sector joined the Charter with ceremonial signatures. In November, other 11 employers committed to erasing stereotypes and providing opportunities to work for everyone without distinction. Among them was the City of Bratislava and the Office of the President of the Slovak Republic. At the end of the year, the Charter of Diversity Slovakia had 76 signatories who publicly supported the promotion of diversity and inclusion in the workplace.

Also in 2019, we organised several events on specific topics. In June, we held the first joint event of the

Slovak and Czech Charters of Diversity – the CZ&SK: Women in the 4.0 Times conference, which took place in Brno. The topic was the changing role of women in the workplace in connection with accelerating technological development. Accenture also shared its experience in the topic.

In October 2019, in cooperation with Philip Morris Slovakia, we organised a media breakfast on the topic of equal pay entitled Equality at Work Begins at Home. In addition to gender equality and human resources experts, the signatories of the Charter of Diversity, such as Mondelez, Philip Morris and Accenture, participated in the discussion and talked about their personal experience with shared parental leave and tips on erasing gender stereotypes.

In November, in cooperation with the Metropolitan Institute of Bratislava, we organised a seminar on Inclusive Cities and Companies, which took place in the Mirror Hall of the Primate's Palace in Bratislava. The all-day event focused on cultural and ethnic diversity in a company and also on the topic of Pink Economy. Also, Plzeňský Prazdroj Slovakia and Johnson Controls International presented their experience.

Charter of Diversity signatories of 2019

Adidas	Jobintegra	PwC
Accenture	Johnson Controls International	Salesianer Miettex
Adient	Office of the President of the Slovak Republic	SAIDC - Slovak Agency for International Development Cooperation
AmCham - American Chamber of Commerce in Slovakia	Kaufland Slovak Republic	Sanofi
Arval Slovakia	KOSIT	SAPIE - Slovak Alliance for Innovation Economy
AT&T	KPMG Slovakia	Seesame
bnt attorneys in CEE	Lenovo	Skanska
British Council Slovakia	Letmo SK	Slovak Spectator
Citibank Slovakia	Lidl Slovak Republic	Slovak Telekom
Coca Cola Slovakia	L'oreal Slovakia	Slovenská sporiteľňa
DELL	City of Bratislava	Slovak National Centre for Human Rights
Denník N	Matador Group	SLOVNAFT
DeutschMann Internationale Spedition	Mc Donald's Slovakia	SME
DHL	Microsoft Slovakia	Squire Patton Boggs
DiversityPro	Ministry of Justice of the Slovak Republic	Swiss Re
DXC Technology	Mondelez International	Tesco Stores Slovak Republic
University of Economics in Bratislava	Pontis Foundation	T-Systems Slovakia
French-Slovak Chamber of Commerce	Novartis	Unilever Slovakia
GA Drilling	O2 Slovakia	Up Slovakia
Heineken Slovakia	Orange	Vacuumlabs
Henkel	Philip Morris Slovakia	Embassy of the Kingdom of the Netherlands
Hewlett-Packard Enterprise Slovakia	Pixel Federation	Veolia
The Netherlands Chamber of Commerce in the Slovak Republic	plus55	Východoslovenská energetika
IBM	Plzeňský Prazdroj	White&Case
IKEA Slovakia	Profesia	Zentiva
ING Business Shared Services	Profesia	

Supporters

Amazon	Institute for Labour and Family Research	Ministry of Labour, Social Affairs and Family of the Slovak Republic
--------	--	--



The CSR Summit has been held under the auspices of the Business Leaders Forum for the first time.

Business Leaders Forum CSR Summit

The CSR Summit is the largest and oldest event on responsible entrepreneurship in Central and Eastern Europe. It brings world speakers to Slovakia, connects CSR experts, and opens discussions on the latest topics in the field of sustainable entrepreneurship. In 2019, the 16th year of this event took place under the auspices of the Business Leaders Forum for the first time.

The event, which took place on the 12th of November at the Old Market Square in Bratislava, was attended by more than 200 people, most of whom came from the corporate sector. At the BLF CSR Summit, 9 keynote speakers shared their experience, as well as 18 other experts who led discussion tables and workshops.

Gib Bulloch, a world-renowned social innovator, opened the event and recommended that companies focused more on creating an environment that encourages new, innovative ideas, in addition to monitoring financial indicators. Martina Břeňová from the Czech Avast Endowment Fund used the palliative care programme as an example to explain how a corporate endowment fund can break social taboos. Further, Adam Henderson, an expert on the changing world of work from the UK, revealed how companies should keep up with the millennials and the upcoming Generation Z.

Representatives of Swiss Re, Accenture and Lidl

shared their inspiring examples of good practice. The Lidl, METRO and Tesco retail chains discussed the approach of chains to the circular economy. Part of the programme had a form of 10 discussion tables on different topics of corporate social responsibility and there were also parallel blocks consisting of a discussion and 3 workshops.



Discussion tables were part of the conference programme.

SDG AWARDS 2019



The winners of the first year of SDG Awards.

The first SDG Awards presentation

At the BLF CSR Summit, the Pontis Foundation awarded for the first time the organisations, institutions and individuals that contribute to the fulfillment of the Sustainable Development Goals. The awards were presented in five categories. The nominees had been recommended by a committee consisting of representatives of the business sector, the media, the civic and public sectors. They had also selected the award-winners.

SDG Awards winners:

Category: Public Sector

The Office of the Plenipotentiary of the Government of the Slovak Republic for the Development of Civil Society

For long-term interconnection and improvement of cooperation of the public and non-profit sectors.

Category: Non-Governmental Organisation

Food Bank Slovakia

For fighting food waste and helping people in need.

Category: Media Campaign

Prijatelni.sk

For erasing prejudices and stereotypes in the employment of Roma.

Category: Leader

Ivana Maleš, Petra Csefalvayová and Katarína Bednáriková of INCEN

From INCEN for education and cooperation with companies and the public administration in the issue of the circular economy.

Category: Leader Under 30

Tatiana Sedláková

For her contribution to raising awareness of the issues of active aging and seniors in society, and for attracting media attention to these topics.





Community



The catchphrase of the 13th year of the Our Town event was "My heart is in the right place".

Our Town

In 2019, more than 10,000 volunteers from companies and the public decided to join and help at the Our Town event.

On Friday, the 7th of June and Saturday, the 8th of June, you could meet corporate volunteers in 46 towns and villages across Slovakia. All the volunteers wore the same T-shirts with the imprinted catchphrase "My heart is in the right place". The number of companies which participate in Our Town is growing every year. In 2019, volunteers from 155 companies helped improve the environments of 235 civic organisations, low-threshold centres, homes of social services, schools and kindergartens.

More than 6,700 volunteers in and around Bratislava

Traditionally, the majority of the volunteers helped in Bratislava and the surrounding villages. For example, the volunteers cleaned the shores of the Croatian branch in Petržalka, which is always littered with garbage after winter. A big event also took place in the town centre – on the SNP Square and Kamenné Square, the volunteers cleaned the premises from tags and removed spray-painted inscriptions. More than 100 volunteers participated in the renovation of the Ancient Gerulata complex



A brand new activity of the event was plogging, which means collecting rubbish while running in nature.

in Rusovce. At Devín Castle, the volunteers worked hard to make the environment more attractive as well as to increase the safety of visitors.

Employees of the Town of Žilina have participated for the eighth time

Almost 600 volunteers went into the streets of Žilina to help with 35 activities. They turned the abandoned space in the school area in Broďňanská into a mini-farm. Hence, the school can keep sheep and lead the pupils to be more responsible. The aim is to also strengthen pupils' relationship with nature. The employees of the Town of Žilina also visited the nursery in Veľká Okružná, the kindergarten in Čajaková, the community centre in Bratislavská, and the playground in Piešťanská/Trenčianska, and revitalised their premises. Furthermore, almost 60 windows of the New Synagogue shone clean thanks to the work of the corporate volunteers.

Volunteers spent their time with the elderly, children, and shelter animals

The Our Town event is an excellent way to strengthen interpersonal and social relations and connect communities which would never meet under usual circumstances. This year, volunteers from Michalovce took the elderly for a visit to the star observatory, competed at playing board games, went for a walk and visited a confectionery, listened to audiobooks together, and used their skills in creative workshops making art out of paper. For the elderly from the Home of Social Services in Rača, Our Town is one of the main events of the year. The elderly and the volunteers went together on a trip to the Red Cross (i.e. a place in Bratislava) and then had a barbecue. In Trnava, the volunteers spent the day with little patients in the Children's University Hospital. Others went for a walk with abandoned dogs from the Trnava shelter.

Thank You



5 381

metres of fences and railings painted



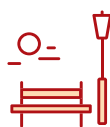
1 225

ornamental plants, trees, shrubs and flowers planted



960

windows cleaned



1 172

benches, tables, bins, climbing frames and other equipment cleaned or painted



648

clients of homes of social services spent time with volunteers



224

parks, gardens, playgrounds, sports facilities and public spaces cleaned and revitalised



20

rivers, streams, lakes and landfills cleaned



86

spaces and buildings decorated, repaired or painted



18

castle ruins, monasteries and monuments repaired and beautified

Companies which are gathered in the working group entitled Companies to the Community participate in the collection of clothing and supplies for people in need twice a year.

Companies to the Community

Companies which are gathered in the working group entitled Companies to the Community participate in the collection of clothing and supplies for people in need twice a year.

Spring collection of clothes and other necessities

This year's April event was attended by 900 employees from 26 companies from all over Slovakia. The generous people donated not only clothes, but also household items, appliances, drugstore goods, a couch and a bed, and many toys and books. The donated items were given a second chance to be used, as they travelled to community centres, children's care homes, dormitories for the homeless, and to crisis centres. A total of 549 bags of clothing and 42 bags of other necessities were collected. These items went to 4,980 people. The collected things were redistributed to 30 organisations from different parts of Slovakia. Thanks to the willingness of corporate coordinators to ensure the delivery of things even to remote locations, the collection expanded to 20 towns and villages. New localities included Hnúšťa, Ružomberok, Plavecký Štvrtok, Spišská Belá, Sereď, and Kojatice.

Autumn collection of clothes and other necessities

In the autumn, we joined the #GivingTuesday campaign once again, and as the Companies to the Community group, we organised another collection

of clothing. About 30 companies participated, and more than 1,200 bags of clothes and other necessities were collected.

In-kind support for people in need went to 29 organisations as well as to 31 families all across Slovakia. Many of the supported organisations are located in truly remote locations. In total, the aid reached 43 towns and villages in Slovakia.

Seminar on Donating

How to strengthen the bond between employees and the company and promote a good cause together? How to make employees motivated and active in case of their colleagues' difficult social or health situations? We answered these and many other questions concerning corporate philanthropy at the Seminar on Donating, at which experts from the corporate and civic sectors, as well as from the field of psychology, shared practical advice and good practice examples.

Working group members in 2019

Allen&Overy	IBM	PWC
Foxconn	KPMG	Erste Group IT International



Good Country

In 2019, we celebrated the 10th anniversary of the project DobraKrajina.sk.

In 2019, there was a total of 60 projects and organisations in Good Country. The organisations focused on the fight against poverty and corruption, improvement of education and life of health-wise disadvantaged people, and building stronger communities. A total of 4,669 people have donated 171,500 euros this year.

Most donors have contributed to projects which focus on helping people living on the streets and people from communities affected by generational poverty. Helping the disadvantaged has also proven to be very important. The organisations used the donated funds to buy new rehabilitation aids and provide better care for people whose greatest desire is good health.

We celebrated the 10th anniversary of the project by creating a series of 13 videos from behind the scenes of Good Country and 12 organisations. We also joined forces with the Grayling agency, which used its expertise to help organisations through personal consultations on the issues of communications.

In cooperation with UniCredit Bank, we introduced new donation gadgets, which could be used throughout the year not only by organisations but also by companies at their events with a charitable element.

At events such as TEDxBatlava, Globsec Forum 2019 and Climate Conference Slovakia 2019, we talked to the visitors about the important work done by civic organisations.

SME for a Good Country

In 2019, we continued our unique cooperation with the SME daily to bring readers closer to stories of people and communities in need. During the year, we brought 8 articles about selected organisations, which included widgets for donations.

Good Tough Guy

In 2019, 55 runners of the Good Tough Guy competed on a more than 5-kilometre long track with more than 20 obstacles. The Good Tough Guys ran in Košice and Bratislava. Thanks to the start fee paid by the runners and the support of their friends and acquaintances, a recording total of 4,500 euros were raised for the activities of the organisations. The bonus for non-profits in the form of 2x200 euros from the Pontis Foundation, won by the ESET team, went to the Generation 3.0 programme.



In 2019, 55 runners participated in the Good Tough Guy event.

24-Hour Donation Event

This year, the traditional 24-Hour Donation Event has exceeded all expectations. In a single day, we raised almost 20,000 euros, more than double the number reached in 2018. The organisation Cesta von (tr. Way Out) with their Omama project received the highest amount of financial contributions. In the second place was Nezábudka (tr. Forget-Me-Not). The third most successful project was NepocujuceDieta.sk (tr. Child with a Hearing Impairment).

#GoodSelfie was a part of this year's marathon, too. Donors had an opportunity to share their reasons for donating on their social networks and thus motivate their friends to get involved.

Christmas Taxi

In December, eight well-known personalities took up the role of a Bratislava taxi driver. A Christmas Taxi service ran from the 5th to the 18th of December. You could meet well-known persons, such as Zuzana Vačková, Milan "Junior" Zimnýkovaľ, Táňa Pauhofová, Veronika Cířová Ostrihoňová, and Braňo Deák in the role of the driver. People who used the service donated a total of more than 1,200 euros,

which was then doubled by the NaturaMed company. Furthermore, individual donors also supported the organisations in the Good Country project online, raising 40,000 euros.



#GivingTuesday



#GivingTuesday

The international donation day known as #GivingTuesday of 2019 was historically the most generous in Slovakia. On the 3rd of December, people donated to charitable projects a total of 117,375 euros.

Across the country, 109 organisations in 77 towns participated in the celebration of selfless help, which is by 34 more than in 2018.

Through the donation websites DobraKrajina.sk (tr. GoodCountry.sk), Darujme.sk (tr. LetsGive.sk) and LudiaLudom.sk (tr. PeopleToPeople.sk), people donated almost 3 times more than in 2018. Individual donors contributed to the charitable projects which most often called for help to children, the elderly and people with disabilities. The total amount raised was 35,650 euros. The financial contributions from the participating companies reached 81,725 euros.

Besides financial contributions, a total of 74 companies participated by donating time and material assistance. Among the most popular activities this year were collections of clothing, household goods, drugstore goods, toys, books and other things for people in need. Up to 1,600 bags of various necessities were collected.

Towns and their administrations have participated in #GivingTuesday again this year. Due to last

year's great success, Hlohovec, Banská Bystrica and Spišská Nová Ves have joined Giving Tuesday for the second time now. The municipal offices in Nitra, Michalovce, Martin, Liptovský Mikuláš, Dubnica nad Váhom, Vranov nad Topľou and Bratislava – Staré Mesto have joined this day of donating for the first time. In most towns, town employees and residents participated in the collection of clothing and food. In Liptovský Mikuláš, they also added the opportunity to donate blood.

On the 3rd of December, a wave of good deeds swept Slovakia. Besides companies, towns and thousands of people from all across the country, the event also attracted well-known personalities, who supported it through their social networks. For instance, Veronika Čířová Ostrihoňová and Sajfa, Juraj Bača and Zuzana Vačková encouraged people to use the hashtag #mozempomozem (tr. If I can help, I will) and share about their good deeds with others to inspire them.



On #GivingTuesday, Profesia organised a charity market at which they offered sheltered workshop products.



#Giving Tuesday

#GivingTuesday 2019 Ambassadors were Nikoleta Kováčová, Táňa Pauhofová, Milan Zimnýkovaľ, Martina Horňáková, Kristína Tormová, Zuzana Kováčik Hanzelová and Juraj Bača.



Pro Bono Trainings

Pro Bono training sessions are very popular with civic organisations.

In 2019, we continued with the concept of free training for civic organisations.

We organised 8 training sessions and 1 online webinar in 2019, attended by 123 participants from 84 non-governmental organisations.

Training Topics

- **February:** Recruitment, Motivation and Retention of Talents
- **March-May:** Accounting for Non-Profit Organisations
- **May:** GDPR for the Non-Profit Sector
- **May:** How to Become a Really Good Speaker?
- **May:** How to Progress, When You Stopped
- **June:** Crisis Communication, News and Advertising on Social Networks
- **September:** How to Establish a Partnership with a Company and Cooperate Long-Term
- **October:** How to Manage Project Management
- **November:** How Not to Burn Out in a Helping Profession
- **December:** One and a Half Years of GDPR

Companies involved in 2019	
Accace	Profesia
Stentors legal services	ESET
Plzeňský Prazdroj	Accenture



In 2019, 22 lawyers helped the civic sector in 27 cases in various fields.

Pro Bono Attorneys

The Pro Bono Attorneys (PBA) programme is an initiative of law firms and companies, which increases the availability and accessibility of legal aid for the civic sector. Thanks to the mediation of free legal services, we help professionalise the operations of civic organisations and also change legislation and practice, thus helping bring about positive societal changes.

The programme aims to contribute to the development of the rule of law and to inspire future and practising lawyers to social responsibility. We participate in the education of future lawyers and increase the legal awareness of representatives of the civic sector. Through training, workshops and access to legal services, we enable the building of stable and professional civic organisations which can then be a strong voice of civil society. Through this, we also strengthen the development of democracy and the rule of law in Slovakia.

In 2019, 22 lawyers assisted with their expert volunteer work in 27 cases in the following fields:

- human rights, protection against discrimination,
- poverty and social inclusion, access to services for the disabled and health-wise disadvantaged,
- education, active citizenship,
- health protection,
- public space, environment, climate change.

Legal Clinic for the Non-Profit Sector

We introduced the module entitled Clinic for the Non-Profit Sector in 2011 as one of the first modules of clinical legal education at the Faculty of Law at Comenius University in Bratislava. Students guided by experienced lawyers work on assignments and cases of civic organisations. Besides gaining practical experience and skills, we enable students to gain specific experience and insight into the serious societal issues addressed by the civic sector.

In 2019, we led the module in cooperation with Dell and lawyers from bnt attorneys-at-law in both the summer and winter semester. Students solved out the cases and helped 5 organisations. Part of this year's clinic was also the creation of four sets of guidelines for dealing with different life situations, which should help the general public understand the law, navigate in legal norms and use the electronic services of the state. They are part of the Navody.Digital (tr. Guidelines.Digital) web platform which aims to develop the state's electronic services and at the same time to make the law accessible to the general public in an understandable form.



The Pro Bono Attorneys programme increases the availability and accessibility of legal aid for the civic sector.

Virtual Legal Counselling

In 2019, civic organisations had the opportunity to use legal counselling virtually and obtain answers to their questions online.

Pro bono seminars, education and other activities

As part of our educational activities, last year we organised a seminar on GDPR for 20 participants from the civil society, led by the Stentors – Legal Services. The firm has also prepared an online training on GDPR, which is available to a wide range of third sector organisations through the PBA platform.

In October in Banská Bystrica, as part of the PBA programme, we provided legal training for 12 online interpreters for the hearing-impaired. The interpreters work all across Slovakia as part of the Telekom Endowment Fund project at the Pontis Foundation, entitled Online Interpreter. The training aimed to increase the legal awareness of online interpreters of the hearing-impaired and to provide higher quality services through this portal.

In Bratislava, as part of the PBA programme, we provided legal aid and an overview of legislation for approximately 20 volunteers as part of the initiative to combat climate change.

At the end of November, we attended a meeting of civic organisations representatives in Banská Bystrica in cooperation with our partner – the in-

ternational organisation PILnet and Via Iuris. At the meeting, we focused on key problems of the civic sector.

At the beginning of November, as members of PILnet, we participated in the international PILnet Global Forum in Singapore with presentations, discussions and participation in workshops on responsible entrepreneurship and innovation in the field of pro bono legal services.

Law firms involved

bnt attorneys-at-law
Squire Patton Boggs
Stentors – Law Services
Prachová & Partners – Law Firm
Dell
Schönherr Rechtsanwälte GmbH, organisational unit
Hamala Kluch Viglaský
DLA PIPER WEISS-TESSBACH Rechtsanwälte GmbH, organisational unit
Kinstellar
Dentons Europe CS LLP, organisational unit
RELEVANS – Law Firm
Accace Legal
White & Case
Krivak & Co





Transparency



Fund for Transparent Slovakia

In 2019, the Fund for Transparent Slovakia had 20 member companies and one individual donor. They shared a common interest in helping NGOs working in the fields of transparency, the fight against corruption, and the creation of tools to prevent state abduction.

For Transparent Slovakia 2019

In February, we issued the first grant call entitled For Transparent Slovakia 2019, in which 14 projects applied. The grant committee selected 4 of them, redistributing 60,033 euros. Thanks to the provided grants, the organisations were able to focus on watchdogging, analytical and advocacy activities, and networking around the topics such as informatisation, judiciary, state administration and efficient management of public resources.

Supported organisations

- Slovak Governance Institute
- Stop Corruption Foundation
- VIA IURIS
- Slovakia.Digital

At the beginning of the year, the Fair-Play Alliance implemented a project supported in 2018. The grant was used to monitor the election of candidates for the Constitutional Court.

Once again, in November, we issued the second grant call For Transparent Slovakia 2019, in which a total of 13 projects applied. Out of these, the grant committee selected 6, redistributing 80,000 euros. The projects will be implemented in 2020.

Supported organisations

- Slovak Governance Institute
- Institute for Economic and Social Reforms (INEKO)
- Transparency International Slovakia
- Fair-Play Alliance
- Slovak Debate Association
- Slovakia.Digital

Fund for Investigative Journalism

Our fund also continues to be a strategic partner to the Fund for Investigative Journalism. The reason is that the long-term failure of democratic institutions, which are key to the rule of law, strongly emphasises the need to support investigative journalism.



In 2019, the Fund for Transparent Slovakia had 20 members.

Member companies of the Fund for Transparent Slovakia

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





Education



The EDUaccelerator helps set up projects in a way which helps them disseminate to as many schools as possible.

Generation 3.0

In 2019, the Generation 3.0 programme underwent a fundamental change. The award turned into an annual cycle, the aim of which is to prepare civic organisations and schools for the dissemination of innovative educational approaches all across Slovakia.

When Generation 3.0 was launched in 2017, one of our main goals was to strengthen the perception of education in Slovakia through the Generation 3.0 Awards. Just like today, we saw that in Slovakia, there are amazing projects created by amazing people – teachers and also people from the civic sector. We followed from the then situation when teachers agreed on the need to strengthen the status of teachers and to make the public perceive education as an important value.

After two years of the Generation 3.0 Awards, the creation of other awards, the growth in the number of programmes that change the perception of education, we assessed that we needed to further strengthen the quality and dissemination of existing educational projects. To do this, comprehensive help and support in several areas are needed. Schools and NGOs often struggle with, for example, staff problems, lack of funding or a business perspective on their project. Therefore, we have changed the one-off award to an annual programme, the output of which will be projects ready to be disseminated to other schools. The key activity is an intensive mentoring programme en-

titled the EDUaccelerator. It is preceded by a 3-day EDUcamp, where we connect projects with business and education experts to set plans for their project development. The top 5 are then invited to the EDUaccelerator, where they get a personal mentor with whom they work together to make their approach ready for dissemination to other schools. The last year's EDUaccelerator participants' reactions show that this programme set up is meaningful:

"The accelerator was the best thing that could have happened to us. Our mentor has never denied what we did, even though it may not have been our best move. He has always built very constructively on our previous experience. In many ways, he has shown us the right direction and guided us."

EDUdrama

"It helped us a lot that we had to put it all on paper – we had never done such things before. Until then, we had been working with schools, we offered training, but we had never had a structured project. We had not thought it through at all."

SPy

58 projects applied for the Generation 3.0 programme

In mid-January, we announced a call for educational projects that contribute to innovative learning in Slovak schools. Most applications, a total of 37, were from organisations. Besides, 2 kindergartens, 7 primary schools, 3 combined kindergartens and primary schools, 5 secondary schools and 4 universities applied. At the end of May, we held the EDUcamp as part of this year's Generation 3.0 programme cycle. The event was attended by 16 finalists out of 58 submitted projects. Over the course of two days, they, together with experts from education and the business sector, sought ways of how to disseminate their innovative educational approaches to more schools and introduce them into the educational system.

The EDUcamp programme was rich. The finalists participated in workshops and individual consultations with 16 mentors. Among the mentors were personalities such as Matej Ftáčnik from the start-up scene, the co-founder of VacuumLabs.com and The Spot, who had been helping Slovak startups expand into the Silicon Valley. Further, there was Saskia Repčíková, who had been featured in the Network of Social Innovators of Slovakia in 2016 for her contribution in the field of education development. Also, Gábor Bindics, who had established the Švihaj šuhaj cycling courier service and later the popular KC Dunaj cultural centre, provided his services. The topics of consultations and workshops included issues such as financial management, communication, fundraising, leadership and team development, strategy setting, goal setting, and also impact measurement.

CATEGORY	Organisation	Project title
PERSONALITY PREPARED FOR CHANGE	Quiet Heroes – Civic Association	Quiet Heroes
	TEAM – Civic Association	Show your talent
	The Duke of Edinburgh's International Award Slovakia	Extending the DoE Programme to All Young People
	Slovak Association of Former Ursuline Pupils	New Ursuline School
TECHNOLOGICAL AND NATURAL SCIENCE KNOWLEDGE	Viliam Pauliny-Tóth High School	Experiment Is an Experience
	Learn2Code	Let's Play GalaxyCodr
	Víťatá.sk	Educational Games for Schools
CAREER AND ENTREPRENEURIAL SKILLS	Junior Achievement Slovakia	I and Money
SOCIAL AND CIVIC COMPETENCES	Institute for Active Citizenship	Schools That Change the World
	Open Society Foundation	Open Schools
	Post Bellum SK	Through Dramatic Education and Knowledge of the Past to a Better Future
	Stop Corruption Foundation	HOW TO REMAIN FAIR: Support for Anti-corruption Education in Secondary Schools and Online
	V.I.A.C. - Institute for Youth Development and Support	Storyliving
INNOVATIONS IN THE SYSTEM OF EDUCATION	Resin – Centre of Environmental and Ethical Education	Green School
	TROJRUŽA – Private Kindergarten	Inclusive Kindergarten as a Learning Organism
	OZ EDUSTEPS	Let's Create Our Own World



Each organisation in the EDUaccelerator was assigned a personal mentor who helped set the approach as effectively as possible and achieve the set goals.

Our EDUaccelerator assisted 5 organisations

Based on the evaluation conducted at the EDUcamp, we selected 5 organisations out of 16 finalists, who then advanced to the 3-month mentoring educational programme entitled the EDU-accelerator. Moreover, the accelerator participants were eligible for grants in the amount of 5,000 to 15,000 euros to support their activities. The mentioned organisations are the following:

Extending the DofE Programme to All Young People *The Duke of Edinburgh's International Award Slovakia*

A comprehensive development programme that, through mentors' help and setting personal goals, gives young people an opportunity to develop their character traits, fulfil their potential and succeed in life.

Mentor

Jan Kroupa – is an expert in individual donations. He helped DofE build their crowdfunding capacities. Together, they managed to prepare a campaign for individual donors and broaden communication activities by adding a new target group – students' parents.

I and Money *Junior Achievement Slovakia*

The programme focuses on increasing pupils' financial literacy in a playful way – through the main character Filip and using examples from practice.

Mentor

Jozef Šovčík – helped plan recruitment activities in the next year of the programme. Together with the organisation, they simplified educational and support activities to motivate the teachers engaged to remain involved (worksheets). They also planned awareness raising to attract even more educators.



The mentors addressed the specific requirements of organisations.



The organisations also gained access to vocational training, other training activities tailored to individual needs, tailor-made consultations and financial assistance.

Schools That Change the World *Institute for Active Citizenship*

This training and mentoring programme focuses on the professional development of teachers of social science subjects and educators who focus on the development of pupils' civic competences. It contributes to the creation of a new form of civic education and the strengthening of the democratic climate at school.

Mentor

Martina Kráľová – they worked together mainly to optimise internal processes to achieve a greater impact of the programme and to ensure financial sustainability by creating a business model of the programme for schools.

Open Schools *Open Society Foundation*

Trained volunteers discuss with pupils topics such as human rights, democracy, the functioning of the state, racism and extremism, and thus motivate students to participate in school life and its decision-making processes.

Mentor

Zuzana Reľovská – she helped mainly with setting the strategic direction of the programme and identifying opportunities for its development. In

the field of impact measurement, the foundation prepared three case studies for work with schools, which will be published in the spring in the form of a publication.

Through Dramatic Education and Knowledge of the Past to a Better Future *Post Bellum SK*

Through drama education, the project acquaints pupils and students with the historical and cultural realities of Slovakia, develops their social and emotional intelligence, communication and argumentation skills, and critical thinking and teaches them understanding and tolerance.

Mentor

Nina Aleksieva – she cooperated on setting up a fundraising strategy. She also helped the organisation with the analysis of the portfolio of activities and the setting of its structure, which will be reflected in all areas from communications to the team members' responsibilities.

Three months full of project work

During the EDUaccelerator, each of the five organisations mentioned above was assigned its mentor, who helped with setting the approach as effectively as possible and achieve the set goals. Besides, the organisations gained access to vocational training, training activities according to individual needs, tailor-made consultations, networking and financial assistance. **The participants and mentors consider the following steps the most important for an effective project setting:**

1. Audit: At the final meeting of this year's EDUaccelerator, the topic of "great tidying-up" was often discussed. Before the organisations could fully plan the dissemination of their approaches, they had to take a step back and do a thorough audit of their activities together with their mentors: analyse all their activities, bring order and logic to their operations.

2. Priority setting: One of the first tasks of a personal mentor was to set realistic goals and expectations together with the organisation. What activities contribute to the fulfilment of our mission? Which are most beneficial when we consider the resources invested and the impact achieved? Which activities are our core business and which are not necessary? Based on the answers to these seemingly simple

questions, the efforts can be targeted so that we can see the first results in a shorter time.

3. Implementation: Specific steps on how to work towards the commonly agreed goals were subsequently set by the organisations and their mentors in action plans. An action plan is a basic document describing the content of the EDUaccelerator cooperation, unique for each organisation. Dissemination has its specificities in each project and can mean various things from addressing a new target group to adjusting a communication strategy or expanding the offer to online channels.

After the end of the 3-month accelerator, the impact measurement phase follows. It will take place in 2020. With experienced researchers in the field of education, we research selected approaches to verify their effectiveness. The aim is to disseminate to schools such projects which demonstrably develop the skills, knowledge and attitudes necessary for a life in the 21st century.

By completing the G3.0 cycle, the organisations have been included in the alumni club since September 2019. By becoming a member of this group, they have gained access to the Pontis Foundation's broader activities, training, coaching, as well as opportunities for further networking and closer cooperation with other actors, not only from the field of education but also from the business sector and other fields.

Mentors and pro bono consultants who provided their know-how during the programme in the form of lectures, workshops or tailor-made consultations:

Nina Aleksieva	Martina Kolesárová	Fero Pauliny
Grigor Ayrumyan	Jana Konturová	Saskia Repčíková
Jana Bernatáková	Martina Kráľová	Andrej Salner
Gábor Bindics	Michal Laco	Zuzana Schaleková
Ivana Blažeková	Eduard Marček	Martin Šanta
Marek Fano	Katarína Molnárová	Jozef Šovčík
Matej Ftáčnik	Heliodor Macko	Jana Vlašičová
Pavel Hríca	Norbert Maur	
Anna Chlupíková	Braňo Ondrášik	



Impact monitoring is an important part of the Generation 3.0 programme.

We Measured the Impact

Impact measurement is an important part of Generation 3.0. The intention is to disseminate to schools only such projects that demonstrably improve skills and knowledge and strengthen values in students.

We have connected five innovative educational projects, which won the Generation 3.0 Awards in May 2018, with experts in research in education. Martin Kuruc from the Faculty of Education at Comenius University, Romana Kanovská from the National Institute for Certified Educational Measurements, Lucia Kováčová from the Slovak Governance Institute, and Zuzana Petrová and Lukáš Vaško from the University of Trnava monitored the impact of the projects on pupils and students during the school year of 2018/2019. (The research was based on a logical framework matrix developed in collaboration with consultant and evaluator Andrej Salner from Basta Digital.)

The main goal was to determine whether the educational approaches are effective, whether they can be recommended to be disseminated to other schools in terms of cost efficiency, and what factors help or prevent this. The researchers examined what theoretical background the projects are based on and whether there are similar approaches at home or abroad, which have already been evaluated. At the same time, the researchers assessed whether the approaches could be

evaluated during the school year, set up reliable methods of data collection and, when necessary, they carried out short-term research.

This evaluation shows that out of the five approaches monitored, the following four have the greatest potential for dissemination to schools:

Reflection of Freedom and Responsibility (Dubová Primary School): The project focuses on an inclusive approach in schools, based on the principle of reflection, intergenerational dialogues, concentration, relationships, an expert team and working with mistakes.

Get Movin! Academy: This short course of entrepreneurship prepares young people for a time when no one may offer them a job. Therefore, they need to learn how to create jobs for themselves.

Better Geography: This methodological website provides educational materials, class ideas and non-traditional activities, which can be used to transform usual school geography into a subject developing a wide range of (not only geographical) skills.

Extension of the Debate Programme at Secondary Schools (Slovak Debate Association):

The approach seeks to develop young people's critical thinking, openness and civic engagement through debate activities.



More than 50 leaders from Slovakia and the Czech Republic sought ways of how to achieve systemic changes in education.

We consulted experts from Slovakia and the Czech Republic

Society is changing rapidly and education should respond to this. Attempts at partial or complex transformations leading to modern education have been undertaken in the Czech Republic and Slovakia for a long time. More than 50 leaders from the field of education in the Czech Republic and Slovakia met to assess together the course, successes and failures of the path leading to systemic changes in education.

The aim of the two-day event which took place in May was to identify gaps in the process of improving education and to find common solutions for creating a supportive environment in education and schools. The intention was to open a discussion for cooperation so that the steps to change education follow each other and are not mutually exclusive.

Participants consider the following to be crucial:

- personalisation of the selection of school principal, responding to the needs of the region and the needs of children,
- creation of the so-called regional support centres,
- motivation of the school principal to practise participatory leadership,

- emphasis on personal as well as professional development of teachers,
- systematic communication between the civil sector and the state administration.

The conclusions from the joint Czech-Slovak event will be used in the Pontis Foundation's Generation 3.0 programme and EDUin activities.

The event took place as part of the joint activity of the Pontis Foundation within the Generation 3.0 programme and the European project entitled Social(i)Makers in cooperation with EDUin – Information Centre on Education, a partner organisation from the Czech Republic.

We published the EDUmap

The EDUmap is a website for teachers, which gathers quality educational approaches that bring innovations to mainstream teaching. It offers tips for comprehensive programmes, workshops for pupils and students and training for teachers. It is available at www.generacia30.sk/edumapa and at www.edu-mapa.sk.

We started publishing a series of interviews directly from schools to bring teachers practical knowledge from the use of innovative approaches that they find in the EDUmap. In October and November, we published interviews about the following projects:

- Schools That Change the World (Institute for Active Citizenship),
- The Development Programme of the Duke of Edinburgh (DofE).

We organise the EDUpoints

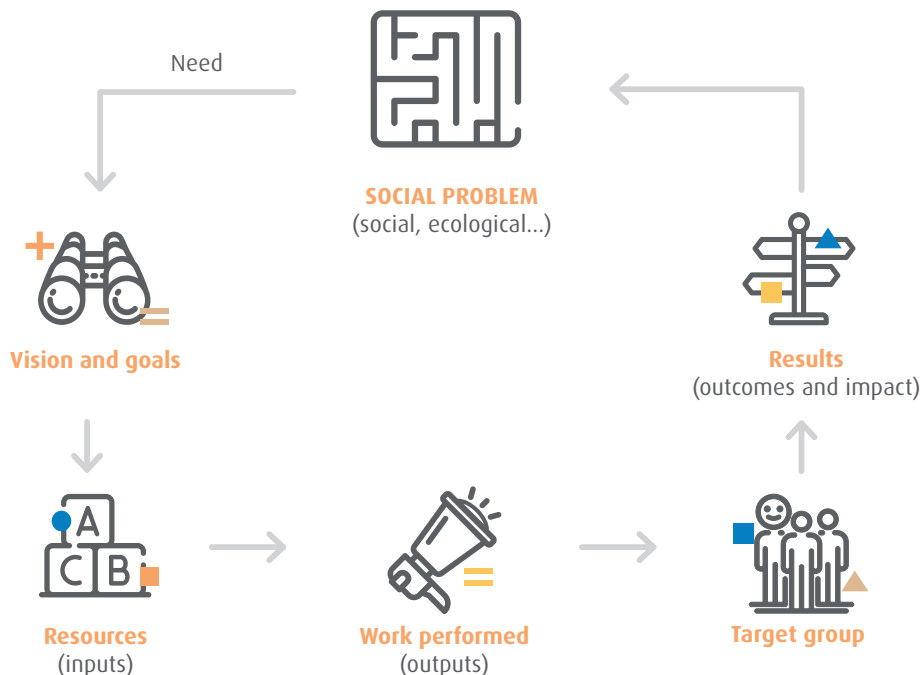
The EDUpoints are places where teachers, principals, pedagogy students and parents meet. The programme consists of workshops, discussions, demonstration classes and practical problem solving, as well as practical learning of innovative methods that develop the skills necessary in the 21st century.

In September 2019, the number of EDUpoints expanded. **Poprad, Žilina** and **Nitra** joined the programme. In cooperation with local coordinators, we organised a total of **38 meetings** – 7 in Bratislava, 13 in Zvolen, 8 in Košice, 4 in Žilina and 3 in each Poprad and Nitra.

Impact Report

At the end of 2019, we brought our partners, supporters and the general public the first comprehensive impact report of the Generation 3.0 programme, which maps the period from its launch in 2017 to the end of 2019. It is written according to an internationally recognised manual for displaying social impact: Social Reporting Standard (version 2014). The structure of the report uses the so-called IOOI string for documentation of:

- the social problem and its causes,
- our basic vision and solution concept,
- resources used during the documented period (inputs),
- work performed (outputs),
- achieved changes in the target group (results – outcomes),
- the monitored impact on society or a part of it (impact),
- activities by which we multiply the overall impact.





80 personalities from the business sector and social life returned to their secondary schools to tell their life stories and motivate students.

This is 21

Our goal is to do everything we can to ensure that there are people in Slovakia with developed potential and knowledge, skills and attitudes necessary for a life in this century. Therefore, we held the This Is 21 event again this year.

On the 8th of November, 80 personalities (30 more than last year) from the business sector and social life returned to their secondary schools to tell their life stories and motivate students to develop the potential that lies within them. We organised the event in cooperation with the Slovak Alliance for Innovative Economics (SAPIE).

The goal of the second year of the programme was to inspire young people to develop their talents, improve themselves and thus secure a better future. The main motive of the campaign was the slogan #thankstonevember (tr. #vdakanovembriu), which referred to the round anniversary of the Velvet Revolution and emphasised that without it, students would not have opportunities that are available to them today. That is why the palette of business leaders was enriched by the personalities of November '89.

The event took place at 68 secondary schools in 38 towns throughout Slovakia – from Moldava nad Bodvou to Kysucké Nové Mesto. Among people who returned to their schools was, for example, head of Google Slovakia Rastó Kulich, co-founder of Curaprox Slovakia and recent holder of the Manager of the Year Award Lucia Pašková, director and founder of the Pohoda festival Michal Kaščák, co-founder of Sli.do Peter Komorník, chief engineer at Aeromobil Katka Bočinec Kamendyová, as well as an author and translator Michal Hvorecký, an activist at For Decent Slovakia Táňa Sedláková, and a producer and student leader of November '89 Zuzana Mistríková.

The event took place under the auspices of the President of the Slovak Republic, Ms Zuzana Čaputová.

Personalities who visited schools

Grigor Ayrumyan	Juraj Girman	Lucia Krajčíková	Vladislav Polgár
Mário Babej	Alžbeta Grácová	Pavol Krajčírovič	Jakub Ptačin
Martin Basila	Jaroslav Grygar	Peter Krišťák	Martin Rázus
Andrea Basilová	Matúš Horváth	Rasťo Kulich	Tomáš Rosputinský
Viktor Bielko	Michal Hrabovec	Štefan Lacko	Štefan Rozkopál
Zdenko Böhmer	Ivan Hruška	Michal Lašan	Táňa Sedláková
Martin Bolczek	Mária Hurajová	Lenka Hlinková	Martina Sokoliková
Tomáš Brngál	Michal Hvorecký	František Lévárđy	Miklos Sragner
Marián Burian	Jaroslav Chrapko	Jaroslav Lupták	Juraj Strieženec
Veronika Bush	Peter Jančárík	Heliodor Macko	Michal Stupák
Ján Cífra	Drahomíra Juríková	Michal Major	Mária Sztarovics
Pavol Čekan	Katarína Bočinec Kamendyová	Ondrej Marcinčák	Ján Ščamba
Simona Danišová	Alena Kanabová	Zuzana Mistríková	Peter Šoltés
Peter Dendiš	Michaela Kaňová	József Múcska	Mária Sofia Takáčová
Kristína Gaal Drobcová	Janka Karabová	Richard Panek	Mirka Uhnak
Dušan Duffek	Michal Kaščák	Michal Pastier	Katalin Papp Vargha
Andrej Dula	Patrik Kašo	Lucia Pašková	Slavomír Vinkovič
Igor Farinič	Maroš Kemény	Alica Pavúková	Barbora Záhradníková
Kristína Félová	Peter Komorník	Tomáš Peťovský	Zuzana Želinská
Matej Ftáčnik	Andrej Konkol'	Bohumil Pokštefl	





At the InklusHack event in Košice, we focused on how to increase the number of Roma students at secondary schools.

Social(i) Makers

The aim of the Social(i)Makers project is to improve the capacity of social innovation by providing know-how to entrepreneurs, donors, policymakers, academics and citizens on how social innovation can be implemented in practice.

Project meeting in Poznan, Poland

Project partners from Italy, Germany, Poland, Hungary, Austria, Slovakia and Slovenia met at the end of November to focus on the preparation of the next project phase.

In the presence of several experts on social innovation policies, the partners discussed how to build social innovation strategies at national and European levels as effectively as possible and how to translate them into policy documents and action plans.

InklusHack – hackathon focused on social innovation

The hackathon took place as one of the educational activities of the project. It aimed to raise awareness about the need for social innovation, about the options for education and cooperation in this field. The event took place at the end of September in Košice, in the presence of the chairman of the Self-governing Region of Košice Rastislav Trnka, and Jaroslav Poláček, the Mayor of Košice.

Representatives of the private sector, state administration, non-profit organisations, as well as students met at this unique event. In the teams created on-site, they solved predetermined assignments together:

- the low number of secondary school students from marginalised Roma groups,
- the poor perception of inclusion and insufficient implementation of an inclusive approach to society in the region.

The hackathon was attended by 83 people who worked in randomly grouped teams. Thanks to the diverse representation from 12 different fields, everyone in the group brought their perspective. Four teams chose the topic of the low number of Roma pupils in secondary schools, one team selected the topic of the poor perception of inclusion.

At the end of the meeting, the individual teams presented their ideas. An expert committee assessed various aspects of the ideas, from financing through sustainability to systematic problem-solving. The winning team presented their idea of increasing the number of high school-educated Roma

on the example of 10-year-old Mirko, who returned from an institutional care home to his parents in a Roma settlement.

He is talented but lacks motivation and role models. Therefore, he would get a mentor, whose first task would be to find Mirko a friend from the majority group with similar talents. The mentor would introduce the two in an informal way, as well as with the boy's parents, who would be involved in the project as well. Through systematic work, Mirko would gradually acquire habits and in the future, he could be a role model for other children in a similar situation.

“Be Social, Be Maker” national competition

In September and October, we organised a transnational competition of ideas, which aimed to contribute to the preparation of a new generation of social innovators, using existing materials and knowledge from the Academy of Social Innovation. 14 ideas from 7 countries entered the competition. The winner was a project from Slovakia entitled I4I: Inspire for Innovation by the Forum Centre for Regional Development.

The project succeeded thanks to its realistic and scalable approach. It had a precise project plan and impact measurement plan. The winner signed a 5,000 euros contract with the Democentre Foundation, which is a leading organisation of the Social(i) Makers project. Hence, the winner gained the opportunity to consult with the project's partner organisations in each of the relevant modules of the Academy.

Webinar on active citizenship

Since its launch in 2007, the small local volunteering activity Our Town has become the largest volunteering activity in Central Europe. In 2019, more than 10,000 volunteers took part and helped in more than 45 towns all across Slovakia.

In one of a series of webinars of the Social(i)Makers project, former executive director of the Pontis Foundation Lenka Surotchak talked about how this activity had been founded in cooperation with the business sector, how it had overcome the pitfalls and obstacles during its 13 years of existence, and also about its successes and results.

Project meeting in Spišský Hrhov

We deliberately selected the village of Spišský Hrhov in Spiš because of its exemplary introduction and implementation of social innovations. Years ago, it seemed the village would soon disappear. Today, its population has more than doubled and is still growing. The building of a social enterprise has greatly contributed to this success.

Together with partners from Italy, Germany, Poland, Hungary, Austria and Slovenia, we got acquainted with the functioning of social enterprises.

The SigniFinance conference focused on impact investment

Impact investment is one of the most promising sources of financing. It can significantly help in solving a social or environmental challenge. At the first conference on investing for which a positive change is as important as a financial return, we were inspired by practical examples presented by Slovak and foreign speakers.





AXA Endowment Fund

The Axa Endowment Fund supported 13 young innovators.

The endowment fund supports young innovators. Among them are researchers in the fields of medicine, physics, chemistry, and robotics.

The fund focuses on students aged 15 to 26. It enables young innovators to obtain the necessary funding for meaningful projects in the field of education, natural sciences and the humanities. Students can also use the financial amount for technical and communication support of the project implementation, or participation in scientific conferences and seminars. The condition for obtaining a grant is a meaningful project, proof of participation in professional competitions, or engaging in hobby activities. A novelty this year is the support of winning projects by trainers.

The AXA Endowment Fund at the Pontis Foundation supported a total of 13 innovative projects and their authors with 30,000 euros in the eighth year of the grant call entitled Innovator 2019. These included, for example, the construction of an autonomous robot capable of extinguishing a fire, the development of an analytical method to detect very low levels of harmful pesticides in milk, and the monitoring of hereditary metabolic disorders in newborns. Some will use the financial support for the technical background needed

for the implementation of the project, others for participation in international competitions or forums. But they have a common goal – a better and safer life for everyone.

Supported students	
Richard Cimerman	Martina Micháliková
Simona Gežová	Dária Nitrayová
Barbora Gromová	Andrea Patlevičová
Viera Il'ková (son Matúš Il'ko)	Martin Pekarčík
Nikola Kubasová	Jana Plavá
Jozef Lukča (son Tomáš Lukča)	Kvetoslava Sudová (son Jakub Suda)
Ján Maťufka	



Gary Edwards
zakladateľ zámručovníka Slovensku



Accenture Endowment Fund

As part of the Skills to Succeed programme, the endowment fund has continued to help increase IT skills of students and people of working age with an aim to increase their employability.

In 2019, the Accenture Endowment Fund supported 8 strategic projects within the Skills to Succeed programme:

- IT Is Hot!
- Tech4Kids (including S♥CODE/ Digital Women IT Academy)
- Tech4Girls
- Autism@Work
- Teach for Slovakia
- Generation 3.0
- Nexteria
- Get Movin! Academy

The Tech4Kids project focuses on enhancing the digital skills of the young generation. It evolved from its predecessor – the S♥CODE programme, which remains an important part of Accenture's activities. We organised several events focused on children and people interested in coding, e.g. in cooperation with the organisation Cuckoos (tr. Kukučky) and People in Need.

The S♥CODE project continued in 2019 under the title "Digital Skills" and, thanks to new partnerships, we made the training process more efficient and increased our reach in schools. In 2019, the project reached a total of up to 20% of all schools in Slovakia.

As part of the Tech4Girls project, the Girls Game Lab, which is a 13-week programming club led by volunteers from Accenture, was launched in October 2019 in cooperation with organisation Girls in IT.

Get Movin! Academy is an educational programme of the Uni2010 organisation, which aims to show young people how to identify and test their business ideas on a small scale. It tries to encourage students to create their own work opportunities instead of waiting for someone to offer jobs to them. In 2019, 64 projects applied to the incubator, of which 25 completed it and received support to launch their ideas.

During 6 years of its duration, the partnership of Accenture and the IT Is Hot! organisation has



One of Accenture's long-term goals is to increase IT skills and ensure better employability for different target groups.

provided programming training to more than 370 participants, 216 of whom were employed in the IT sector and 69 directly at Accenture. In 2019, 23 women participated in a course called Women in an IT Course, and they also took part in soft skills training focused on, among other things, editing their CV and simulating a job interview.

Projects such as Autism@Work, Girl's Day and the above-mentioned S♥CODE, aim to erase stereotypes and promote diversity. The ambition of the Autism@Work project is to provide job opportunities for people with the autism spectrum disorder directly at Accenture. In 2019, training sessions were held focusing on the obstacles and prejudices faced by people with this disorder in the workplace. Two interns participated in a summer internship (with the support of colleagues) and one participant with ASD completed IT a course by IT Is Hot!.

In 2019, the Accenture Endowment Fund also supported projects of Teach for Slovakia, Nexteria and the Generation 3.0. The projects received financial support as well as pro bono services. In

addition, in 2019, the fund financially supported projects of 17 organisations through an employee grant programme. The assistance totalled more than 28,000 euros. The target group of this re-granting programme are various organisations that focus on helping people with disabilities, socially excluded groups, homeless people, etc.





Embraco Endowment Fund

The Embraco Endowment Fund focuses on supporting secondary school and university students. The aim of the endowment fund is to support and discover hidden talents, to break down rooted misconceptions about the demands of entrepreneurship and to support future entrepreneurs to find employment in the local economy.

In 2019, the third year of the iNOVEum programme took place. In the initial phase of the project, a roadshow was held at 18 secondary schools, attended by a total of almost 1,000 pupils. Other pupils watched motivational videos in class and 30 interesting ideas emerged from the introductory seminars. 15 projects joined the incubation programme. The finalists presented their prototypes to an expert committee that re-distributed the amount of 13,500 euros.

The fund also supported sports clubs. It leased an ice rink for the figure skating club in Spišská Nová Ves. Further, it helped improve the training process for the 96 small football players from the Star Fox team.

iNOVEum finalists:

- **MINI VINCI** – a creative set with guidelines for children.
- **BLACE** – a belt with a unique design.
- **NEVERENDING LIBRARY** – a service that lends used books by mail.
- **ECO BAGGER** – a sale of eco-bags directly in the store.
- **BIKEMI** – a bicycle with an exclusive hollow wooden frame.
- **SAFE SLEEP SET** – an inflatable pillow with storage space for valuables. The main point is that people can sleep peacefully without fear for their documents while travelling by train, bus or plane.
- **ESENCIT** – a medallion filled with 100% natural content, which has aromatherapeutic and wellness effects.



In 2019, the Tesco Endowment Fund implemented the programme entitled You Decide, We Help for the 6th time.

Tesco Endowment Fund

The Tesco Endowment Fund at the Pontis Foundation focuses on supporting the communities in which it operates, as well as on fighting food waste.

In 2019, the fund redistributed financial resources through two grant programmes – Direct Support 2019 and You Decide, We Help (6th edition).

Directly supported projects, of which there were 11, focused mainly on activities related to fighting food waste, education in the field of waste treatment and circular economics. It also provided support for sports and education.

Supported organisations

The Duke of Edinburgh's International Award Slovakia	Samuel Jurkovič Secondary School of Trade and Services in Bratislava
Food Bank Slovakia	Free Food
Slovak Athletic Association	Circular Economics Institute
People in Need	DePaul Slovakia
Wild Poppies	People in the Tatras
SadOVO	

The 6th edition of the You Decide, We Help programme supported local public benefit projects that involved as many volunteers as possible.

The programme focuses on three things:

1. Communities and community activities – community activities aimed at the development and protection of the environment and the development of community life;
2. Education of children and young people – projects that develop new skills of young people and students, preparation of children's camps, children's meetings;
3. Health and promotion of a healthy lifestyle – projects aimed at acquiring healthy habits of children, young people and adults, organising meetings, courses, cooking clubs or other forms of gathering with practical examples of how to eat healthily.

Tesco customers voted for 229 selected schools, municipalities, non-profit organisations, civic associations and contributory organisations for 4 weeks. The organisations were divided into 77 regions and the customers decided about the winners of the 1st, 2nd and 3rd place.



The summer topic of online magazine entitled ZaPlotom.sk (tr. BehindTheFence.sk) was the High Tatras.

Za Plotom.sk

In 2019, we published texts on our online magazine entitled ZaPlotom.sk. We wanted to contribute to a higher awareness of the good sides of Slovakia.

Every day, negative reports of state administration, injustices, unfair practices, which are becoming common practice, pour down on us. Slovaks are frustrated and feel like it cannot work otherwise in our country. However, as a foundation that works with a diverse range of people, organisations and companies, we also see the

exact opposite. That there are people who act honestly, for the common good, and who care about what our country looks like. However, they often do this in such a way that few people notice them. And precisely because of them, we started online magazine ZaPlotom.sk (tr. BehindTheFence.sk).

Sections

- **Good Person** – social innovators who brings positive changes (mostly an interview)
- **Good Project** – civil society organisations and state organisations that do exceptional projects
- **Good Company** – companies that do business responsibly, with regard to society
- **Stories** – interesting stories of people, which we use to illustrate that living well is not an abstract concept
- **Among Us** – opinions and comments of a more or less famous personalities
- **Brains in Your Pocket** – practical advice and tips on how to change your surroundings in a given field
- **Podcasts** – the topic of the month in your ear

Topics in 2019

February	Solitude
March	Detox
April	Traditions
May	Environment
June	Education
Summer	High Tatras
September	World of the Visually-impaired
November	About Dying
December	Sustainable Christmas





Inclusion



We opened the pilot centre of the Open Future programme in Trnava.

Open Future

In 2019, we launched the pilot project entitled Open Future. The extra-curricular education programme is designed for young people aged 11 to 15, from different backgrounds, to experience a world of unknown innovation and technology and to acquire skills and competences that will prepare them for a better future.

Our vision is to be present in regions and smaller communities and increase the chances of a better future for children there where it is needed. The uniqueness of the Open Future programme lies in supporting and promoting the cooperation of young people without distinction. It aims to strengthen children's digital skills, creativity and entrepreneurship and motivate them to further self-development and improve their results at school. As part of the 3-year programme, children will work on their brainchild projects under the supervision of their mentors. The projects will focus on solving social problems in the children's environment. The participants will be guided throughout the process by the leaders from the Slovak business world.

In November 2019, we opened a pilot centre, so far the only one of its kind in Slovakia, in Trnava

at the Maxim Gorky Primary School and Kindergarten. The innovation centre is open to children 4 times a week, always after school, until the evening. In addition to a carefully tailored educational programme, young participants will get help with their homework and high school applications, unlimited access to computers and tablets, a relaxation area and refreshments.

Schoolchildren at Open Work

In 2019, the Open Future programme also included the project entitled Schoolchildren at Work. Pupils from five primary schools in Zvolen tried working in various job positions. The experience gained through this project was to bring about a positive change in students' attitudes and show them that they can change their lives by learning and self-development.



Telekom Endowment Fund

In 2019, the Telekom Endowment Fund at the Pontis Foundation started supporting the development of digital skills and, through the use of technology, also promoting inclusion and diversity in society. Based on the activities of the fund for the hearing impaired community, Slovak Telekom won the Via Bona Slovakia 2018 award in the category Good Partner of the Community.

The fund's activities also included grant programmes focused on the hearing impaired community. The programmes aimed to support projects that would lead to an increase in the quality of life of people with hearing impairments. In 2019, through employee grant programmes, we sought to motivate employees to engage for the benefit of the community and the protection of monuments.

Open Future

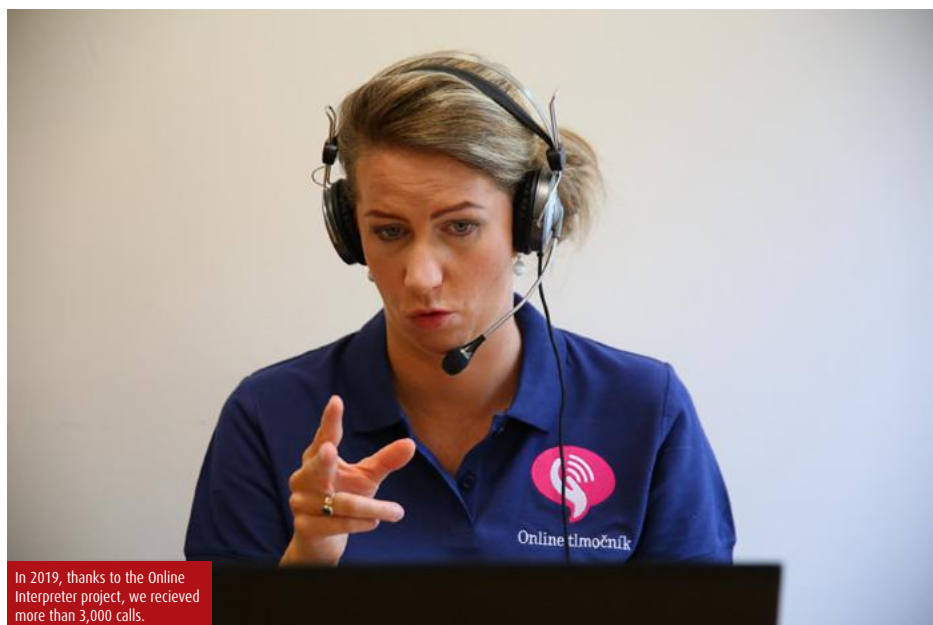
In 2019, the Telekom Endowment Fund at the Pontis Foundation commissioned the FOCUS agency to survey children's digital literacy in Slovakia. In a sample of almost 1,000 respondents, the agency compared digital literacy of children, including those from socially disadvantaged backgrounds. Although differences in children's digital skills can be seen in the entire population of Slovakia, the situation is significantly worse for children from poor households. Children from this group experi-

ence problems even with simpler tasks. More than two thirds of them cannot manage creative or more technically demanding tasks.

According to the estimates by the European Commission, up to 9 out of 10 jobs will require digital skills in the future. As the fund's strategy is to look to the future and look for effective and innovative solutions, it has become the main partner of the extracurricular educational programme Open Future.

Grant programme: Digital Technologies for Good 2019

In 2019, we decided to support innovative projects which use digital technologies to break down barriers in the lives of health-wise disadvantaged people. In the grant call, we redistributed 30,000 euros to five projects. The projects help people improve the quality of their life. They create new opportunities for self-fulfilment, help them in



In 2019, thanks to the Online Interpreter project, we received more than 3,000 calls.

everyday situations and make various leisure opportunities available and accessible to them.

Online Interpreter

In Slovakia, there are more than 11,000 people who use sign language as their primary means of communication. They often find themselves in situations in which they are not able to communicate with their environment. In such moments, the Online Interpreter, a project launched in September 2015, is there to help them. In 2019, a total of 3,132 calls were received. We have more than 340 registered clients in the project. Free interpretation is provided by six online interpreters, who are available every working day from 8:00 to 18:00.

Free sign language courses

In 2019, we held free sign language courses at the Early Intervention Centre in Žilina, at the Centre for Special Pedagogical Counseling at the Joint Boarding School in Trenčín, and in Veľké Kostoľany. The courses were attended by early intervention counsellors, as well as family members, friends, teachers and educators of children

with hearing impairments from all over Slovakia.

Thanks to our support, 8 consultants of the Good Hotline run by the IPčko organisation were able to take a Slovak sign language course. In 2019, we also supported a Slovak sign language course tailor-made for actors and actresses at the Academy of Performing Arts. The course was organised by OZ Myslim (tr. I Think – Civic Association) – the Cultural Centre for the Hearing-Impaired.

Grant programme: Searching for Another Sense for the Hearing-Impaired

In the grant call, we redistributed 30,000 euros to 12 public benefit projects that aim to improve the quality of life of people with hearing impairments. Thanks to the financial support, the IPčko.sk internet hotline for young people was able to launch a pilot version of video counselling in the Slovak sign language. Pupils with hearing impairments of the Hrdličkova Joint Boarding School in Bratislava created the first brochure on the creation of the National Sports Games for Pupils with Hearing Impairments in Slovakia. They were guided by an experienced editor with a hearing impairment, who had worked for the INFONEP magazine before.

Grant Programme: Better Schools

In the employee grant call entitled Better Schools 2019, 22 projects were selected. We redistributed a grant of 28,205.90 euros. The call aimed to improve and streamline teaching in kindergartens and primary schools through the development of relationships and communication between teachers, pupils and parents. We have sought to promote a variety of educational methods that develop skills important in the 21st century. All projects were recommended exclusively by Slovak Telekom employees.

Grant programme: Helping the Community

In the employee grant programme Helping the Community 2019, we redistributed an amount of 30,000 euros to 31 organisations. The programme thus motivates Slovak Telekom employees to engage in their communities and environment. Among those supported, there were projects that create conditions for children to do sports and learn, organisations focused on working with the elderly, projects that remind us of history, but also, for example, a folklore group.

Grant programme: Slovak Telekom Helping the Monuments

In the employee grant programme entitled Helping the Monuments 2019, 15 projects were supported with a total amount of 30,000 euros. All selected projects were recommended by Slovak Telekom employees. Thanks to them, various cultural monuments have been revitalised, such as the Carthusian monastery located in the heart of the Slovak Paradise National Park. Thanks to the cooperation of volunteers and supporters of Kapušany Castle, it was possible to continue the restoration and conservation of these popular castle ruins with a lookout tower.

Direct Support Programmes

Through direct support, the Slovak Telekom Endowment Fund at the Pontis Foundation supported a total of 49 projects in the total amount of 319,011.10 euros. Among the selected projects is a project entitled Teacher of Slovakia, which awards inspiring teachers. Its implementer is the

civic association CEEV Živica (tr. Resin).

Another supported organisation is Stopka (tr. Stop Sign), which develops the Corvus application. Thanks to the unique Slovak software, visually impaired people can make phone calls and send text messages from their smartphones. At the same time, the software serves to facilitate self-service, spatial orientation, and even increases safety.

We also supported the SPY organisation. As part of their project Teaching with Hardware, a series of training for teachers and students were held in Bratislava. They worked with the BBC micro:bit device. They successfully disseminated the BBC micro:bit sets to another 16 schools all across Slovakia.

The Eduma project entitled Virtual Reality as a Tool for Shaping Attitudes towards Vulnerable Groups focused on sensitising society towards vulnerable groups through the use of modern technologies. In 2019, virtual reality was tested within 31 different activities in 3 companies, 7 schools (primary, secondary, university) and at 7 large events.



The Corvus application serves the visually-impaired when using a smartphone.



Thanks to the Breadwinner project, a clever girl in a wheelchair can engage in the activities of which she dreams.

Billa the Breadwinner

We implement the Billa project entitled Breadwinner in cooperation with the civic association BILLA to People. In 2019, the project went through its pilot phase.

We launched the Breadwinner project in December 2018. The project aims to help families in need who are not allowed to live in dignified conditions. Anyone who buys bread in the BILLA supermarket chain becomes “a breadwinner” as, at the end of the month, one cent of the purchase goes to the selected family.

In the first year, the project supported 7 families from different regions of Slovakia, whose members either suffered from medical disadvantages or came from a socially disadvantaged environment. The families were assisted by the provision of basic necessities, whether it was a roof over their heads or the installation of running drinking water in the kitchen.

Furthermore, the project supported an exceptionally talented and visually impaired opera singer, whom we helped with the cost of studying at university. Another clever girl in a wheelchair, who is engaged in many activities, will be able to perform them without her single mother having to carry the financial burden.

We also made the living situation at least partially easier for two families with medically disadvantaged children. One of them now has a new barrier-free bathroom and the other received a rehabilitation allowance. A total of 18,579.10 euros was allocated to help families. Moreover, Billa provided food aid to the families, and Penam bakeries supplied bread and pastries to each family for one month.



A photograph showing two women in red jackets standing in a supermarket aisle. The woman on the left is holding a white cane. They appear to be looking at something together. In the background, there are shelves stocked with various goods.

Billa – Sales Assistant for the Visually-Impaired

In 2019, we launched the Sales Assistant project at the BILLA store in Banská Bystrica.

We have been implementing the Sales Assistant for the Visually-Impaired project in cooperation with the Union of the Visually-Impaired of Slovakia and the BILLA Civic Association since 2016.

The Sales Assistant project aims to make shopping easier for people with visual impairments. BILLA offers its customers assistance by a specially trained employee from the moment of entering the store, through the selection of food and navigation between shelves, to packing the purchase at the checkout and walking the customer to the street. As part of their training, BILLA employees have the opportunity to experience first-hand what it is like to shop in complete darkness, only accompanied by a colleague. Then, they exchange the roles.

We launched the project in 2017 in three stores in Bratislava, Levoča and Ružomberok. The following year, the store in Nitra in OC Mlyny joined the project, as did the BILLA store in Banská Bystrica in 2019.





Our colleagues are visiting the family supported through the Heart for Children programme.

Heart for Children

In 2019, the Heart for Children launched a new form of aid. Inclusive education, which improves and creates conditions for quality education of health-wise and socially disadvantaged children, became a key topic.

The charity project of the Ringier publishing house, the Heart for Children, managed by the Pontis Foundation for nine years now, helps medically and socially disadvantaged children in Slovakia.

The programme provides non-financial assistance. In 2019, the project strategy changed. Now, it corresponds with the direction of the Pontis Foundation. The new project focuses on the education of medically disadvantaged children and children from socially disadvantaged backgrounds. Most often, the Heart for Children helps by purchasing special aids for alternative and augmentative communication and the provision of special education programmes and training for institutions which are primarily engaged in inclusive education.

The Heart for Children received 22 applications for direct support from all over Slovakia. Most, up to 32% of them, were from the county of Košice. In total, 18 applications worth 8,125.22 euros were approved. Through a grant call, we also redistributed part of the public collection funds

to organisations which provide solutions in the field of inclusive education. Within this call, we supported 8 organisations with a total amount of 26,858.98 euros. The redistributed amount will help train Roma women to develop the skills of children living in generational poverty at home. Thanks to the support, the Bratislava Centre, which provides comprehensive counselling in the field of inclusive education, will work on the creation of the C. Rogers inclusive town school concept as of September 2020. The APPA Consultancy Centre will help parents who take care of a physically disadvantaged child or adult. The centre will host training courses, lectures, workshops, individual consultations and presentations for families who do not have sufficient access to quality information.





LIDL – In Good Hands from the Start

Thanks to the project In Good Hands from the Start, we were able to help dozens of seriously ill children from all over Slovakia.

As the name of the project suggests, Lidl has paid attention to the youngest children this year again. Early intervention for children suffering from serious medical disadvantages is immensely important and has a significant impact on children's future lives. The project In Good Hands from the Start focuses on families with children aged 0 to 3, including those suffering from serious illnesses. For each pack of own brand Lupilu diapers sold, Lidl donates 10 cents to those who need help the most.

In 2019, 41 children of this age were supported. The largest number of applications (19.5% each) came from the counties of Banská Bystrica and Žilina. The aid consisted mainly of contributions towards rehabilitation and therapy for children with central nervous system disorders, and medical aids, such as wheelchairs, walkers and speech therapy aids. As part of the project, we also helped hearing-impaired children by donating hearing aids and accessories.

We also contributed towards a car purchase and a roof repair. We provided a fuel allowance to several families. The total amount of aid was 100 233.87 euros.

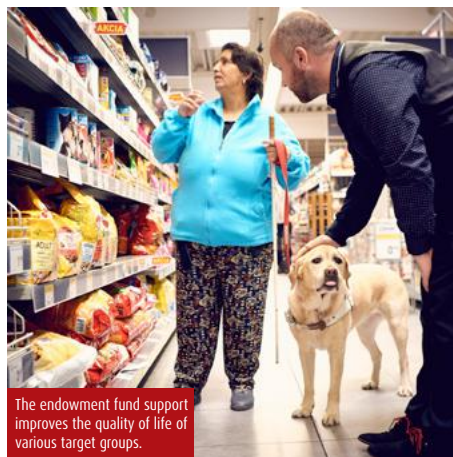


Mercedes-Benz Financial Services Endowment Fund

The Mercedes Benz Financial Endowment Fund was established in June 2017. The fund focuses primarily on supporting organisations which help homeless people and people at risk of losing their homes, as well as organisations that contribute to increasing transparency and social inclusion in Slovakia. In 2018, the endowment fund supported 15 projects with a grant through the Direct Support 2019 programme.

Lenovo Endowment Fund at the Pontis Foundation

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 the interest and ability of autistic people to communicate with the environment, increase the suitability of the application for a wider range of children and facilitate tailoring of the application to everyone's individual needs. In 2019, the fund financially supported civic organisations under the Direct Support 2019 programme. In the Náruč Children's Crisis Centre (tr. Arms), they created a specially soundproofed room for the interrogation of child victims of violence in criminal proceedings. It can also be used as a therapy room.



The endowment fund support improves the quality of life of various target groups.

Johnson Controls Endowment Fund

The endowment fund has been operating since 2009. It supports activities in the field of education and the upbringing of children and young people. It also focuses on the social support and employee programmes in the field of volunteering and support of socially and medically disadvantaged relatives of employees.

In 2019, the company decided to announce a grant call entitled JCI for Young People 2019 for the first time. The programme aimed to support civic organisations working with children and youth with medical and social disadvantages. It supported 14 projects with a sum of 21,000 euros. Among the successfully selected projects was, for example, the civic organisation Archa (tr. Arch) with its project focused on helping young people learn to manage tension and aggression towards themselves and others. The organisation Zaujímam sa (tr. I Am Interested) implements a project which helps draw attention to the environmental education of young people through games and creativity.

In 2019, the fund supported 19 projects through the following re-granting programmes:

- JCI for Young People (14 projects)
- Johnson Controls Cares (5 projects)

4 projects were supported through the form of direct support.

Slovenské elektrárne Endowment Fund

The Slovenské elektrárne Endowment Fund implements philanthropic activities aimed at supporting employees and the communities in which they live, building relationships with important partners, but also supporting meaningful projects that positively change the whole of Slovakia. We provided grants for public benefit to projects under the following programmes:

- SE Direct Grants 2019 (3 projects)
- SE Special Programme for Employees 2019 (13 projects)



The goal of the Open Future programme is to strengthen children's digital skills, creativity and entrepreneurial skills and motivate them to further self-development or improve their results at school.

dm drogerie markt Endowment Fund

In 2019, the dm drogerie markt Endowment Fund supported public benefit activities in the fields of community quality of life, education, the environment, health and social assistance. The fund systematically supports the organisation of CEEV Živica (tr. Resin) with an aim to contribute to the protection of the environment, education about it and raising awareness of this issue. In 2019, it supported 23 projects through grants under the following programmes:

- dm Individual Support 2019
- dm Direct Support 2019
- DM ZGP We Want to Help Each Other 2019

Generali Endowment Fund at the Pontis Foundation

The Generali Endowment Fund at the Pontis Foundation supports a programme for families, which helps create equal life opportunities for children growing up in poverty. In 2019, through direct support, we supported the development of a mobile application that will enable safe navigation in the mountains in Slovakia.

LGBT+ Community Support Fund

In 2019, an LGBT+ community support fund was established in the Pontis Foundation. The mission of the fund is to support and promote diversity in Slovakia regarding the LGBT+ community. Through the fund, we want to fulfil this intention

by supporting specific activities and institutional support for non-governmental non-profit organisations which focus on this issue. In 2019, the fund did not implement any activities.

Philip Morris International Donation Programme

The Philip Morris International Donation Programme at the Pontis Foundation has been supporting the issue of homeless people and social inclusion since 2016. Also in 2019, the programme aimed to support civic organisations that provide social services for the homeless. The services include the support for the availability of integration services, assistance in housing, education and work, health, psychotherapy, spiritual support and integration into society.

Thanks to financial support, the Homeless Theater can work with marginalised groups on drama therapy and the Vagus association will strengthen its integration programme to end homelessness. Besides the issue of homelessness, the programme focused its support in other directions as well. With the support of the Cernovka Foundation, we have created a space for mothers with little children, who are in serious life situations, to develop their potential. Thanks to the Black White Horse organisation, it was possible to create barrier-free access to hippotherapy for disabled young people. The programme also supported the extracurricular educational programme Open Future.





Financial Report

Auditor's Report

Independent Auditor's Report

To the Board of trustees of Nadácia Pontis:

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Nadácia Pontis ("the Foundation"), which comprise the balance sheet as at 31 December 2019, the income statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements of the Foundation give a true and fair view of the financial position of the Foundation as at 31 December 2019, and of its financial performance for the year then ended in accordance with the Act on Accounting No 431/2002 Coll., as amended by later legislation ("the Act on Accounting").

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing ("ISAs"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Foundation in accordance with the Act on Statutory Audit No 423/2015 Coll. and on amendments to the Act on Accounting No 431/2002 Coll., as amended by later legislation ("the Act on Statutory Audit") related to ethics, including Auditor's Code of Ethics, that are relevant to our audit of the financial statements, and we have fulfilled other requirements of these provisions related to ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation of the financial statements that give true and fair view in accordance with the Act on Accounting, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Foundation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Foundation or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Auditor's Report

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Foundation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Foundation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Foundation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements including the presented information as well as whether the financial statements captures the underlying transactions and events in a manner that leads to their fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on Other Legal and Regulatory Requirements

Report on Information Disclosed in the Annual Report

Management is responsible for the information disclosed in the annual report, prepared based on requirements of the Act on Accounting. Our opinion on the financial statements expressed above does not apply to other information contained in the annual report.

In connection with audit of the financial statements it is our responsibility to understand the information disclosed in the annual report and to consider whether such information is not materially inconsistent with audited financial statements or our knowledge obtained in the audit of the financial statements, or otherwise appears to be materially misstated.

We considered whether the Foundation's annual report contains information, disclosure of which is required by the Act on Accounting.

Based on procedures performed during the audit of financial statements, in our opinion:

- Information disclosed in the annual report prepared for 2019 is consistent with the financial statements for the relevant year,
- The annual report contains information based on the Act on Accounting.

Auditor's Report

Additionally, based on our understanding of the Foundation and its situation, obtained in the audit of the financial statements, we are required to disclose whether material misstatements were identified in the annual report, which we received prior to the date of issue of this auditor's report. In this regard, there are no findings which we should disclose.

20 May 2020
Bratislava, Slovak Republic

Ernst & Young Slovakia, spol. s r.o.
SKAU Licence No. 257

Ing. Peter Potoček, statutory auditor
SKAU Licence No. 992

Balance Sheet at 31 December 2019 (EUR)

Assets	Accounting period			Preceding accounting period
	Gross	Correction	Net	Net
A. TOTAL NON-CURRENT ASSETS	724 800,15	407 335,09	317 465,06	329 266,91
1. LONG-TERM INTANGIBLE ASSETS	225 814,30	178 329,58	47 484,72	52 359,65
Software	224 254,30	176 769,58	47 484,72	39 359,65
Other long-term intangible assets	1 560,00	1 560,00	0,00	
Acquisition of long-term intangible assets				13 000,00
2. LONG-TERM TANGIBLE ASSETS	498 985,85	229 005,51	269 980,34	276 907,26
Buildings	414 736,75	152 063,23	262 673,52	273 041,98
Individual moveable assets and groups of moveable assets	11 725,40	4 418,58	7 306,82	3 865,38
Small long-term tangible assets	72 523,70	72 523,70	-	-
B. TOTAL CURRENT ASSETS	3 661 797,82		3 661 797,82	3 322 356,82
2. LONG-TERM RECEIVABLES	80 000,00	-	80 000,00	240 026,99
Other receivables	80 000,00	-	80 000,00	240 026,99
3. SHORT-TERM RECEIVABLES	449 338,21		449 338,21	270 850,24
Trade receivables	31 845,12		31 845,12	26 213,21
Other receivables (donors)	417 460,19	-	417 460,19	244 427,91
Other receivables	32,90	-	32,90	209,12
4. FINANCIAL ACCOUNTS	3 132 459,61	-	3 132 459,61	2 811 479,59
Cash on hand	2 123,96	-	2 123,96	6 534,76
Bank accounts	3 130 335,65	-	3 130 335,65	2 804 944,83
C. TOTAL ACCRUALS AND DEFERRALS	5 850,39		5 850,39	9 772,05
1. Deferred expenses	5 850,39		5 850,39	9 772,05
TOTAL ASSETS	4 392 448,36	407 335,09	3 985 113,27	3 661 395,78
Equity and liabilities	Accounting period		Preceding accounting period	
A. TOTAL EQUITY	3 204 350,13		2 487 813,42	
1. Equity and funds	3 190 987,36		2 487 122,60	
Equity capital	155 027,67		155 027,67	
Funds created under a special regulation	3 035 959,78		2 332 094,93	
3. Profit/loss for past periods	690,82		1 164,65	
4. Profit/loss for the current accounting period	12 671,95		-473,83	
B. TOTAL LIABILITIES	30 788,49		25 708,00	
1. RESERVES	7 787,08		5 038,38	
Short-term reserves	7 787,08		5 038,38	
2. LONG-TERM PAYABLES	1 492,97		956,68	
Social fund payables	1 492,97		956,68	
3. LONG-TERM PAYABLES	21 508,44		19 712,94	
Trade payables	13 972,26		16 075,35	
Employee payables	-		-	
Settlement with social security institutions	-		-	
Tax payables	7 536,18		3 637,59	
4. BANK ASSISTANCE AND LOANS	-		-	
Current bank loans	-		-	
C. TOTAL ACCRUALS AND DEFERRALS	749 974,65		1 147 874,36	
Deferred revenues	749 974,65		1 147 874,36	
TOTAL EQUITY AND LIABILITIES	3 985 113,27		3 661 395,78	

Profit and Loss Statement at 31 December 2019 (EUR)

Account number	Expenses	Activity			Preceding accounting period
		Main non-taxable	Taxable	Total	
501	Material consumption	48 832,86		48 832,86	43 665,91
502	Energy consumption	2 862,34		2 862,34	2 314,91
511	Repairs and maintenance	2 303,13		2 303,13	2 974,97
512	Travel expenses	15 171,51		15 171,51	15 216,52
513	Representation expenses	48 573,56		48 573,56	41 900,16
518	Other services	731 571,64	308 623,55	1 040 195,19	978 615,13
521	Payroll expenses	267 410,44		267 410,44	293 701,95
524	Statutory social and health insurance	91 648,99		91 648,99	91 661,89
527	Statutory social expenses	7 067,17		7 067,17	6 424,70
528	Other social expenses	272,37		272,37	439,66
538	Other taxes and fees	3 464,48		3 464,48	2 961,49
541	Contractual penalties and fines	-		-	-
542	Other penalties and fines	6,00		6,00	57,00
543	Bad debts	5 149,05		5 149,05	-
544	Interest	-		-	-
545	Exchange rate losses	2 136,74		2 136,74	3 261,65
546	Donations	1 466,22		1 466,22	12 541,28
548	Deficits and damages	-		-	-
549	Other expenses	5 180,92		5 180,92	5 029,00
551	Depreciation of long-term intangible and tangible assets	57 664,31		57 664,31	39 336,37
556	Creation of funds	200 589,94		200 589,94	251 686,23
558	Creation and settlement of adjustments			-	774,09
562	Contributions provided to other accounting units	519 168,75		519 168,75	826 854,15
563	Contributions provided to individuals	-		-	-
565	Contributions provided from tax assignation	1 930 294,94		1 930 294,94	1 352 279,16
567	Contributions provided from public collection	255 218,92		255 218,92	418 950,07
Accounting class 5 in total, total expenses		4 196 054,28	308 623,35	4 504 677,83	4 390 646,29

Account number	Revenues	Activity			Preceding accounting period
		Main non-taxable	Taxable	Total	
644	Interest	-	-	-	-
645	Exchange rate gains	221,73		221,73	4 304,00
646	Received donations	7 225,00		7 225,00	9 000,00
649	Other revenues	91 121,95	328 863,67	419 985,62	421 449,32
651	Revenues from the sale of long-term tangible assets			-	-
656	Revenues from the use of the fund	686 400,43	-	686 400,43	692 399,01
662	Contributions received from other organisations	1 019 326,65		1 019 326,65	1 484 132,27
663	Contributions received from individuals	105 616,71		105 616,71	15 077,24
665	Contributions received from tax assignation	2 081 456,87		2 081 456,87	1 512 319,46
667	Contributions received from public collections	200 589,94		200 589,94	251 964,99
Accounting class 6 in total, total revenues		4 191 959,28	328 863,67	4 520 822,95	4 390 646,29
Profit/loss before tax		- 4 095,00	20 240,12	16 145,12	
591	Income tax		3 473,17	3 473,17	473,83
595	Additional income tax levies				-
Profit/loss after tax		- 4 095,00	16 766,95	12 671,95	-473,83

Endowment Funds in 2019 – Overview (EUR)

Name	At 1 Jan 2019	Income	Expenditures	At 31 Dec 2019	Note
Pixel Federation Endowment Fund at the Pontis Foundation	22 431,81 €	- €	22 431,81 €	- €	2% tax assignment
PSA Slovakia Endowment Fund at the Pontis Foundation	28 303,00 €	4 000,00 €	28 303,00 €	4 000,00 €	2% tax assignment
Telekom Endowment Fund at the Pontis Foundation	796 999,23 €	344 683,33 €	715 764,39 €	425 918,17 €	2% tax assignment & contributions
Slovenské elektrárne Endowment Fund at the Pontis Foundation	33 347,46 €	- €	32 249,45 €	1 098,01 €	2% tax assignment & contributions
Lidl Endowment Fund at the Pontis Foundation	437 666,48 €	598 193,08 €	437 335,07 €	598 524,49 €	2% tax assignment & contributions
Arriva Endowment Fund at the Pontis Foundation	100,00 €	15 166,81 €	- €	15 266,81 €	2% tax assignment & contributions
Adient Endowment Fund at the Pontis Foundation	36 432,66 €	21 557,30 €	39 799,66 €	18 190,30 €	2% tax assignment & contributions
Mercedes Endowment Fund at the Pontis Foundation	43 449,58 €	47 806,48 €	55 349,58 €	35 906,48 €	2% tax assignment & contributions
Tesco Endowment Fund at the Pontis Foundation	- €	555 158,49 €	543 508,49 €	11 650,00 €	2% tax assignment & contributions
Accenture Endowment Fund at the Pontis Foundation	94 000,50 €	155 306,31 €	129 678,92 €	119 627,89 €	2% tax assignment & contributions
Transparent Slovakia Endowment Fund	41 716,45 €	140 500,00 €	93 092,20 €	89 124,25 €	2% tax assignment & contributions
Dell Endowment Fund at the Pontis Foundation	16 843,41 €	36 893,14 €	16 843,41 €	36 893,14 €	2% tax assignment
Embraco Endowment Fund at the Pontis Foundation	47 600,41 €	61 458,89 €	50 100,41 €	58 958,89 €	2% tax assignment
Lenovo Endowment Fund at the Pontis Foundation	2 364,46 €	- €	2 364,46 €	- €	2% tax assignment & contributions
PwC Endowment Fund at the Pontis Foundation	38 526,79 €	36 519,39 €	41 326,79 €	33 719,39 €	2% tax assignment
dm drogerie markt Endowment Fund at the Pontis Foundation	7 846,02 €	56 379,05 €	54 763,59 €	9 461,48 €	2% tax assignment & contributions
KIA Endowment Fund at the Pontis Foundation	- €	952 656,21 €	- €	952 656,21 €	2% tax assignment
Mobis Endowment Fund at the Pontis Foundation	123 625,92 €	151 109,88 €	138 230,66 €	136 505,14 €	2% tax assignment
Axa Endowment Fund at the Pontis Foundation	26 245,09 €	23 795,26 €	33 908,71 €	16 131,64 €	2% tax assignment & contributions
Bekaert Endowment Fund at the Pontis Foundation	131 730,22 €	102 798,04 €	131 246,21 €	103 282,05 €	2% tax assignment & contributions
Johnson Controls Endowment Fund at the Pontis Foundation	101 084,71 €	41 107,91 €	90 151,22 €	52 041,40 €	2% tax assignment & contributions
Unilever Endowment Fund at the Pontis Foundation	5 877,02 €	3 557,06 €	5 877,02 €	3 557,06 €	2% tax assignment
Metro Endowment Fund at the Pontis Foundation	17 492,59 €	59 276,84 €	25 988,46 €	50 780,97 €	2% tax assignment & contributions
Vrba Wetzler Endowment Fund at the Pontis Foundation	420,00 €	- €	- €	420,00 €	contributions
Generali Insurance Endowment Fund at the Pontis Foundation	23 848,30 €	73 337,06 €	33 848,30 €	63 337,06 €	2% tax assignment
BNP Paribas Endowment Fund at the Pontis Foundation	- €	8 568,14 €	7 711,33 €	856,81 €	2% tax assignment
Continental Endowment Fund at the Pontis Foundation	54 000,00 €	31 836,86 €	54 000,00 €	31 836,86 €	2% tax assignment
Jaguar Land Rover Endowment Fund at the Pontis Foundation	- €	29 150,87 €	9 650,00 €	19 500,87 €	2% tax assignment
The LGBT+ Community Support Fund at the Pontis Foundation	- €	1 500,00 €	- €	1 500,00 €	contributions
Public collection fund at the Pontis Foundation - Heart for Children HFCh 01/08/2019 - 30/06/2020	- €	17 068,36 €		17 068,36 €	public collection
Public collection fund at the Pontis Foundation - Heart for Children HFCh 01/10/2017 - 31/08/2018	58 973,35 €	- €	58 973,35 €	- €	public collection
Public collection fund at the Pontis Foundation - Heart for Children HFCh 01/09/2018 - 31/07/2019	5 984,00 €	34 741,36 €	28 159,88 €	12 565,48 €	public collection
Public collection fund at the Pontis Foundation- Good Country, Child with Hearing Impairment, foreign and others	20 126,62 €	- €	- €	20 126,62 €	public collection
Public collection fund at the Pontis Foundation - Good Country 01/10/2019 - 31/12/2019	- €	53 426,51 €	- €	53 426,51 €	public collection
Public collection fund at the Pontis Foundation - Good Country 01/12/2017 - 31/10/2018	37 493,02 €	- €	37 493,02 €	- €	public collection
Public collection fund at the Pontis Foundation - Good Country 07/11/2018 - 30/09/2019	77 565,83 €	95 353,71 €	130 892,19 €	42 027,35 €	public collection
Total	2 332 094,93 €	3 752 906,34 €	3 049 041,58 €	3 035 959,69 €	

Overview of Costs Broken Down by Activities of Pontis Foundation with Particular Focus on Administration Costs

Grant programme	2019	in %
Grant programmes from the Funds, other grants / Inclusion	810 887,44 €	18,00%
Grant programmes from the Funds, other grants / Transparency	71 952,20 €	1,60%
Grant programmes from the Funds, other grants / Education	617 132,03 €	13,70%
Grant programmes from the Funds, other grants / Community	845 785,49 €	18,78%
Grants to children in the Heart for Children project	87 133,23 €	1,93%
Grants to Slovak NGOs / Good Country project	168 085,69 €	3,73%
Grants to winners and partner in the Czech Republic / Generation 3.0	58 663,76 €	1,30%
Grants to Slovak NGOs / Our Town and volunteering events	45 042,77 €	1,00%
Direct programme costs		
16 th edition of the Conference CEE CSR Summit	56 879,91 €	1,26%
Via Bona Slovakia Awards for 2018 (In 2019)	89 206,48 €	1,98%
Business Leaders Forum - administration, website, oth. activities, corp. volunteering	23 959,29 €	0,53%
Administration, monitoring, development / Corporate social responsibility	66 676,36 €	1,48%
Charter of Diversity and GRI training sessions, audits and strategies	37 503,71 €	0,83%
Our Town - corporate volunteering event	70 080,36 €	1,56%
Good Country public collection - fund creation / statutory accounting regulation	148 780,22 €	3,30%
Programmes: Good Country, Giving Tuesday and Attorneys Pro Bono	64 685,67 €	1,44%
Volunteering events and working groups	9 390,50 €	0,21%
Administration, monitoring, development / Community	72 945,41 €	1,62%
Fund for Transparent Slovakia	16 727,99 €	0,37%
CSO Sustainability Index 2019	11 000,43 €	0,24%
Grant programmes - administration, monitoring, development / Transparency	21 379,73 €	0,47%
Generation 3.0	208 907,17 €	4,64%
Global development education	17 123,99 €	0,38%
Social innovations	162 373,98 €	3,60%
Grant programmes - administration, monitoring, development / Education	132 909,19 €	2,95%
The Heart for Children public collection - fund creation / statutory accounting regulation	51 809,72 €	1,15%
Programme: Heart for Children	- €	0,00%
Programmes: Philip Morris 2018 and Open Future	108 246,65 €	2,40%
Grant programmes - administration, monitoring, development / Inclusion	207 930,37 €	4,62%
Administration costs		
Administration and development costs	221 478,09 €	4,92%
Total	4 504 677,83 €	100,00%
Corporate social responsibility	274 225,75 €	6,09%
Community	1 424 796,11 €	31,63%
Transparency	121 060,35 €	2,69%
Administration	221 478,09 €	4,92%
Education	1 197 110,12 €	26,57%
Inclusion	1 266 007,41 €	28,10%
	4 504 677,83 €	100,00%

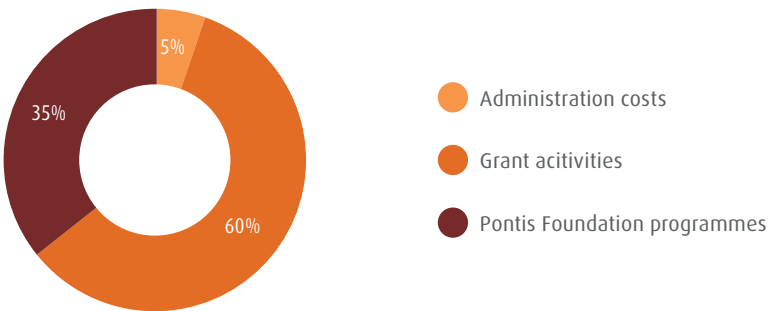
Overview of Revenues in 2019 Broken Down by Type

2 % tax assignment received – used for projects and grants	2019	2018	in %
Tax assignment received from income taxes - 2%	2 081 456,87 €	1 512 319,46 €	46,0%
Received contributions - grants, donations from organisations and individuals			
Tax assignment received from personal and corporate income taxes - 2%	2 081 456,87 €	1 512 319,46 €	46,0%
Contributions received to endowment funds at the Pontis Foundation from sources outside the 2 % tax assignment	277 326,37 €	628 701,28 €	6,1%
Grants from Interreg Central Europe, Erasmus and US D.O.S. for projects of education	159 800,77 €	178 182,85 €	3,5%
Contributions received to Generation 3.0 project (grants, donations made by companies and individuals)	291 280,64 €	323 131,49 €	6,4%
Slovak Aid grants - SAIDC for projects of global development education	11 629,01 €	41 541,18 €	0,3%
Contributions and donations received to the Fund for Transparent Slovakia and AsFin	102 702,08 €	131 769,42 €	2,3%
Contributions received to projects, fund management and other activities of inclusion	174 955,12 €	52 266,70 €	3,9%
Contributions received to projects of CSR, Via Bona Slovakia, CSR Summit, Diversity Charter	59 456,77 €	78 047,40 €	1,3%
Contributions received to Community and Our Town projects	35 017,60 €	56 449,19 €	0,8%
Contributions received to the Good Country project	20 000,00 €	18 120,00 €	0,4%
Revenues from activities:			
Revenues from activities: BLF membership contributions, CSR Summit, CSR Education, Corporate Volunteering, Our Town, Pro Bono Attorneys	348 863,67 €	327 059,03 €	7,7%
Revenues from activities: Fund administration, AsFin	71 101,95 €	91 744,69 €	1,6%
Revenues from activities: others	20,00 €	2 645,60 €	0,0%
Other revenues from activities			
Bank interest - current accounts	- €	- €	0,0%
Exchange rate gains	221,73 €	4 304,00 €	0,0%
Revenues from sales of tangible assets	- €	- €	0,0%
Revenues from the use of funds:			
Fund administration fee from 2% tax assignment	262 822,93 €	183 562,68 €	5,8%
Fund administration fee from donations	48 809,52 €	41 584,63 €	1,1%
Projects from funds - 2% tax assignment	106 107,26 €	28 330,45 €	2,3%
Statutory accounting of Public collection revenues, use of funds	268 660,72 €	438 921,25 €	5,9%
Contributions received - to the public collection			
Contributions received to the projects of the Good Country donor website	148 780,22 €	172 078,84 €	3,3%
Contributions received to the Heart for Children donation project	51 809,72 €	79 886,15 €	1,1%
Revenues TOTAL	4 520 822,95 €	4 390 646,29 €	100,0%

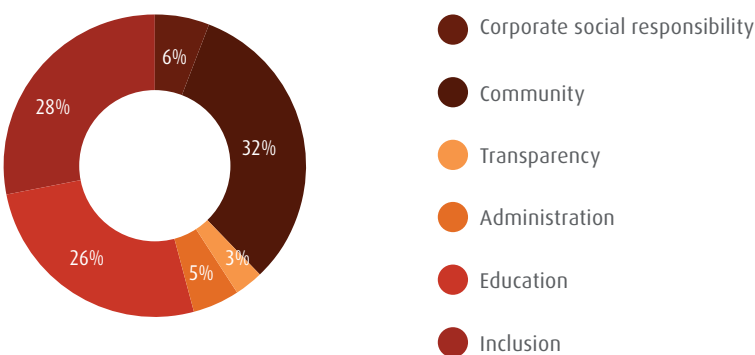
Overview of Revenues in 2019 Broken Down by Type



Overview of Costs in 2019 Broken Down by Type



Overview of Costs in 2019 Broken Down by Activity



Overview of Donors in 2019 - Corporate Donors, Organisations

Accenture, Ltd. and Accenture Technology Solutions – Slovakia, Ltd.	Fair Foundation	Open Society Initiative for Europe (OSIFE)
Accounting ATLAS, Ltd.	FHI 360 (Family Health International)	Pepco Slovakia, Ltd.
Allen & Overy Bratislava, Ltd.	Genpact Slovakia, Ltd.	Pfizer Luxembourg SARL, organisational unit
ARKON, joint stock	Generali Insurance	Philip Morris Slovakia, Ltd.
Bekaert Slovakia, Ltd.	Global Giving	Photoneo, Ltd.
Bratislava Marathon, civic association	Henkel Slovakia, Ltd.	Piano Software, Ltd.
British Council, Bratislava	Hillbridges, Ltd.	Plzeňský Prazdroj Slovakia, joint stock
British Embassy in Slovakia	HORNBACH - Baumarkt	PRime time, Ltd.
C E - Beteiligungs-GmbH	ING Bank N.V., a branch of an international bank	SAS Slovakia, Ltd.
CBRE, Ltd.	ING Business Shared Services B.V., Bratislava organisational unit	Skanska SK, joint stock
Centre for Philanthropy, non-profit organisation	International Giving Foundation	Slovak American Foundation
Colonnade Insurance S.A., a branch of an insurance company from another member state	Jaguar Land Rover Slovakia, Ltd.	Slovenské elektrárne, joint stock
CURADEN Slovakia, Ltd.	Johnson-Controls International, Ltd.	Slovnaft, joint stock
Československá obchodná banka, joint stock	Kaufland Slovak Republic, general commercial partnership	SOZA - Slovak Performing and Mechanical Rights Society
DATALAN, joint stock	KID Dizajn	Squire Patton Boggs, Ltd.
Dell, Ltd.	Komerční banka, joint stock, a branch of an international bank	TaylorWessing attorneys, Ltd.
Dentons Europe CS LLP, organisational unit	Lenovo (Slovakia), Ltd.	TESCO STORES SR, joint stock
DeutschMann Internationale spedition, Ltd.	Lidl Slovak Republic, general commercial partnership	The Finnish Development NGOs Fin
DM Drogerie Markt, Ltd.	Magna PT, Ltd.	U.S. Embassy in Slovakia
DWC Slovakia, joint stock	Mercedes-Benz Financial Services Slovakia, Ltd.	UNDP
DSZ - International Giving	METRO Cash&Carry SR, Ltd.	Vesely - Eye Clinic, Ltd.
DXC Technology Slovakia, Ltd.	Mondelez EBSC, Ltd.	Východoslovenská energetika Holding, joint stock
Embassy of the Kingdom of the Netherlands in the Slovak Republic	MSM Martin, Ltd.	Východoslovenská vodárenská spoločnosť, joint stock
Epic, non-profit organisation	ESET Foundation	Websupport, Ltd.
ESET, Ltd.	Orange Foundation	White & Case, Ltd.
Espira Investments, Ltd.	Slovenská Sporiteľňa Foundation	Západoslovenská energetika, joint stock
EUROFRIGO, Ltd.	O2 Slovakia, Ltd.	Zásielkovňa, Ltd.

Contributions Received through Corporate Tax Assignment in 2019

Accenture, Ltd., Accenture Technology Solutions – Slovakia, Ltd., Accenture Services, Ltd.	"Heineken Slovakia, joint stock"	O2 Slovakia, Ltd.
Adient Slovakia, Ltd. and Adient Seating Slovakia, Ltd.	Hillbridges, Ltd.	PCA Slovakia, Ltd.
Prachová & Partners - law firm, Ltd.	IBM International Services Centre, Ltd.	Plzeňský Prazdroj Slovakia, joint stock
Amazon Slovakia, Ltd.	Jaguar Land Rover Slovakia, Ltd.	Profesia, Ltd.
Arriva Slovakia, joint stock	Johnson-Controls Bratislava, Ltd.	PricewaterhouseCoopers Slovakia, Ltd.
AXA DSS, joint stock, AXA investment company, joint stock and AXA life insurance company, AXA Management Services, Ltd.	Johnson Controls Lučenec, Ltd.	PricewaterhouseCoopers Legal, Ltd.
Bekaert Hlohovec, joint stock and Bekaert Slovakia, Ltd.	JORAM, Ltd.	PricewaterhouseCoopers Advisory, Ltd.
BNP Paribas Personal Finance SA, a branch of an international bank	Kia Motors Slovakia, Ltd.	Slovak Telekom, joint stock
BUDAMAR LOGISTICS, joint stock	Lear Corporation Seating Slovakia, Ltd.	SPORT.SK, Ltd.
Continental Automotive Systems Slovakia, Ltd.	LIDL, joint stock	Trim Leader, joint stock
DELL, Ltd.	Mercedes-Benz Financial Services Slovakia, Ltd.	Unilever Slovakia, Ltd.
DM Drogerie Markt, Ltd.	METRO Cash & Carry SR, Ltd. and METRO Group Properties SR, Ltd.	Východoslovenská distribučná, joint stock
Embraco, joint stock	Mobis, Ltd.	ZKW Slovakia, Ltd.
Erste Group IT International GmbH, Slovakia, civic association	Mondelez European Buseness Services Centre, Ltd.	
Generali Poistovňa, joint stock	NARKS - INFOSERVIS, joint stock	

Overview of Donors in 2019 - Individual Donors

- We would like to express our sincere gratitude to all who assigned part of their taxes to the Pontis Foundation. Besides companies, in 2019, the Pontis Foundation received tax assignment from individuals in a total of 65,021.63 EUR.
- We would like to sincerely thank Danica Matáková, Mária Smolárová, Ondrej Smolár, Jozef Šovčík and other individual donors for financial support for the Generation 3.0 programme.
- We would like to sincerely thank Andrej Jankuliak for his financial support for the Fund for Transparent Slovakia.
- We would like to thank all the donors who contributed to the Good Country and the Heart for Children collections in 2019.
- We would like to thank all the volunteers who helped us with our boards and supervisory boards, advisory committees, evaluation committees, or volunteered in one of the foundation's projects.





Annual Report 2019

Pontis Foundation
Zelinárska 2
821 08 Bratislava
Slovak Republic

+421 2 5710 8111
pontis@nadaciapontis.sk
www.nadaciapontis.sk