

# ANNUAL REPORT 2020







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About the Pontis  
Foundation





## Dear friends of the Pontis Foundation,

When the year 2020 started, none of us expected how difficult it would be for Slovakia, Europe and the whole world. Like many, we at the Pontis Foundation had a year full of change. We had to adapt to the new situation and focus on coping with it as an organisation.

Besides adjusting our programmes as fast as possible, to the best quality possible, our priority was our colleagues and their health, and providing the best working conditions under the circumstances. Regular communication, taking into account individual needs, but also the emphasis on teamwork and solidarity were crucial for us.

We believe that thanks to the strong team of great people who make our foundation, we can consider the year 2020 well managed. We achieved several work successes and important milestones.

Just before the outbreak of the pandemic, we had organised the first event to support the strategic philanthropy, entitled Impact Talks. During the pandemic, in the online space, we organised a few important events, such as the EDUcamp and EDUaccelerator within the Generation 3.0 programme, and presented the Via Bona Slovakia 2019 awards. The experience with organising the BLF CSR Summit online was so positive that we consider moving a part of it into online space permanently.

In September 2020, at the time of a more favourable situation, we also organised the Our Town event, attended by more than 4,000 corporate volunteers. We are glad that the Open Future programme continued as well

and that we were able to help the children from the club in Trnava, thanks to flexible and quick adaptation to the situation, either through online tutoring and webinars with interesting guests or through renting laptops.

We consider the joint creation of the foundation's vision for the next three to five years to be a key achievement in 2020. The new vision is the result of our common consideration, discussion and reflection on the changes which our society has recently undergone. The three areas, which we consider important for the country's development are philanthropy, social innovation and responsible entrepreneurship. We believe that through these tools, we can move Slovakia forward. Today, more than ever, the times require cooperation, which is why milestones based on the cooperation of the non-profit, business and public sectors have been introduced into our vision.

Even though we are proud of what we achieved in 2020, despite all the circumstances, in the end, we would like to emphasise something else. Slovakia has had a difficult year, and the civic sector has shown its enormous value. It was the backbone of society and intervened quickly and flexibly where the needs of the most vulnerable were acute. As one of the largest foundations in Slovakia, we are aware of our role in supporting civil society. We believe that thanks to our activities and new vision, we will be able to contribute to its further development. We believe that the quality, financially stabilised, and confident civic sector can significantly help Slovakia to be a successful, innovative and modern democracy.

**Martina Kolesárová,**

Executive Director of the Pontis Foundation

**Michal Kišša,**

Executive Director of the Pontis Foundation

# Management

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## **Michal Kišša**

### **Executive Director**

He is responsible for the strategic leadership of the teams of responsible entrepreneurship, endowment funds, community and PR.



## **Martina Kolesárová**

### **Executive Director**

She is responsible for the strategic leadership of the teams of education, inclusion, the Open Future programme and the 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

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**Lucie Schweizer**  
Partner at Ružička Csekcs



**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

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**Marcel Imrišek**  
ProRate



**Silvia Miháliková**  
Slovak Academy Of Science



**Radoslav Derka**  
Consultant

## Team of Public Relations

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### **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 team of education. She also coordinates online magazine ZaPlotom.sk.



### **Veronika Šoltinská**

#### **PR Manager**

She covers all PR activities for the teams of inclusion, the strategic philanthropy, community and the Open Future project.



### **Jana Trubačová**

#### **PR Manager**

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



### **Lucia Víглаšová**

#### **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.

## Office Management

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### **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

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## **Janka Encingerová**

### **Chief Accountant**

She leads the team of accountants.



## **Namina Akoussahová**

### **Financial Manager**

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



## **Paulína Beňová**

### **Financial Manager**

She assists with financial reporting of projects.



## **Iveta Mičuchová**

### **Financial Manager/Accountant**

She is responsible for accounting of payment instructions, wages, bank statements and the non-profit organisation Pontis.



## **Ivana Mikudíková**

### **Financial Manager**

She is responsible for 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.



## **Adriana Petrová**

### **Financial Manager**

She is responsible for financial reporting of projects of the teams of responsible entrepreneurship and community.



## **Mária Tavačová**

### **Financial Manager/Accountant**

She is responsible for accounting bank statements and receivables. She also collaborates with the team of community on the financial part of their projects and participates in the preparation of annual financial statements.



## **Martina Vidrová**

### **Financial Manager**

She is responsible for financial reporting of projects within the Open Future programme.



## **Lucia Ružičková**

### **Financial Manager**

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



# Team of Responsible Entrepreneurship

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## **Ivana Vagaská**

### **Senior Programme Manager**

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



## **Beata Fekiačová**

### **Programme Manager**

She organises events for the department of responsible entrepreneurship, especially Via Bona Slovakia, the BLF CSR Summit and the SDG Awards. She participates in the organisation of professional events and external communication of the Business Leaders Forum.



## **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.



## **Zuzana Kováčová**

### **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

## Team of Community

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### **Veronika Sedláčková**

#### **Senior Programme Manager**

She leads the community team, which is in charge of the largest corporate volunteering event Our Town and the international day of good deeds #GivingTuesday. She also coordinates activities of the Companies to the Community working group.



### **Eva Braxatorisová**

#### **Programme Manager**

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



### **Hana Hradská**

#### **Programme Manager**

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



### **Katarína Teglassyová**

#### **Programme Manager**

Katarína participates in the organisation of the largest corporate volunteering event Our Town and the international day of good deeds #GivingTuesday. She also organises pro bono trainings.

## Team of Strategic Philanthropy

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### **Ivana Kompasová**

#### **Senior Programme Manager**

She leads the team of the strategic philanthropy. She develops and sets processes and strategies in the field of individual philanthropy. She creates opportunities for individual donors and communicates with supporters of the Generation 3.0 programme and other Pontis Foundation programmes.



### **Fero Pauliny**

#### **Programme Manager**

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.



### **Jana Desiatniková**

#### **Programme Manager**

Jana is in charge of individual fundraising activities. Besides, she also covers the project Who Will Help Slovakia.

# Team of Inclusion

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## **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 is responsible for coordinating the Heart for Children programme, communicating with families and obtaining the approved funds and aid. Besides, she also works on the Open Future programme, Helping the Helpers Fund, Slovenské elektrárne Endowment Fund and the Philip Morris donation programme.



## **Daniela Kellerová**

### **Programme Manager**

She coordinates the innovative education programme Open Future. Besides, she is in charge of the Mercedes Benz Financial Endowment Fund, which focuses on the social inclusion of people on the margins.



## **Miriam Šelepová**

### **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 work with children.



## **Matej Palacka**

### **Programme Manager**

He is a manager of the programme In Good Hands from the Start by Lidl and the Slovenské elektrárne Endowment Fund. He also assists with other endowment funds.



## **Eva Mikolajczyková**

### **Programme Manager**

She is in charge of the dm drogerie markt and Generali endowment funds and the LGBT+ Community Support Fund. At the same time, she also coordinates the Online Interpreter programme within the Telekom Endowment Fund. As of January 2021, she is also responsible for the administration of the Association of Corporate Foundations ASFIN.



## **Jana Žišková**

### **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

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### **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 across Slovakia. Further, he is responsible for the professional management of the programme, the overall management of its activities and the coordination of involved stakeholders.



### **Dominika Hroššová**

#### **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.



### **Tomáš Janeček**

#### **Programme Manager**

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



### **Veronika Káčerová**

#### **Programme Manager**

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



### **Andrea Lelovics**

#### **Programme Manager**

She manages the Social(i) Makers project.



### **Natália Ulrichová**

#### **Programme Manager**

She assists with the Social(i) Makers project.

## Team of Endowment Funds

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### **Marek Richter**

#### **Senior Programme Manager**

Marek leads the team which is based in Žilina. He is responsible for the procedural setting of all endowment funds, manages the LIDL Endowment Fund and is in charge of the online grant system Darca.sk.



### **Eva Balková**

#### **Programme Manager**

Eva is part of the team based in Žilina. She is in charge of the Endowment Funds of the following companies: BNP Paribas, Continental Automotive, Jaguar Land Rover, LIDL, Mobis and PwC.



### **Barbora Hullová**

#### **Programme Manager**

Barbora is in charge of the grant call „You Decide, We Help“ of the Tesco Endowment Fund. She also manages the endowment funds of Accenture, Adient and Axa.



### **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.



### **Pavol Pikla**

#### **Programme Manager**

He is part of the team based in Žilina. He administers the Be-kaert Assists Endowment Fund, the Dell Endowment Fund, the Embraco Endowment Fund and the Unilever Endowment Fund. He is also responsible for the SK-NIC Fund.

## Our volunteers in 2020

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Arnold Kiss  
Slávka Polgárová  
Nikolas Knažík  
Erik Pilo  
Alena Dargajová

Alžbeta Brozmanová  
Gregorová  
Alžbeta Balintová  
Luigino Eckert  
Tamara Fúsková

Martina Jamrichová  
Miroslava Kudlová  
Katarína Nováková  
Michaela Tejbusová  
Mária Vaľovčíková

Ivan Hrušovský  
Jakub Krchlík  
Jozef Šovčík  
Michaela Bakajsová  
Žofia Farkašová









# Responsible Entrepreneurship



Due to the pandemic, the gala event of Via Bona Slovakia 2019 was held online for the first time.

## Via Bona Slovakia 2019

*For the twentieth time, we have awarded companies from all over Slovakia for their responsible entrepreneurship and corporate philanthropy. Due to the pandemic, the gala event was held online for the first time.*

38 small, medium and large companies with 52 examples of responsible entrepreneurship entered the jubilee 20<sup>th</sup> year of Via Bona Slovakia. Independent evaluation committees, composed of experts from the corporate, non-profit and public sectors, moved 20 nominations to the finals and selected the winners in six categories in the second round.

We also presented three special awards – Employer Friendly to Family, Gender Equality and Equal Opportunities Award in cooperation with the Ministry of Labour, Social Affairs and Family of the Slovak Republic, and the Well-Governed Company Award, which we present in cooperation with the Slovak Corporate Governance Association. Readers of the SME daily voted in an online poll on the most inspiring example of responsible entrepreneurship and decided about the winner of the Public Choice Award.

### VIA BONA SLOVAKIA 2019 AWARD-WINNERS

**CATEGORY:**  
**RESPONSIBLE SMALL/MEDIUM COMPANY**  
*Profesia*

From the beginning, Profesia has taken an inclusive approach and respect for diversity into account throughout all its values. The company employs the same number of men and women, including minorities, and keeps in mind also mothers with children and people with disabilities. Profesia employees pass on their experience and knowledge in the form of expert assistance. They organise workshops and training for non-profit organisations. They also train school principals in the field of human resources. As part of the Help with the Heart programme, they also organise workshops where they present examples of good practice in the employment of people with disabilities.

*Companies in the finals: DeutschMann Internationale Spedition, LYRA Group, Profesia*





**CATEGORY: RESPONSIBLE  
LARGE COMPANY**  
*ESET*

The main pillars of the company's CSR strategy are business ethics, satisfied employees, better Slovakia thanks to better education and research, and environmental protection. When creating technologies, the company focuses on innovation and a secure digital world for everyone – as evidenced by the application for a responsible approach to the protection of children on the Internet and the software support for people with visual impairments. Concerning employees, the company provides support for budding leaders as well as development programmes for everyone. Twice a year, employees can participate in an employee grant programme and have the opportunity to participate in volunteer activities during their working hours. The company's goal is also to popularise science and research in Slovakia. Through their ESET Science Award, the company has awarded the best domestic scientists for the second time now.

*Companies in the finals: ESET, Nestlé, TESCO  
STORES SR*

**CATEGORY:  
GREEN COMPANY**  
*JRK Slovakia*

The mission of JRK Slovakia is to improve waste management by reducing the amount of mixed municipal waste and increasing the sorting. To achieve these goals, the company has developed an innovative and educational solution which brings transparency to waste management. The fair waste registration system entitled ELWIS brings local governments an overview of the real amounts of waste from Slovak households and other entities by monitoring the collection of containers and bags with waste. By analysing these data, towns and municipalities can take the necessary measures and set up a fair system of waste fees for their citizens and better waste sorting.

*Companies in the finals: CILA Atelier,  
JRK Slovakia*



The award in the Great Employer category went to Whirlpool Slovakia, which has long promoted diversity and a non-prejudicial approach in the workplace.

## CATEGORY: GREAT EMPLOYER

*Whirlpool Slovakia*

Whirlpool Slovakia, one of the largest employers in Slovakia, has long promoted diversity and inclusion in the workplace through its internal HR programmes and tools. Of the total number of employees, 40% are women, 18% are from marginalised Roma communities, and 7% are people with disabilities. Thanks to the adaptation process of new employees and the retraining of current employees in its training centre, the company decreases unemployment in the region and reduces its staff turnover. Due to the individual approach to employees, Whirlpool Slovakia also records a much higher quality and readiness of employees to join the work process, as well as the team itself.

*Companies in the finals: Slovenské elektrárne, VÚB Bank, Whirlpool Slovakia*

Within this category, we presented a special award entitled **Employer Friendly to Family, Gender Equality and Equal Opportunities** in cooperation with the Ministry of Labour, Social Affairs and Family of the Slovak Republic. It went to **Slovenské elektrárne** for their targeted support of women in the non-traditional branch of the energy industry.

## CATEGORY: GOOD PARTNER OF THE COMMUNITY

*ESET*

ESET is aware of the importance of science and research for Slovakia to have a chance to become a modern and successful country. Through the ESET Foundation, it implements the ESET SCIENCE AWARD for excellent scientists. The aim is to increase the social status of science and scientists in Slovakia. The project also seeks to open a public debate on the topic of science, which has long been on the fringes of society's interest. Supporting science and research is one of the pillars of ESET's responsible entrepreneurship. Through its grant programmes, it also annually supports projects popularising science, participates in discussions on scientific policies and participates in the White Night event.

*Companies in the finals: ESET, Lidl Slovenská republika, TESCO STORES SR*





## CATEGORY: SOCIAL INNOVATION

*LETMO*

LETMO, a company which provides tools and advice for people with disabilities, encountered a recurring problem in its activities. There was no interactive map which would provide monitoring of the accessibility of the premises to the disabled. Therefore, they created a unique mobile application entitled VozickarMAP (tr. WheelchairMAP). It helps find the nearest barrier-free objects, comment on their status and ask questions to the community. The project does not describe the formal state of the objects but uses a simple and friendly language. Currently, 3,200 objects are marked in the map, such as toilets, restaurants, schools and shops.

*Companies in the finals: LETMO, Martin Belavý, Whirlpool Slovakia*

## PUBLIC CHOICE AWARD

*LYRA Group*

The Public Choice Award decided through a poll on the SME daily went to LYRA, which uses energy-saving technologies and ecological waste disposal in the production of quality chocolates. The company created the so-called Blockchain chocolate, which brings transparency to the process of production and distribution of chocolate, not only in terms of ingredients used but also the time traceability of the products. In Colombia, where most of the ingredients for the production of LYRA chocolates originate, it supports local farmers and young people who learn how to fulfil their potential and become good leaders.



## Evaluation committee members of Via Bona Slovakia 2019

|   |   |
|---|---|
| <b>Responsible Large Company</b>        | Alena Kanabová (Accenture), Jana Riečanská (Swiss Re), Xénia Makarová (Stop Corruption Foundation), Lucie Schweizer (Ružička and Partners), Ján Pallo (SME/Slovak Spectator), Eva Nemčovská (the Town of Trnava), Elena Kohútiková (SACG), Dalimil Dragánovský (EY), Sandra Salamonová (Office of the Deputy Prime Minister for Investment and Informatisation), Richard Kellner (Komerční banka), Richard Ďurana (INESS) |
| <b>Responsible Small/Medium Company</b> | Ondrej Smolár (Soitron), Marián Letovanec (Slovak Business Agency), Lukáš Fila (Denník N), Michal Hrabovec (ANASOFT), Andrea Ferancová (ESPIRA Investments), Branislav Benčat (INDEX.sme.sk), Eva Stejskalová (Microstep), Lívia Naništová (Novplasta), Marcela Tokošová (Kovotvar Kúty)  |
| <b>Green Company</b>                    | Martin Haluš (Ministry of the Environment of the SR, Institute of Environmental Policy), Helena Windisch (Heineken Slovensko), Marcel Lukačka (G04), Pavol Szalai (Euractiv), Ivana Maleš (Institute for the Circular Economy), Milan Chrenko (Ministry of the Environment of the SR), Denisa Rášová (Circular Economy Platform)  |
| <b>Great Employer</b>                   | Tomáš Hasala (Nexteria), Juraj Králik (Philip Morris Slovakia), Sylvia Porubánová (Institute for Labour and Family Research), Oľga Pietruchová (Ministry of Labour, Social Affairs and Family of the SR), Lucia Skraková (Accenture), Michal Plevka (Mindworx), Gabriela Dubcová (University of Economics in Bratislava)  |
| <b>Good Partner of the Community</b>    | Lucia Langová (Kaufland), Jakub Filo (SME/Slovak Spectator), Tatiana Švrčková (Slovak Telekom), Pavel Hrica (Way Out), Tatiana Sedláková (City Hall of Bratislava), Martin Provazník (attorneys in CEE), Petronela Ševčíková (Stratégie)  |
| <b>Social Innovation</b>                | Danica Balážová (Junior Achievement), Michal Satur (Tatra Bank), Danica Matáková (Kidspoint/Nosene), Andrej Salner (Basta Digital), Jakub Šimek (SlovakAid), Zuzana Polačková (Prognostic Institute of the Slovak Academy of Sciences), Peter Hodál (White & Case), Arnold Kiss (Maxman Consultants), Mária Hurajová (Slovak American Foundation)   |



Ivana Vagaská has been leading the Business Leaders Forum since 2020. Richard Marko holds the honorary position of the president of the association.

## Business Leaders Forum

*In 2020, the Business Leaders Forum continued to fulfil its motto: We educate, connect, and inspire. The association brings together companies committed to responsible entrepreneurship, which want to further strengthen this commitment. Despite the unusual situation related to the COVID-19 pandemic, we organised over 20 events and activities under the auspices or with the support of the BLF.*

As of the 1<sup>st</sup> of January 2020, three new companies, namely ČSOB, ING Business Shared Services and Unilever Slovakia, joined the association. Their membership was approved at the last meeting of the platform in December 2019. It was also at this meeting that Ivana Vagaská was elected executive director of the Business Leaders Forum, with the term of office of four years. The BLF Advisory Committee has changed, too. For the period of 2020 – 2021, it consists of Martin Bača (Accenture), Tomáš Bezák (Lidl Slovak Republic), Zuzana Vinklerová (dm drugstore markt) and Helena Windisch (HEINEKEN Slovakia).

A stakeholder dialogue took place with the City of Bratislava in January. On behalf of 12 BLF member companies, representatives of the corporate sector met with representatives of the municipality to find concrete ways to involve companies in the green solutions for Bratislava.

In March, when Slovakia and the world were affected by the coronavirus pandemic, most companies started working from home, and so the BLF meetings moved online, too. The member companies elected a new president of the association. Richard Marko from ESET will hold this honorary position for the next two years. At the same time, new members joined the BLF, namely Coca-Cola HBC Czech Republic and Slovakia, Profesia and, as an associate non-corporate member, the University of Economics in Bratislava.

In June, member companies reunited at an online networking meeting in which the main topic was domestic violence, specifically against women, as the pandemic had exacerbated the problem. The discussion was professionally covered by Olga Pietruchová. Further, dm drogerie markt, Up Slovakia and U. S. Steel Košice shared their experien-

ce and best practices in helping employees and raising awareness of the issue. At a networking meeting in September, we held a discussion on the topic entitled CSR in the New Reality and the Options for Cooperation of Companies. Coca-Cola HBC Czech Republic and Slovakia, Kaufland and Lidl Slovak Republic presented there.

Besides the regular quarterly meetings, the CEO meeting, which is an annual meeting of CEOs of BLF member companies, took place online in September. At the meeting, Michal Liday, CEO of Tatra Bank, presented the honorary position of BLF President to Richard Marko, CEO of ESET. There was also a discussion entitled The Role of Companies During the Pandemic with guest speaker Petr Škodný.

### **Pandemic cannot stop education**

In 2020, we organised three professional workshops for companies, the so-called BLF Relay, on the topics of Employer Branding, From Waste-free to Carbon-Neutral Office, and Philanthropic Impact Measurement. As part of the Companies to the Community initiative, a seminar on corporate volunteering was held in Košice in February. It focused on how to start volunteering in the company, resolve legal issues and create a system for rewarding volunteers. Members of the BLF, dm drogerie markt, U. S. Steel Košice and Whirlpool Slovakia also shared their experience and practical advice. In May and November, we also held seminars as part of the Charter of Diversity initiative. It was established in 2017 at the BLF, and all members can enjoy its benefits (more about the seminars below).

### **Companies helped people in need**

Besides focusing on education, companies had the opportunity to lend a helping hand to people in need, in the form of a collection of clothing, which was covered by the Companies to the Community working group. In 2020, the collection took place twice. In the summer, 17 BLF member companies in 27 branches participated. In December, 15 member companies in 23 branches got involved. Together, they supported 48 non-profit organisations and helped 33 families of the Heart for Children programme.

### **We share best practices**

In 2020, we issued two practical sets of recommendations for companies. The first one brought tips on waste-free and carbon-neutral offices. The second one covered the topic of Employer Branding - what to keep in mind when setting it up, how to build it and why attention should be paid to the generation of millennials.

Every year, the BLF member companies pass on their practical experience to students of the University of Economics in Bratislava. In 2020, they gave four lectures, but subsequently teaching at universities was interrupted by the pandemic.

### **The Digital Skills initiative launched the Digital Coordinators programme**

One of the successful initiatives born at the BLF is the Digital Skills expert volunteering project, which aims to develop children's IT skills and increase their safety in the digital world. A FOCUS survey of primary school principals found that computer science is one of the most important subjects for pupils' futures. Nevertheless, the Slovak education system has significant reserves in building digital skills, which subsequently reduces pupils' chances of future employment. The Digital Skills platform, therefore, launched a pilot programme in the summer to train digital coordinators from ten schools.





The last in-person meeting of the signatories of the Charter of Diversity took place in March 2020. The topic was the prevention of discrimination in the workplace.

### BLF member companies (as on the 31<sup>st</sup> of December)

|   |                            |                               |
|---|----------------------------|-------------------------------|
| Accenture   | Kaufland Slovak Republic   | Tatra Bank                    |
| Adient  | Lidl Slovak Republic       | Tesco Stores SR               |
| ANASOFT APR   | METRO Cash & Carry SR      | Tchibo                        |
| Citibank Europe plc,<br>branch of an international bank | Microsoft Slovakia         | TNT (part of the FedEx Group) |
| Coca-Cola HBC<br>Czech Republic and Slovakia            | NAY                        | Unilever Slovakia             |
| ČSOB  | Novartis Slovakia          | Up Slovakia                   |
| Deloitte  | O2                         | U. S. Steel Košice            |
| Deutsche Telekom IT Solutions                           | Orange Slovakia            | Veolia Energia Slovakia       |
| DeutschMann<br>Internationale Spedition                 | Pfizer Luxembourg SARL     | Volkswagen Slovakia           |
| dm drogerie markt                                       | Philip Morris Slovakia     | VÚB                           |
| DXC Technology Slovakia                                 | Plzeňský Prazdroj Slovakia | VSE Holding                   |
| ESET  | Profesia                   | Whirlpool Slovakia            |
| GSK   | Slovak Telekom             | YIT Slovakia                  |
| HEINEKEN Slovakia                                       | Slovenské elektrárne       | Západoslovenská energetika    |
| ING Business Shared Services                            | SOITRON                    |                               |
| Johnson Controls Bratislava                             | Swiss Re                   |                               |



The last in-person meeting of the signatories of the Charter of Diversity took place in March 2020. The topic was the prevention of discrimination in the workplace.

# Charter of Diversity Slovakia

*The Charter of Diversity Slovakia, which was established in 2017 at the Business Leaders Forum, has worked as an independent initiative supporting diversity and an inclusive work environment for four years now. In 2020, the number of signatories increased by ten employers from the corporate and non-profit sectors.*

The annual meeting of the signatories of the Charter took place at the beginning of March in Bratislava, hosted by the Slovak National Centre for Human Rights. Besides presenting the activities of the Charter of Diversity planned for 2020, the meeting also included the sharing of experience in the field of the prevention of discrimination. It was the first and, at the same time, the last meeting of signatories in 2020, in which they were able to participate in person. Shortly afterwards, the pandemic outbreak in Slovakia and all the activities of the Charter moved to the online space.

In April, we organised a webinar for the signatories of the Charter of Diversity on How to Support Parent Employees Working from Home. The pandemic had affected many families not only economically but had also brought a radical change in work and lifestyle. Lecturer and coach Jana Olexová and the ambassadors of the Charter of Diversity emphasised in the webinar several inspiring examples of how companies can maintain moti-

vated and committed employees despite the crisis.

For the third time, on the 28<sup>th</sup> of May, we celebrated the holiday of diversity and inclusion in workplaces as well as the third anniversary of the Charter of Diversity Slovakia. On this occasion, an online webinar was held, in which Slovak and Czech experts shared their experience with employing people over 50 years of age. On the occasion of the Day of Diversity, we also prepared a practical catalogue for the signatories of the Charter, from which they could draw inspiration when preparing internal (online) activities to celebrate diversity.

In October, in cooperation with the Slovak National Centre for Human Rights and the TRIAD agency, we launched the online campaign entitled For Nice Mondays, which points to the problem of prejudices in the workplace by colleagues as well as superiors. The campaign was created thanks to the support from the European Union Programme for Rights, Equality and Citizenship. Its main

# VIETE, ČO JE NA MOJOM PONDELKU NAJŤAŽŠIE?

Poznámky kolegov na moju  
sexuálnu orientáciu.



messages are communicated mainly through social networks. Well-known personalities, such as Baša Števulová, Kristína Tormová, Veronika Cifrová Ostrihoňová, Katarína Balážiová alias Becca, as well as Slovak tennis player Anna Karolína Schmiedlová supported the idea of the campaign. The campaign also includes the website [www.zapeknepondelky.sk](http://www.zapeknepondelky.sk), which contains information for employees and employers.

The signing of the Charter of Diversity by the new signatories took place in November online as a result of the pandemic. By their signatures, ten companies and organisations voluntarily committed to promoting the principles of inclusion and diversity. By the end of 2020, the Charter of Diversity already had 85 signatories from the corporate, non-profit, public and academic sectors. The event also included a discussion between CEOs of Microsoft, Philip Morris Slovakia and Tesco Stores SR, who shared their experience on how to effectively support inclusion and diversity in the company, even during the pandemic.

## Charter of Diversity signatories of 2020

|                           |
|---------------------------|
| Ares                      |
| Avast Software            |
| DHL Supply Chain Slovakia |
| ESET                      |
| HSH                       |
| Innocent Store            |
| Komerčná banka            |
| Lean In Slovakia          |
| Slovenské elektrárne      |
| VELUX SLOVAKIA            |



The Business Leaders Forum CSR Summit has been held online and free for everyone 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 global speakers to Slovakia, connects CSR experts, and opens discussions on the latest topics in the field of sustainable entrepreneurship. In 2020, the 17<sup>th</sup> year was different from the others. For the first time, it was held online and free for everyone.*

Due to the pandemic and related government measures, we were not able to organise an event with in-person participation of 200+ people, as we had used to in the past. For this reason, we decided to make the BLF CSR Summit, which took place on the 13<sup>th</sup> of October 2020, accessible to everyone via online broadcast and, in addition, free of charge for the first time in its 17-year history. In cooperation with the Creative Pro agency, we secured the smooth broadcast of the conference from the virtual studio.

As the event became public, we also adapted the structure of the programme. Lectures on topics, such as Brand Purpose, were followed by panel discussions (Towns, Companies and Social Responsibility and Gender Equality (not only) in Business) with representatives of companies, public institutions and the media. There were also inspiring examples of responsible entrepreneurship from members of the Business Leaders

Forum and short interviews with experts on critical thinking, sustainable travelling and the fight climate change. The conference participants could also join one of the five discussion tables, which provided an opportunity to network and share experience. The event included the presentation of the SDG Awards for contribution to the fulfilment of the Sustainable Development Goals. This part of the programme was opened by renowned expert Jeffrey Sachs, Director of the Centre for Sustainable Development at Columbia University and the UN Ambassador for Sustainable Development.

A total of 31 speakers presented at the event, and thanks to a varied programme, we discussed 14 CSR topics. The new format of the event was welcomed by the public, as evidenced not only by more than 1,200 registered participants but also by the feedback we received through the Net Promoter Score metric with a rating of 75\*, which shows first-class results.



# CENY SDGs 2020



The Pontis Foundation has presented the SDG Awards for the second time. The presentation was part of the BLF CSR Summit.

## The event included the SDG Awards

As part of the BLF CSR Summit, the Pontis Foundation has awarded for the second time organisations, institutions and individuals which contribute to the fulfilment of the Sustainable Development Goals. The awards were presented in six categories. A novelty was a category for businesses, entitled Company. The nominees were chosen by a committee composed of representatives of business, the media, the civic and public sectors, which subsequently selected the winners.

### SDG Awards winners:

#### **CATEGORY: PUBLIC SECTOR**

*Prof. JUDr. Mária Patakyová, PhD,  
the Public Defender of Rights*

For her active contribution to reducing inequalities, protecting the rights of Roma communities, women and senior citizens, who belong to the most vulnerable groups in society.

#### **CATEGORY: NON-GOVERNMENTAL ORGANISATION**

*Way Out*

A civic association, for their innovative approach to education and commitment to fighting generational poverty in excluded communities.

#### **CATEGORY: MEDIA CAMPAIGN**

*Who Will Help Slovakia*

For the effective mobilisation campaign which brought the necessary and quick help to health professionals and vulnerable groups during the coronavirus pandemic.

#### **CATEGORY: LEADER**

*Prof. Ing. Pavol Alexy, PhD*

For the development of plastic from renewable sources, which is 100% compostable.

#### **CATEGORY: LEADER UNDER 30**

*Marek Mach*

For his exceptional commitment to the fight against extremism in public space and to spreading the ideas of freedom, equality and the rule of law.

#### **COMPANY**

*Pohoda Festival*

For many years of effort, implementation and access to affordable and clean energy at summer festivals and awareness-raising in the field of ecology.





Community



The volunteers who cleaned the Little Danube sailed from Vrakuňa to the village of Zálesie.

## Our Town

*The fourteenth year of Our Town went well despite the difficult pandemic situation.*

Over 3,500 corporate volunteers at different locations throughout Slovakia participated in the event. The activities took place on an unconventional autumn date, the 18<sup>th</sup> of September, under strict hygienic measures and in small groups.

In 2020, corporate volunteers helped 97 non-profit organisations, low-threshold centres, schools and kindergartens to improve their functioning. Participants in 14 Slovak towns and their surroundings gave their helping hand.

As many as 136 activities took place in Bratislava, but dozens more took place in Nitra, Žilina, Košice and Topoľčany.

More than 20 activities focused on cleaning and garbage-picking in nature, thanks to the growing awareness of the environmental issue. Altogether, we managed to collect an incredible 720 bags of waste.

### Waste analysis and cleaning from a canoe

One of the most interesting activities in this category was the cleaning of the Little Danube. The Our Town participants got into a canoe and collected the caught garbage in the water and the branches. Other volunteers helped with the disposal of illegal landfills in Lamač in Bratislava.

A complete novelty was the activity focused on the analysis of separated garbage collection in Senec, organised by the Institute for Circular Economy. These analyses help establish how people in Slovakia sort waste and whether they sort it correctly. During Our Town, volunteers focused on analysing blue and yellow containers to examine the quality of the separated collection in the town.

### Monument preservation

Thanks to Our Town, several monuments received the necessary help. Volunteers worked to save the castles near Prešov and Košice and around Žilina.





## Good Country

*In 2020, the DokraKrajina.sk portal ceased operations.*

The cessation of the Good Country project was gradual. In 2020, we were still able to support a total of 50 projects and organisations, which fight poverty and corruption, improve the education or life of people with disabilities, but also projects building stronger communities. In the last year of Good Country, which closed in October, donors had contributed 45,000 euros.

Overall, Good Country ended with excellent results. In more than ten years of its existence, it had helped 119 organisations with the financial assistance of 1,029,630 euros.



### Public collection fund at the Pontis Foundation - Good Country - Overview (EUR)

| Title   | On 1 <sup>st</sup> Jan, 2020 | Income             | Expenditures        | On 31 <sup>st</sup> Dec, 2020 | Note                       |
|---|------------------------------|--------------------|---------------------|-------------------------------|----------------------------|
| Good Country public collection fund 07/11/2018 – 30/09/2019 | 42 027,35 €                  | - €                | 42 027,35 €         | - €                           | from the public collection |
| Good Country public collection fund 01/10/2019 – 31/12/2019 | 53 426,51 €                  | -18 537,64 €       | 34 888,87 €         | - €                           | from the public collection |
| Good Country public collection fund 01/01/2020 – 30/11/2020 | - €                          | 43 296,26 €        | 31 542,06 €         | 11 754,20 €                   | from the public collection |
| Good Country fund besides public collections                | 20 126,62 €                  | - €                | - €                 | 20 126,62 €                   | besides public collections |
| <b>Total</b>  | <b>115 580,48 €</b>          | <b>24 758,62 €</b> | <b>108 458,28 €</b> | <b>31 880,82 €</b>            |                            |



46  
towns  
and villages

167  
organisations

47  
companies

47 586 euros  
donated for  
charitable projects

616 bags  
of clothing and other  
things for people in need

Thousand  
of people

22 personalities joined the  
#GivingTuesday 2020 campaign.

# #GivingTuesday

*The holiday of generosity and donation entitled #GivingTuesday exceeded all expectations despite the pandemic. On the 1<sup>st</sup> of December 2020, almost 47,600 euros were raised for charitable projects. We have held #GivingTuesday in Slovakia for the fourth time now.*

The most funds were raised through Darujme.sk and LudiaLudom.sk, through which people had donated over 38,000 euros of the total amount to support good projects. The rest consisted of registered corporate donations.

In 2020, 167 civic organisations signed up for #GivingTuesday. It was an increase of more than 50 percent compared to the previous year. The pandemic caused organisations to increase their demand for support, both financial and non-financial. More than a third of non-profits also asked for in-kind donations, volunteers and know-how.

An important dimension of #GivingTuesday is connecting non-profits with companies. Up to 47 companies joined the initiative in 2020. Many of them organised a larger number of activities, but the most popular activity was the collection of material necessities.

Municipalities joined #GivingTuesday too. Good deeds took place in 46 towns and villages all across Slovakia. The most popular activities of local governments were also collections of clothing, food and hygiene items.

Several publicly known personalities supported #GivingTuesday 2020. Just to name a few: Táňa Pauhofová, Kristína Tormová, Gabriela Marcinková, Tomáš Hudák, František Kovár, athlete Anna Karolína Schmiedlová, Ján Volko, Maroš Molnár, comedian Števo Martinovič, instagramers such as Blue Grandma, Moma, Expl0ited, photographer Patrik Paulínyi, food bloggers Choje and Surová dcérka, and also advisor to the President of the Slovak Republic Peter Bátor. They all urged people to look at what connects us all and help those in need.

# ĎAKUJEME!

Sme bližšie k víťaznému cieľu



886

darov



25 426

eur



615

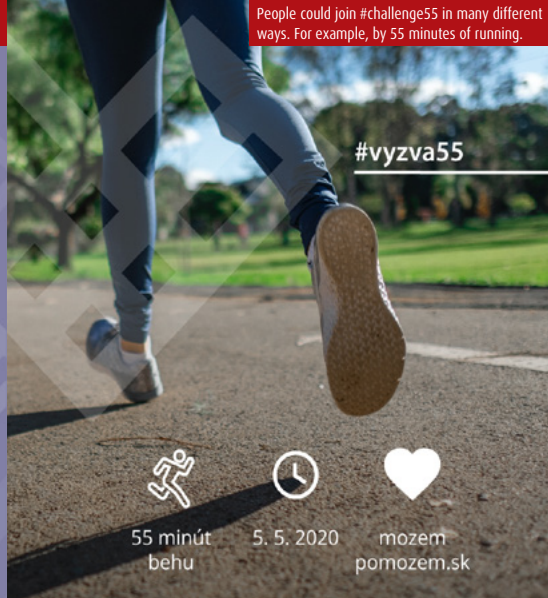
výziev 55



24

hodín

#GivingTuesdayNOW



#vyzva55



55 minút  
behu



5. 5. 2020



mozem  
pomozem.sk

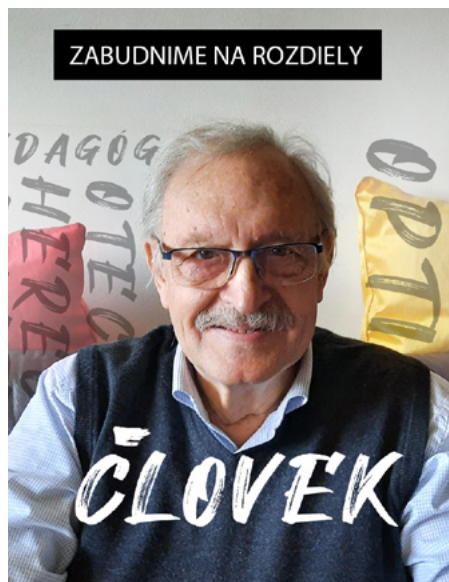
## #GivingTuesdayNow

*On the 5<sup>th</sup> of May 2020, people in Slovakia could express their solidarity through the global initiative #GivingTuesdayNow, which arose in response to the situation caused by COVID-19. It aimed to support charitable projects which were threatened by the pandemic.*

In 24 hours, more than 25,000 euros were raised through the donor marathon. The organisation which had attracted the most donations through the Darujme.sk or DobraKrajina.sk also received a bonus of 500 euros.

On this special day, #GivingTuesdayNow resonated with #challenge55. With reference to the date of the 5<sup>th</sup> of May, people in Slovakia could support non-profit initiatives other than financially. The essence of the challenge was to invent an activity which refers to the number 55 or 5.5.

People got out of their comfort zone and did surprising things to support good projects. For example, they rehearsed 55 concert bars, folded 55 protective shields for paramedics, or learned 55 gestures in sign language. The number of shared posts through which people drew attention to charitable projects exceeded 600 on Instagram.







We sorted the collected items before handing them over.

# Companies to the Community

*The Companies to the Community working group brings together companies which want to support communities through specific activities.*

## Summer collection of clothes and other necessities

The spring collection was rescheduled for summer due to the outbreak of the pandemic. In August 2020, 26 companies in 34 branches joined in, supporting 31 families and 25 organisations within the Heart for Children programme, helping people in need and mitigating the environmental impact of the clothing industry. The collection took place under stricter rules. A 48-hour quarantine of collected items was introduced, and employees working from home could bring items directly into the organisation. More than 300 bags of clothes, shoes and other necessities were collected.

## Autumn collection of clothes and other necessities

The autumn clothing collection, which took place from the 30<sup>th</sup> of November to the 4<sup>th</sup> of December, involved 23 companies in 33 branches. The participating companies supported 23 helping organisations and 3 families of the Heart for Children programme.

In 2020, we held the autumn collection as part of the World Donation Day #GivingTuesday, which involves millions of people around the world. Through the collection, generous people donated more than 600 bags of clothes and other necessities. Among the donated items were also Christmas trees, prams, kitchen utensils and unused goods, such as USB keys and speakers.

### Working group members in 2020

Allen & Overy Bratislava

Erste Group IT International

Foxconn Slovakia

IBM International Services Centre

KPMG Slovakia

PricewaterhouseCoopers

Other member companies  
of the Business Leaders Forum

Law firms of the Pro Bono Attorneys programme



## Seminar: Support for Corporate Volunteering

How to kick-start corporate volunteering, solve legal issues and create a system for appreciation of employees? We answered these and many other questions concerning corporate philanthropy at the seminar entitled Support for Corporate Volunteering, which we organised in February 2020 in Košice. Dm drogerie markt, U. S. Steel Košice and Whirlpool Slovakia shared their experience and practical advice.



## Pro Bono Training

*We continued with the concept of free training for civic organisations in 2020.*

We organised a total of ten training sessions in the form of online webinars in 2020. They were attended by 364 participants from 166 non-governmental organisations.

- **May:** Practical Use of Excel - Beginner/Advanced
- **June:** Employee Motivation and Leadership
- **October:** Crisis Communication and Facebook Business Manager
- **October:** Annual Accounting Statements Operations and Preparation of Financial Statements for Non-profit Entities
- **October:** Notes on the Annual Accounting Statements of Non-Profit Entities
- **November:** Non-governmental Organisations and Income Tax
- **November:** Project Management
- **November:** How to Succeed in the Online World I & II
- **December:** Effective Work with MS Word

### Involved companies

Accace

Accenture

ESET

Tatra Bank

Google

Digital Angels



Our legal expert Eva Braxatorisová is lecturing at a seminar in Košice.

## 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.*

### Assistance in times of the pandemic

In 2020, due to the pandemic outbreak, we continuously addressed the current needs of the non-profit sector. We worked to help resolve issues related to revenue shortfalls and the inability to use tax and other resources due to the restrictions which had been adopted to prevent the spread of the coronavirus. We actively participated in communicating the needs of the sector and resolving issues related to the legislation concerning the allocation and drawing of the tax share.

We also helped to resolve legal issues related to civic activities aimed to help people affected by the pandemic (e.g. psychological assistance, but also the illegal separation of minors from their parents, etc.).

Besides, we provided legal assistance in addressing individual problems of non-profit organi-

sations, related to their internal and contractual relations.

### Discussions and other events

In February, we provided an explanation of legal issues related to corporate volunteering at a meeting of the Companies to the Community platform in Košice and began working with representatives of the non-profit sector to address changes in volunteering legislation.

In April, we participated in the event Hack the Crisis, also as representatives of several members (Stentors, bnt, Squire Patton Bogs). The event aimed to bring innovations in addressing the pandemic. Legal assistance focused mainly on GDPR-related issues.

In July, as part of our membership in PILnet, we participated in an ideaton for V4 students. It inclu-



ded an essay contest, multimedia project contest, and other competitions focused on solving environmental, social and economic problems.

As part of the Pro Bono Attorneys programme, the Pontis Foundation took part in the European Pro Bono Week by discussing the issues raised by the pandemic, entitled How Legal and Non-Profit Cooperation Contributes to Addressing the Pandemic.

At an online event held on the 24<sup>th</sup> of November 2020, we discussed how regulations were adopted during the pandemic, who were most affected by the crisis, as well as the shortage of health workers in Slovakia. The discussion involved 18 experts, including the Public Defender of Rights Mária Patakyová and the Government Plenipotentiary for the Non-Governmental Sector Martin Gierl. A total of 50 participants watched the discussion.

## 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 2020, we led the course in cooperation with Accenture, Dell and the law firm bnt attorneys-at-law, in both the summer and winter semester. Students solved cases and helped 6 organisations and non-profit platforms.

### Programme members:

|   |
|---|
| Accace Legal  |
| Accenture   |
| Prachová & Partners Law Firm  |
| RELEVANS Law Firm   |
| Allen & Overy Bratislava  |
| bnt attorneys-at-law  |
| Dell  |
| Dentons Europe CS LLP, organisational unit                          |
| DLA PIPER WEISS-TESSBACH<br>Rechtsanwälte GmbH, organisational unit |
| Hamala Kluch Víglaský   |
| Kinstellar  |
| Krivak & Co   |
| MARKECHOVA JMJ LEGAL, lawyer's office                               |
| Schönherr Rechtsanwälte GmbH, organisational unit                   |
| Squire Patton Boggs   |
| White & Case  |



This is what the first deliveries of aids looked like

## Who Will Help Slovakia

*The #WhoWillHelpSlovakia initiative was established in March 2020 and immediately caused a great wave of solidarity and help. Thanks to the financial support and volunteering of people and companies from all across Slovakia, in a few months, we managed to provide protective equipment for thousands of health workers and front-line workers.*

The initiators of #WhoWillHelpSlovakia include Lucia and Šimon Šicko, who founded Pixel Federation, Lucia Pašková, the founder of CURADEN Slovakia, and an influencer with the nickname Demotivation.

In the first wave of the pandemic, the initiative raised 1.3 million euros. The aid came from more than 10,000 donors and went to 322 towns and villages, to their medical facilities and social care homes for the purchase of protective equipment, devices and other necessary equipment.

### Who Will Help Slovakia application

The initiative continued its activities even after the end of the first wave of the pandemic. It took the form of an application, which connects requests for material assistance with potential donors in all regions. The main part of the assistance focused on vulnerable and marginalised groups, as well as

medical facilities and social care homes. The Pontis Foundation was in charge of administering the application at <http://kps.solved.fi>

In the second wave, the initiative supported organisations and facilities in 258 towns and municipalities all across Slovakia in the amount of 172 thousand euros. The assistance consisted of the supply of protective equipment, disinfection, groceries, hygiene items and school aids.

### #IWillGetAVaccine

During the second wave, #WhoWillHelpSlovakia joined forces with the Science Helps initiative. Together, the two platforms launched the #IWillGetAVaccine information campaign, which aimed to provide the public with verified information on vaccination against COVID-19 and to share the reasons which motivate people to get vaccinated.





The Office of the Plenipotentiary of the Government of the Slovak Republic for Roma Communities received 10,000 cloth-made face masks, which then helped in marginalised and socially disadvantaged communities.



Preparation of 100 food packages for seniors in Bratislava. The packages contained durable food and hygiene items.





Education





The organisations involved in the Generation 3.0 were assisted pro bono by business and education experts.

## Generation 3.0

*The COVID-19 pandemic also affected the Generation 3.0 accelerator programme. We had to move almost all meetings, training sessions, events and consultations to the online space. We organised a six-day online EDUcamp and also a three-month EDUaccelerator.*

### 23 projects applied for the Generation 3.0 programme

In January, we issued a call for applications for the Generation 3.0 programme for 2020. 23 projects applied for the 4<sup>th</sup> year of the programme. Most applications were from civic organisations (16), but also primary (5) and secondary (1) schools and kindergartens (1). Finally, we shortlisted 14 schools and organisations.

### EDUcamp took place online

The EDUcamp, where we connect selected projects with experts from business and education, took place online. We adjusted the format of the EDUcamp with regards to measures related to the pandemic. Thirteen organisations and a private kindergarten completed a total of 56 hours of consultations.

From the 27<sup>th</sup> of May to the 3<sup>rd</sup> of June, the par-

ticipants of the EDUcamp were working on the development of their Theory of Change. They consulted their projects with selected mentors and researchers in the field of impact measurement. At the end of the event, they presented their plans for the dissemination of educational approaches to schools.

We thank the following mentors for pro bono consultations: Jana Bernatáková, Koru Academia; Andrea Ferancová Bartoňová, ESIPIRA Investments; Alena Kanabova, Accenture; Romana Kanovská, National Institute for Certified Educational Measurements; Martina Králová, SVĀG TO GO; Martin Kuruc, Faculty of Education, Comenius University; Heliodor Macko, SEAK Energetics; Simona Olhová, University of Ostrava; Michal Rehúš, Institute for Educational Policy; Lenka Surotchak, Board of Directors of the Pontis Foundation; Martin Šanta, independent consultant; Lucia Šicková, Pixel Federation; Vladimíra Tomášiková, Asseco Central Europe; Jana Vlašičová, Slovenská sporiteľňa.





The EDUCamp took place online. Over six days, participants and lecturers worked on the creation of the document entitled The Theory of Change.

## EDUCamp 2020 participants

| Category                                    | Organisation   | Project title   |
|---|--|---|
| PERSONALITY PREPARED FOR CHANGE             | Centre for Inclusive Education                         | C. Rogers Education Centre  |
| KNOWLEDGE OF TECHNOLOGY AND NATURAL SCIENCE | FLL Slovakia   | FIRST LEGO League   |
|   | Greenpower To Schools                                  | Greenpower Slovakia   |
|   | OpenLab  | OpenLab   |
| CAREER AND ENTREPRENEURIAL SKILLS           | I AMbitious  | I AMbitious Leadership Academy  |
|   | Carpathian Foundation                                  | MyMachine Slovakia  |
|   | Milan Šimečka Foundation                               | Diverse Schools   |
| SOCIAL AND CIVIC COMPETENCES                | Private Kindergarten, Vavilovova 18                    | Encourage   Empower   Engage  |
|   | V.I.A.C. – Institute for Youth Support and Development | Unbreakable Young People  |
|   | Zmudri   | Get Smart   |
| INNOVATIONS IN THE SYSTEM OF EDUCATION      | People in Need   | One World in Schools – Documentary Films as a Tool of Human Rights Education in Slovakia                              |
|   | Let's Create Our Own World                             | EDUSTEPS  |
|   | LIVING MEMORY  | Totalitarian Regimes in the 20 <sup>th</sup> Century in Slovakia  |
|   | Mirabilis  | Educational Workshops for Teachers: How to educate pupils with special educational needs inclusively and meaningfully |



In September, the mentors and participants of the EDUaccelerator managed to meet in person. Subsequently, they cooperated online.

## EDUaccelerator provided assistance to five organisations

Out of the EDUcamp participants, we selected five organisations with the greatest potential for impact and dissemination to schools across Slovakia, which then advanced to the EDUaccelerator. Its model is inspired by the startup world. Each of the five selected organisations was assigned its personal mentor, who helped with setting the approach as effectively as possible and achieve the set goals. Besides, the organisations gained access to expert training, educational activities tailored to individual needs, tailor-made consultations, networking and financial assistance.

## The following organisations completed the EDUaccelerator programme in 2020:

### Diverse Schools

*Milan Šimečka Foundation*

The Milan Šimečka Foundation worked on the visibility and recognisability of the activities of the Diverse Schools project by preparing the [www.vedietnestaci.sk](http://www.vedietnestaci.sk) website. The website will also strengthen the dissemination of the approach in the online space and increase the impact by affecting a higher number of schools. The organisation also prepared and tested their business model. Martina Kráľová from Teron Solutions accompanied the organisation as their mentor.

### OpenLab

*OpenLab*

OpenLab wanted to disseminate the OpenAcademy educational tool among teachers of secondary vocational schools and grammar schools with a focus on technological subjects and informatics. During the accelerator programme, they identified links between the OpenAcademy and the state education programme, prepared a communication campaign for teachers and implemented the first teacher training on the development of applications and games. Michal Rehúš from the Institute for Educational Policy helped them as their mentor.

### MyMachine Slovakia

*Carpathian Foundation*

The Carpathian Foundation wanted to strengthen the dissemination of the MyMachine programme by involving students of pedagogy. In the EDUaccelerator, they tested and evaluated the model of cooperation with faculties of education. In the field of sustainability, the organisation developed and tested partnership offers for schools and companies, which would ensure more stable funding for the programme. Ondrej Smolár from Soitron assisted the organisation as a mentor.



The EDUaccelerator participants gained a mentor based on pre-identified needs.

## I AMbitious Leadership Academy

*I AMbitious*

During the three-month-long accelerator programme, I AMbitious focused on creating a financial and business plan to achieve a sustainable financing model. They also planned out how to get their programme to a larger number of students and ensure future expansion to all eight regions in Slovakia. Their mentor was Michal Csonga from RonixLab.

## FIRST LEGO League

*FLL Slovakia*

FLL Slovakia planned to expand the number of teams in their FIRST LEGO League Challenge programme (age category of 10 – 16 years) and the FIRST LEGO League Explore programme (age category of 6 – 10 years). Together with Dáša Juríková from Slovenská sporiteľňa, who was their mentor, they worked to set up a communication strategy, including rebranding the competition as well as the organiser. Further, the goal was to set up a new business model to improve the financial stability of the association.

By completing the G3.0 cycle, the organisations have been included in the alumni club as of September 2019. By becoming a member, they have gained access to the Pontis Foundation's broader activities, training and opportunities for further networking and closer cooperation with other actors.

### Researchers who helped the organisations set up their impact measurement

Iveta Juricová (Faculty of Education, Trnava University in Trnava)

Romana Kanovská (National Institute for Certified Educational Measurements)

Soňa Koreňová (Office of the Plenipotentiary of the Government of the Slovak Republic for the Roma Community)

Martin Kuruc (Faculty of Education, Comenius University)

Radomír Masaryk (Faculty of Social and Economic Sciences, Comenius University)

Dominika Vajdová (Faculty of Social and Economic Sciences, Comenius University)

### Senior experts from different fields, who provided expert consultations

Martin Martinkovč (IBM)

Branislav Ondrášik (ESET)

Miroslava Remenárová (Jaguar Land Rover Slovakia)

Zuzana Schaleková (Pontis Foundation)

Lucia Víglášová (Pontis Foundation)

Gabika Zúbriková (Foundation for Children of Slovakia)

### Educational workshop lecturers

Juraj Kováč (Get Movin!)

Michal Laco (Civitta)

Norbert Maur (Pontis Foundation)

Fero Pauliny (Pontis Foundation)

# SILNÉ SPOJENIA PRE POZITÍVNE ZMENY

V ZODPOVEDNOM PODNIKANÍ  
V BOJI ZA TRANSPARENTNOSŤ  
VO VZDELÁVANÍ  
V INKLÚZII



Ondrej Macko, Martina Kolesárová and Romana Kánovská are signing a memorandum of cooperation.

## EDUpoints helped in the transition to distance learning

EDUpoints are places where teachers, principals, pupils, students of pedagogy and parents meet. The programme consists of practical workshops, discussions, demonstration classes, problem-solving, and practical learning of innovative methods, which develop the skills necessary for the 21<sup>st</sup> century. Due to the situation with the COVID-19 pandemic, we moved this teacher training to the online space. On the positive side, we were able to reach twice as many teachers, compared to the last year. EDUpoints also showed excellent flexibility. They responded promptly to the current challenges which schools were facing. They organised webinars focused on how to use technology in distance learning, how to manage distance learning, and how to capture pupils' and students' attention.

In total, in cooperation with local coordinators, we organised 14 offline and 25 online meetings, which were attended by 1,923 teachers.

## We signed a memorandum of understanding with the National Institute for Certified Educational Measurements and First Lego League

We signed the memorandum of cooperation with the National Institute for Certified Educational Measurements and the civic association FLL Slovakia, which organises the First Lego League educational competition.

The signatories of the memorandum – director of the Pontis Foundation Martina Kolesárová, director of the National Institute for Certified Educational Measurements Romana Kánovská and Ondrej Macko on behalf of the FIRST LEGO League Slovakia confirmed that they would jointly support the introduction of innovative educational programmes in schools. Their cooperation will also focus on evaluating the impact of programmes organised by the FLL Slovakia. The cooperation between the FLL and the institute, the aim of which is to measure the impact of the competition on education in Slovakia, was established thanks to the EDUaccelerator.





## Social(i)Makers

*The aim of the Social(i)Makers project was 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.*

The Forum Centre for Regional Development won the transnational competition entitled Be Social, Be Maker, which we organised in the autumn of 2019. As a result, in May, it held training and a contest of innovative ideas for secondary school students. Over 280 students attended the online module Active Citizenship of the Academy of Social Innovation, prepared by the Pontis Foundation.

Nine teams from eight schools entered the student competition. The teams focused on innovative solutions for their schools, for example, in the field of environmental protection, student services and support for critical thinking.

### Research of public opinion

In May 2020, in cooperation with the FOCUS agency, we conducted a representative survey on a sample of 1,011 respondents to establish to what extent people know social innovations and social entrepreneurship. The field of social innovations is still an unknown topic. As many as four-fifths of respondents (81%) do not know of any social innovation.

To a decisive extent, people in Slovakia agree that social innovations should be made by the state and local self-governments (towns and municipalities). On the scale from 0 (it should certainly not do social innovations) to 10 (should certainly do social innovations), the respondents awarded the state administration an average mark of 8.1, and towns, municipalities an average mark of 7.6. Expectations are high also for large enterprises (7.1), as well as for universities and scientific institutions (6.6), civic organisations (6.5), and small and medium-sized enterprises (6.5).

Respondents consider health (63%), economy (43%), education (34%), social disparities (29%) and the environment (25%) to be the most important areas in need of innovation.

Up to 95% of respondents do not know any social enterprise, whether in Slovakia or abroad, or are unable to express opinions on this issue.



## Press conference on social innovations and the pilot project Open Future

In Slovakia, there are projects which innovatively improve the lives of various, not only disadvantaged, groups and also have a positive impact on the economy. This was the main message of the media breakfast, which we held on the 23<sup>rd</sup> of June in Klub pod lampou, with an aim to acquaint journalists with what social innovations are and why we need them. The intention was also to present the results of the FOCUS survey on social innovation and social entrepreneurship, as well as to draw attention to the example of social innovation of the Pontis Foundation – the Open Future programme. Sylvia Šumšalová, project manager of the FOCUS agency, Martina Kolesárová, executive director of the Pontis Foundation, and Daniela Kellerová, project manager of the Open Future, spoke at the event.

## Final international meetings and planning of sustainability of project results

The sustainability of the results of the Social(i) Makers project is important for the whole project consortium. At the turn of May and June, we participated in online workshops focused on the international experience exchange. Thanks to an activity organised by the ZSI, our Austrian partner organisation, we created a transnational action to support social innovation in the region. We also created an action plan for building an ecosystem of social innovation and social entrepreneurship in Slovakia based on the results of a focus group of experts, which we organised on the 25<sup>th</sup> of June.

On the 9<sup>th</sup> of June, we presented the results of the three-year Social(i)Makers project at the international online conference entitled Boosting Change through Social Innovation.

We completed the three-year Social(i)Makers project in July 2021.



## ZaPlotom.sk

*The pandemic also affected our online magazine ZaPlotom.sk. We suspended its activities in March.*

**From January to March, we published articles on three topics:**



**January**  
Mental  
Health



**February**  
Food Waste



**March**  
COVID-19  
Pandemic

### Sections

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







Inclusion



Visit to the headquarters of Profesia in Bratislava. The meeting was led by Martin Menšík, head of brand marketing.

## Open Future

*In 2020, we completed the first pilot year of the three-year educational programme entitled Open Future. In the first year, the programme had 20 participants. In September, we welcomed another group of 30 children. At the moment, 50 pupils are educated through the programme.*

We launched the Open Future project in 2019. It is an extra-curricular educational programme for pupils aged 11 to 15, which allows them to experience a world of unknown innovations and technologies and acquire skills and abilities 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 in need. The first club of the Open Future programme operates at the Maxim Gorky Kindergarten and Primary School in Trnava.

The uniqueness of the programme lies in support for the cooperation of young people. Its essence is to strengthen children's digital skills, creativity and entrepreneurship and motivate them to advance their self-development and improve their school results. As part of the three-year programme, we guide children, under the supervision of mentors, to work on their ideas, which solve social problems in their communities. Leaders from the field of Slovak business, science, culture and different institutions accompany the pupils throughout the process.

### Trips and visits

While the situation allowed, we took our participants for several inspiring visits. For example, we went to the headquarters of the company Profesia in Bratislava. There, we talked about what the children would like to do in the future. We also made two interesting visits to organisations in Trnava (Trnava Archdiocesan Charity and Kubik Community Centre), which demonstrated the value and importance of volunteering. The US Ambassador to Slovakia, Bridget Brink, visited the centre in January. Our participants were very keenly interested in her work as a diplomat.

Due to the COVID-19 pandemic, we moved all other activities to the online space. We implemented online tutoring, mentoring and webinars. We provided the young participants with laptops so that they could connect from home.



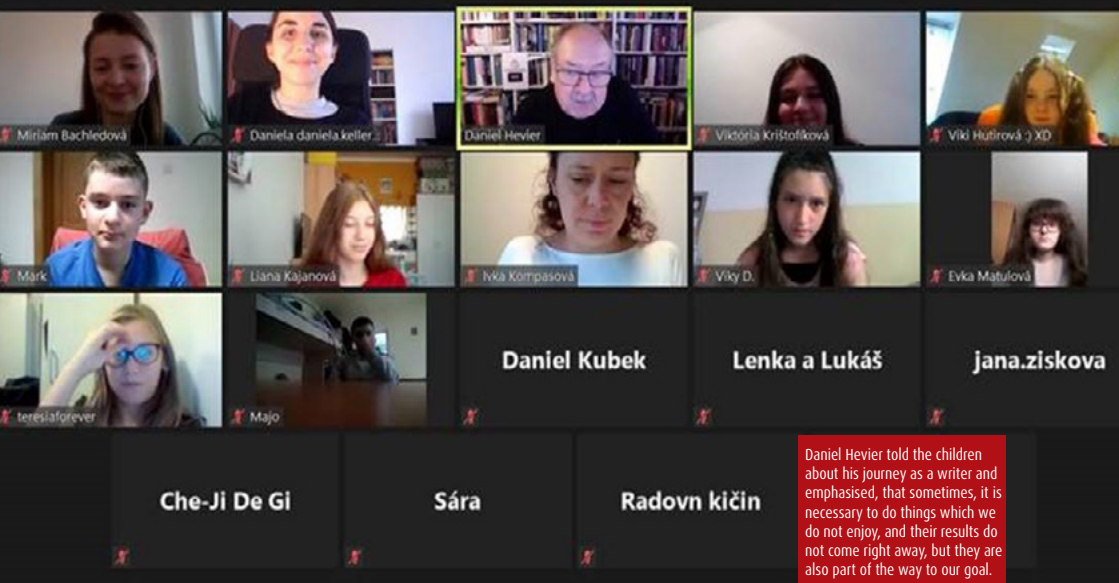
Our participants are visiting the Kubík creative centre in Nádvorie in Trnava.

### **The most important and interesting activities included:**

- tutoring subjects and helping with homework which children were given during distance learning,
- cooperation with the LEAF Academy – three student volunteers from the academy taught the participants English in a playful way,
- a webinar with astrobiologist Miška Musilová, who leads simulated missions to Mars at NASA,
- a webinar on sustainability with Martin Tóčík, who works for the civic association Slatinka,
- a webinar on holograms and innovations with the Matsuko company,
- a webinar on perseverance with writer Daniel Hevier
- webinar on the development of creativity with the CEO of Martinus bookshops, Michal Meško.

We also focused on setting up the impact measurement of the Open Future programme and the preparation of the concept of further expansion of regional centres. Furthermore, we also improved our methodology and updated the briefing of experts and guests. We have also re-set the education of mentors (university students).





## Cooperation with universities

Thanks to the cooperation with the departments at Trnava University, we enable students of selected fields to complete pedagogical practice in the Open Future centre. In the spring, we held a series of online webinars for students of social pedagogy on issues, which they will encounter not only during their internship at our centre but also later in their work with young people. The selected fields included:

- Non-formal education with the centre's coordinator Miriam Šelepová.
- Innovations in education with Martin Kuruc and Ondrej Mikuláš from the organisation Indícia.
- Inclusion in practice with the coordinator of the IncluCentre Viktor Krížo.

We completed the same cycle with other students in the autumn. Students of the Social Work programme and the Child Development and Family Studies programme had the opportunity to participate.







Five-year-old Viki lost her sight at the age of two. Further, the family was significantly affected by the pandemic. Therefore, we supported them by contributing towards the purchase of educational aids and household equipment.

## Heart for Children

*The Ringier Axel Springer charity project, Heart for Children, which we have been implementing for ten years now, helps children with health problems and social disadvantages. In 2020, it continued to support inclusive education.*

The Heart for Children project does not provide finance to families directly but supports them through non-financial assistance. In 2019, the strategy of the project changed. The project has been focusing on the education and support of talent for two years now. The assistance goes to children with health problems and children from socially disadvantaged backgrounds. Most often, it takes the form of a purchase of special aids for alternative and augmentative communication or the provision of special programmes and training for educational institutions, which focus on inclusive education.

Besides, in 2020, we expanded our assistance to support families and organisations affected by the COVID-19 pandemic. We approved 17 applications from families totalling more than 27,000 euros were approved. Most of the applications came from the Nitra region. In addition to directly supporting families, in 2020, we also helped several organisations, which focus on providing solutions in the field of inclusive education or those, which work to elevate the consequences of the pandemic. There were a total of ten of them, and we donated over 22,000 euros.

### Heart for Children public collection in 2020 - overview in EUR

| Title   | On 1 <sup>st</sup> Jan, 2020 | Income             | Expenditures       | On 31 <sup>st</sup> Dec, 2020 | Note                       |
|---|------------------------------|--------------------|--------------------|-------------------------------|----------------------------|
| Heart for Children public collection fund 01/08/2019 – 30/06/2020 | 17 068,36 €                  | 29 075,75 €        | 35 374,82 €        | 10 769,29 €                   | from the public collection |
| Heart for Children public collection fund 01/07/2020 – 31/05/2021 | - €                          | 32 428,86 €        | 1 400,00 €         | 31 028,86 €                   | from the public collection |
| Heart for Children public collection fund 01/09/2018 – 31/07/2019 | 12 565,48 €                  | - €                | 12 565,48 €        | - €                           | from the public collection |
| <b>Total</b>  | <b>29 633,84 €</b>           | <b>61 504,61 €</b> | <b>49 340,30 €</b> | <b>41 798,15 €</b>            |                            |



## Breadwinner

*In 2020, we continued to support families and individuals as part of Billa's Breadwinner programme.*

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We helped people with health problems and disabilities, as well as those from socially disadvantaged backgrounds and those who were in difficult situations due to the pandemic. The programme had no age restrictions, and in 2020, it helped 16 families from different regions in Slovakia.

Families were provided with assistance in the form of basic necessities, such as, for instance, the support for transporting children with disabilities through a car allowance or assistance in the form of rehabilitation and various medical aids. Besides, we also supported families in which grandparents take care of their grandchildren, as well as single-parent families. We helped them, for example, by paying rent during the difficult times of the pandemic or by providing special educational aids for home education. The total amount of aid was 31,992.97 euros.

## Birell Unstoppable

*The essence of the Birell – Unstoppable platform is to connect people without disabilities with people with disadvantages and together create the conditions which allow everyone to exercise.*

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In the Birell – Unstoppable programme, we focused on creating manuals for athletes with and without disabilities. When the situation allowed, the athletes did sports together. We organised a few roundtables with experts on the topics of different health problems, disadvantages and disabilities. The experts were happy to advise us on what the manuals should contain and how to direct the project.



Maximko from Zarnovica and his parents received assistance for a rehabilitation stay in a specialised centre, different aids and fuel for transportation.

## In Good Hands from the Start

*Lidl focused on the littlest children even in 2020. Early intervention for children suffering from serious health problems and disadvantages is very important and significantly improves their lives in the future.*

The project entitled In Good Hands from the Start is here for families with children aged 0 to 3 who suffer from serious illnesses. In 2020, 52 children in this age category received support as part of this project. The largest number of applications (17%) came from the region of Košice as well as the regions of Nitra and Prešov (15% each).

The assistance consisted mainly of contributions towards rehabilitation and therapy for children with central nervous system disorders as well as medical aids, such as sensory toys, wheelchairs, walkers and speech therapy aids. As part of the project, we also donated aids and equipment to children who are hard of hearing. We provided a fuel allowance to several families. The total amount of assistance was almost 133,200 euros.







# Strategic Philanthropy



„The current setting, in which the state and the private sector address their own interests and the civic sector compensates for it and substitutes them, is not sustainable,” Martina Kolesárová, executive director of the Pontis Foundation, explains.

*We consider the development of the strategic philanthropy to be crucial in the transformation of Slovakia into a country with a vision for life in the 21<sup>st</sup> century. Therefore, we put emphasis on this topic even in 2020.*

At the Pontis Foundation, we believe that helping does not depend on wealth or social status. A philanthropist is anyone who cares for his or her surroundings and wants to participate in their transformation. For aid to be effective, it must be not only

a matter of the heart or intuition but also be based on data and a strategic plan. It is important to focus not only on mitigation but also on eliminating the root causes.

## Impact talks

At the beginning of March 2020, we prepared the first of a series of informal interactive evening discussions on philanthropic stories, impact investment and social innovation.

At the Impact Talk event, we hosted two experts who shared their personal stories with us. One of them was Silke Horáková from Tilia Impact Ventures, which is the first fund in the Czech Republic to focus on supporting responsible entrepreneurship. We also had the pleasure to welcome Josef Šovčík, who once had built the successful IT company Visicom and now helps innovative civic projects grow.

## Family philanthropy

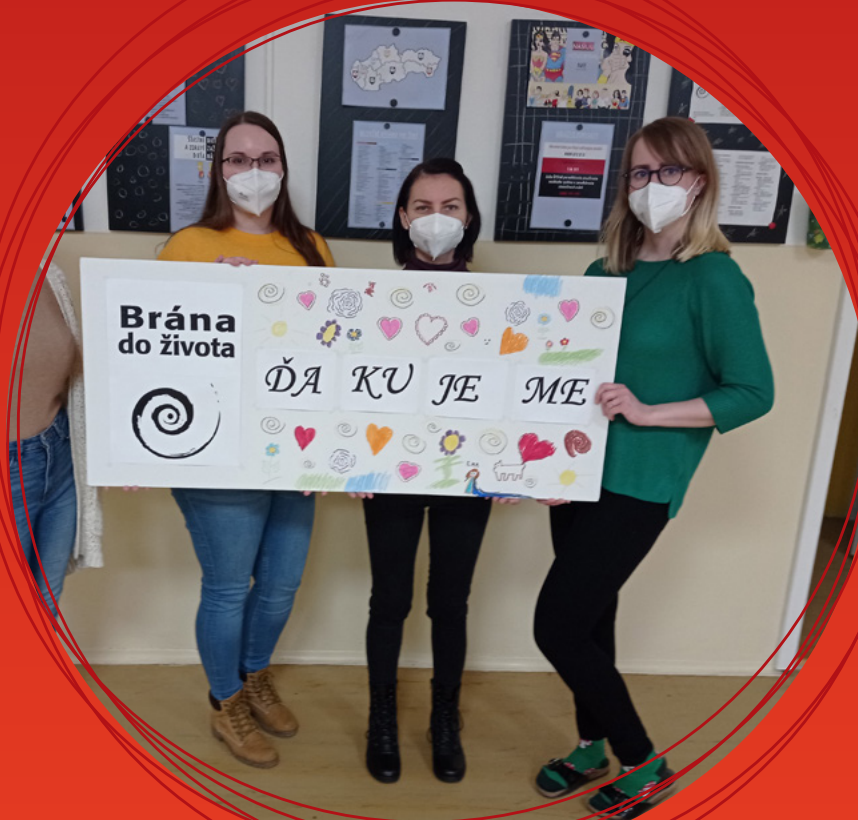
Family companies make up three-quarters of all small and medium-sized businesses in our country. Available studies show that only 30% of them survive after the 2<sup>nd</sup> generation. In Slovakia, at this time, the historically first generation change is taking place in many family companies. Philanthropy can serve as a sealant which holds together relatives as well as the company. Therefore, we are pleased that we were able to contribute a short chapter on the family philanthropic strategy to the unique publication *Generational Exchange Step by Step*, published by the Institute of Family Business.



In the online discussion entitled Philanthropy in the Children's Room, we discussed the topic of giving and leading children for good from an early age.

## Philanthropy in the children's room

Shortly before Christmas, we held an online discussion with psychologist Martina Vagačová, artist Ivana Šáteková and the director of the economic think tank INESS Richard Ďurana. Together, we sought answers to the questions of whether helping others is only a matter of the adults and how to develop children's perceptiveness of our country and nature. Over 50 people attended our discussion entitled Philanthropy in the Children's Room, hosted by Milan Junior Zimnýkovaľ.







# Endowment Funds



### **AXA Endowment Fund at the Pontis Foundation**

The AXA Endowment Fund at the Pontis Foundation was established in 2017. The fund aims to support education, natural and human sciences. In 2020, AXA focused its activities on changing education from the bottom up.

The fund helped find innovative educational approaches within the Generation 3.0 programme, connect them with the educational community, help them with the effective setting of strategies and support them in disseminating to schools all over Slovakia. Thanks to the support of the endowment fund, the first online EDU-camp was implemented in 2020. There, the selected projects received advice from our business, education and impact measurement experts.

### **Bekeart Endowment Fund at the Pontis Foundation**

The endowment fund was established in 2017.

In 2020, the fund supported projects aimed at improving health, raising safety awareness, and projects to support education with a focus on innovative forms and ways of teaching.

### **BNP PARIBAS Endowment Fund at the Pontis Foundation**

The BNP PARIBAS Endowment Fund at the Pontis Foundation was established in 2017. It focuses on supporting the education of young people.

In 2020, there was no call launched, and no project was supported.

### **Continental Automotive Endowment Fund at the Pontis Foundation**

The Continental Automotive Endowment Fund at the Pontis Foundation was established in May 2018.

In 2020, seven projects of non-profit organisations were supported. The fund also co-financed the purchase of a gastroscop for Zvolen Hospital.

### **Dell Endowment Fund at the Pontis Foundation**

Since 2009, the Dell Endowment Fund at the Pontis Foundation has strategically focused on supporting youth education in the field of information technology. It also focuses on community support and the development of volunteer activities.

In 2020, the fund supported public benefit activities and also the involvement of employees in the activities of non-profit organisations and local governments. It helped in fields such as health protection and promotion, social assistance, preservation of cultural values, support for education and environmental protection.

### **dm drogerie markt Endowment Fund at the Pontis Foundation**

Every year, the dm drogerie markt Endowment Fund at the Pontis Foundation provides part of its funding through direct support.

In 2020, two organisations were directly supported, namely Živica (tr. Resin) and Divé maky (tr. Poppies).

The company's contribution to the endowment fund is annually redistributed through individual support, and an employee grant call We Want to Help Each Other. The company uses the grant call to provide financial assistance to its employees in need. In 2020, 20 such applications were supported – six under individual support and fourteen under the grant call.

### **Embraco Endowment Fund at the Pontis Foundation**

The Embraco Endowment Fund at the Pontis Foundation was established in 2015. As part of its activities, it improves business skills and supports the innovative thinking of secondary school students. The endowment fund supports organisations in the district of Spišská Nová Ves in the form of direct support, focused on sports activities, education, health and the environment.

In 2020, we supported education for entrepreneurship and subsequently also innovative ideas of secondary school and university students. Our



The Omama project reduces the differences between children from the majority population and children from marginalised communities.

aim was to prepare young people to be able to create jobs for themselves after graduating from school, instead of waiting for job offers to emerge on the labour market.

### Generali Endowment Fund at the Pontis Foundation

Annually, the Generali Endowment Fund provides funding through direct support.

As part of Direct Support 2020, we provided assistance to the Union of Mother Centres with their Learning for Life project. The project is intended for socially disadvantaged families with children aged 0 - 6 years. It has been in implementation since 2018.

Besides, the fund also supported the Slovak Mountain Rescue Service. A mobile application was created. It will enable safe movement in the mountains. The fund also supported the Biomedical Centre of the Slovak Academy of Science and their model system enabling the lifelong use of a regular physical activity to improve health.

### Jaguar Land Rover Endowment Fund at the Pontis Foundation

Pontis Foundation was established in 2018. It supports a wide range of interesting activities, especially in the field of environmental protection,

culture and education.

In 2020, the endowment fund supported the purchase of protective equipment in relation to the pandemic, as well as the construction of a sports ground in the Nitra Family Centre.

### JCI Endowment Fund at the Pontis Foundation

The endowment fund supports activities in the field of education, the upbringing of children and young people and social inclusion. The company directly supports non-profit organisations and, in addition, actively participates in the volunteer events, such as Our Town and Giving Tuesday.

Since 2018, it has been strategically supporting the project entitled Life of Young People Under Control – School of Family Finances, implemented in the orphanages of the Foundation for Children of Slovakia. The project addresses the financial literacy of children, who have little practical information about finances and often do not know how to manage money properly in everyday life. Since 2019, support has also been allocated for the Help with the Heart programme. Vocational schools with students with intellectual disabilities often encounter difficulties finding paid work placements for their students. In cooperation with Johnson Controls, the project has significantly influenced students' preparedness for





The Kia Endowment Fund contributes to the Žilina Region, for example, by supporting building of bike paths.

the open labour market.

In 2020, we also supported the project Omama by the Way Out organisation.

### **LGBT+ Community Support Fund**

The main goal of the fund is to support diversity and fair society, and raise awareness about the LGBT+ community.

In 2020, the fund supported four organisations which focus on this issue (Inakost', PRIDE Bratislava, Mladý, Sapliň) and one smaller individual initiative to produce and distribute a leaflet on LGBT+ in the Roma language.

### **Kia Endowment Fund at the Pontis Foundation**

The Kia Endowment Fund at the Pontis Foundation was established in June. The purpose of the fund is to support the development of sports, education and training, the preservation of cultural values, the protection of the environment, science and research, volunteering, the protection and promotion of health, and social assistance.

The endowment fund supported projects aimed at helping and alleviating the COVID-19 pandemic, supporting education, schools, social care homes, local governments and non-profit orga-

nisations, as well as supporting other organisations through two employee grant programmes entitled Volunteering and Sports in the Region.

### **Lidl Endowment Fund at the Pontis Foundation**

The Lidl Endowment Fund at the Pontis Foundation was established in May 2013, based on an agreement on the establishment of an endowment fund. It aims to support public benefit activities, primarily focusing on supporting projects in the field of health care, education and development of young people.

In 2020, we supported the purchase of four infusion machines for the East Slovak Oncology Institute in Košice. The primary purpose was to increase the protection and safety of patients and operating staff. We purchased equipment (three monitors for monitoring twins and one central monitoring station) for the University Hospital Bratislava. It will enable better availability and quality of health care at the Gynecology and Obstetrics Clinic of the Faculty of Medicine at Comenius University and Hospital Bratislava Ružinov. To mitigate the consequences of the COVID-19 disease, we also provided a grant to the Slovak Red Cross. Thanks to it, the organisation was able to purchase protective aids, disinfection and material equipment for its employees and volunteers, and partially covered its personnel costs.

## **Mercedes-Benz Financial Endowment Fund at the Pontis Foundation**

In 2020, the MBF Endowment Fund continued to support projects of organisations which help people without homes and people at risk of losing their homes, as well as organisations which contribute to increasing transparency and social inclusion in Slovakia.

The MBF Endowment Fund deals with the bold topic of social inclusion in the region of Bratislava. The decisions are made by their employees who vote for projects in polls. In 2020, almost 50,000 euros went to the implementation of projects.

## **Metro Financial Endowment Fund at the Pontis Foundation**

The METRO Endowment Fund at the Pontis Foundation was established in 2018. From the beginning, it has supported activities aimed at protecting the environment and also helps socially disadvantaged people.

In 2020, we used the fund to support an organisation which focuses on assisting families and young people in difficult life situations.

## **Philip Morris International Donation Programme**

In 2020, the Philip Morris Donation Programme supported projects aimed at promoting social inclusion.

The programme provided assistance to the Black-White Horse organisation for the Therapeutic Riding School project, the Cvernovka Foundation for the project entitled More Opportunities for Talented Mothers, and the Theatre without a Home. The civic association Vagus and the programme Open Future of the Pontis Foundation benefited from the programme too.

## **Mobis Endowment Fund at the Pontis Foundation**

Since 2009, the Mobis Endowment Fund at the Pontis Foundation has focused on different fields of community support within the region of Žilina, as well as on supporting hospitals.

In 2020, among other things, five hospitals in the Žilina and Trenčín regions were supported by the donation of personal and medical aids for protection against COVID-19. As part of prevention, we purchased a disinfection gate for the Hospital of Kysuce in Čadca.



Thanks to the Mobis Endowment Fund, we could purchase the disinfection gate for the Hospital of Kysuce.

## **Pixel Federation Endowment Fund at the Pontis Foundation**

The Pixel Federation Endowment Fund at the Pontis Foundation was established in 2016. The purpose of the fund is to support public benefit activities through the implementation of grant programmes and support for community projects. In 2020, no call was launched, and no project was supported.

## **Pricewaterhouse Coopers Endowment Fund at the Pontis Foundation**

In 2010, PwC established the endowment fund as an initiative to support the right things in the community. Through the programme entitled Helping Hand, we supported initiatives by PwC employees who wanted to help the community and who were involved in the activities of various organisations.



## Helping the Helpers Fund at the Pontis Foundation

The pandemic and its consequences significantly impacted many non-profit entities. In cooperation with the Association of Corporate Foundations, we created a fund to support organisations which had struggled with existential problems caused by the ongoing pandemic.

We supported four entities. Among them was an organisation focused on helping people without homes, a crisis centre for mothers with children, a theatre with actors without homes and people with disabilities, and an organisation focused on supporting single-parent families.

We helped by contributing towards providing a source of heat, disinfectants, a contribution towards the salaries of actors and actresses, and the provision of an electronic registration system for clients. The total amount of support was over 13 thousand euros.

## PSA Slovakia at the Pontis Foundation

The PSA Slovakia Endowment Fund at the Pontis Foundation was established in 2015.

The fund supported a project focused on the transfer and knowledge exchange, the promotion of networking, brainstorming, and mutual support. It also offered inspiration and created a creative environment.

## Slovenské elektrárne Endowment Fund at the Pontis Foundation

In 2020, the fund implemented philanthropic activities aimed at supporting employees, communities, building relationships with important partners, and also supporting meaningful projects which positively change the whole of Slovakia.

The fund provided grants to the projects under the Special Employee Grant Programme. In total, we redistributed over 20,000 euros to 21 projects.

## **Tesco Endowment Fund at the Pontis Foundation**

The Tesco Endowment Fund at the Pontis Foundation was established in 2020.

In the 7<sup>th</sup> edition of the grant call entitled You Decide, We Help, we supported 231 projects. The activities of the organisations were diverse. They focused, for instance, on education, health, sports activities, the preservation of cultural monuments, and the support of women in need and disadvantaged children, the improvement of the environment in municipalities, as well as the provision of material equipment to smaller local organisations and schools.

## **Strabag Endowment Fund at the Pontis Foundation**

The fund was established in 2016. The fund aims to support public benefit activities through the implementation of grant programmes and support for community projects.

In 2020, no call was launched, and no project was supported.

## **Telekom Endowment Fund at the Pontis Foundation**

In 2020, the Telekom Endowment Fund at the Pontis Foundation continued implementing its programmes aimed at developing digital skills in the field of education, with a special emphasis on vulnerable groups.

In cooperation with partners, we launched the flagship programme entitled ENTER. It allowed schools to use the latest innovations in the teaching of computer science. The programme provides them with material assistance, practical instructions and learning materials for pupils and parents, and allows teachers to gain the necessary skills and experience.

In the pilot year of the grant programme ST Digital Generation, we supported 243 primary and secondary schools, to which we redistributed 229 thousand euros. The grant programme aimed to

make the world of digital technology accessible to secondary school pupils and secondary school students through micro:bits. These tools for teaching coding can be used not only in computer science classes but also in many other subjects. We also continued to support solutions and programmes which bring positive changes in the fight against corruption, increasing transparency and creating an inclusive society. For example, we supported Živica's (tr. Resin's) Comenius Institute. It will focus on creating an inspiring space for the development of leaders in education. The CORvus project will focus on making smartphones accessible to people with low vision. We also supported the VIA IURIS organisation. The Telekom Endowment Fund was also the main partner of the Pontis Foundation's Open Future programme.

## **Unilever Endowment Fund at the Pontis Foundation**

The Unilever Endowment Fund at the Pontis Foundation was established in 2017.

The fund supported the largest conference on responsible entrepreneurship in Slovakia, which emphasised current trends, brought inspiring examples from home, and awarded those who had contributed to the fulfilment of the Sustainable Development Goals.

## **Vrba – Wetzler Endowment Fund at the Pontis Foundation**

The mission of the Vrba and Wetzler Endowment Fund, established in 2017, is to raise awareness of the heroic deed of two prisoners of the former Auschwitz-Birkenau concentration camp, who fled to report to the world on the reality of mass murdering. The fund also supports activities to prevent hatred and anti-Semitism.

In 2020, the fund supported one project.



## Endowment funds in 2020 – Overview (EUR)

| Názov  | On 1 <sup>st</sup> Jan,<br>2020 | Income                | Expenditures          | On 31 <sup>st</sup> Dec,<br>2020 | Note                              |
|--|---------------------------------|-----------------------|-----------------------|----------------------------------|-----------------------------------|
| Helping the Helpers Fund at the Pontis Foundation            | - €                             | 15 000,00 €           | 12 449,12 €           | 2 550,88 €                       | 2% tax assignment & contributions |
| PSA Slovakia Endowment Fund at the Pontis Foundation         | 4 000,00 €                      | - €                   | 4 000,00 €            | - €                              | 2% tax assignment                 |
| Telekom Endowment Fund at the Pontis Foundation              | 425 918,17 €                    | 1 012 200,19 €        | 491 015,45 €          | 947 102,91 €                     | 2% tax assignment & contributions |
| Slovenské elektrárne Endowment Fund at the Pontis Foundation | 1 098,01 €                      | 300 865,12 €          | 19 688,59 €           | 282 274,54 €                     | 2% tax assignment & contributions |
| Lidl Endowment Fund at the Pontis Foundation                 | 598 524,49 €                    | 594 273,00 €          | 63 892,91 €           | 1 128 904,58 €                   | 2% tax assignment & contributions |
| Arriva Endowment Fund at the Pontis Foundation               | 15 266,81 €                     | - €                   | 11 071,77 €           | 4 195,04 €                       | 2% tax assignment & contributions |
| Adient Endowment Fund at the Pontis Foundation               | 18 190,30 €                     | 30 136,17 €           | 29 758,36 €           | 18 568,11 €                      | 2% tax assignment                 |
| Mercedes Endowment Fund at the Pontis Foundation             | 35 906,48 €                     | 42 088,54 €           | 49 630,65 €           | 28 364,37 €                      | 2% tax assignment & contributions |
| Tesco Endowment Fund at the Pontis Foundation                | 11 650,00 €                     | 167 500,00 €          | 176 770,00 €          | 2 380,00 €                       | contributions                     |
| Accenture Endowment Fund at the Pontis Foundation            | 119 627,89 €                    | 115 215,12 €          | 153 099,87 €          | 81 743,14 €                      | 2% tax assignment & contributions |
| Transparent Slovakia Endowment Fund                          | 89 124,25 €                     | 120 000,00 €          | 160 232,78 €          | 48 891,47 €                      | 2% tax assignment & contributions |
| Dell Endowment Fund at the Pontis Foundation                 | 36 893,14 €                     | 23 555,24 €           | 33 070,39 €           | 27 377,99 €                      | 2% tax assignment                 |
| Embraco Endowment Fund at the Pontis Foundation              | 58 958,89 €                     | 106 904,81 €          | 38 354,09 €           | 127 509,61 €                     | 2% tax assignment                 |
| PwC Endowment Fund at the Pontis Foundation                  | 33 719,39 €                     | 31 103,29 €           | 32 039,40 €           | 32 783,28 €                      | 2% tax assignment                 |
| dm drogerie markt Endowment Fund at the Pontis Foundation    | 9 461,48 €                      | 64 222,87 €           | 46 827,05 €           | 26 857,30 €                      | 2% tax assignment & contributions |
| KIA Endowment Fund at the Pontis Foundation                  | 952 656,21 €                    | -32 440,00 €          | 897 176,80 €          | 23 039,41 €                      | 2% tax assignment                 |
| Mobis Endowment Fund at the Pontis Foundation                | 136 505,14 €                    | 118 441,43 €          | 135 258,99 €          | 119 687,58 €                     | 2% tax assignment                 |
| Axa Endowment Fund at the Pontis Foundation                  | 16 131,64 €                     | 6 752,95 €            | 16 131,64 €           | 6 752,95 €                       | 2% tax assignment & contributions |
| Bekaert Endowment Fund at the Pontis Foundation              | 103 282,05 €                    | 52 755,18 €           | 81 257,58 €           | 74 779,65 €                      | 2% tax assignment & contributions |
| Johnson Controls Endowment Fund at the Pontis Foundation     | 52 041,40 €                     | - €                   | 52 041,40 €           | - €                              | 2% tax assignment & contributions |
| Unilever Endowment Fund at the Pontis Foundation             | 3 557,06 €                      | 9 734,75 €            | 9 734,75 €            | 3 557,06 €                       | 2% tax assignment                 |
| Metro Endowment Fund at the Pontis Foundation                | 50 780,97 €                     | 11 403,00 €           | 1 554,86 €            | 60 629,11 €                      | 2% tax assignment & contributions |
| Vrba Wetzler Endowment Fund at the Pontis Foundation         | 420,00 €                        | 208,85 €              | 440,00 €              | 188,85 €                         | contributions                     |
| Generali Insurance Endowment Fund at the Pontis Foundation   | 63 337,06 €                     | - €                   | 63 306,72 €           | 30,34 €                          | 2% tax assignment                 |
| BNP Paribas Endowment Fund at the Pontis Foundation          | 856,81 €                        | 3 068,00 €            | 856,81 €              | 3 068,00 €                       | 2% tax assignment                 |
| Continental Endowment Fund at the Pontis Foundation          | 31 836,86 €                     | 14 030,89 €           | 28 692,17 €           | 17 175,58 €                      | 2% tax assignment                 |
| Jaguar Land Rover Endowment Fund at the Pontis Foundation    | 19 500,87 €                     | 19 900,67 €           | 8 699,62 €            | 30 701,92 €                      | 2% tax assignment                 |
| The LGBT+ Community Support Fund at the Pontis Foundation    | 1 500,00 €                      | 23 700,00 €           | 19 383,90 €           | 5 816,10 €                       | 2% tax assignment & contributions |
| <b>Total</b>   | <b>2 890 745,37 €</b>           | <b>2 850 620,07 €</b> | <b>2 636 435,67 €</b> | <b>3 104 929,77 €</b>            |                                   |





# Financial Report

## **Independent Auditor's Report**

To the Board of trustees, Trustees and Supervisory Board 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 2020, 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 2020, 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 Trustee 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.

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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 2020 is consistent with the financial statements for the relevant year,
- The annual report contains information based on the Act on Accounting.

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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.

30 June 2021  
Bratislava, Slovak Republic

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

Ing. Peter Bobik, statutory auditor  
Licencia UDVA č. 1065

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## Balance Sheet at 31 December 2020 (EUR)

| Assets   | Accounting period   |                     |                     | Preceding accounting period |
|--|---------------------|---------------------|---------------------|-----------------------------|
|  | Gross               | Correction          | Net                 | Net                         |
| <b>A. TOTAL NON-CURRENT ASSETS</b>                       | <b>743,124.23</b>   | <b>439,311.42</b>   | <b>303,812.81</b>   | <b>317,465.06</b>           |
| 1. <b>LONG-TERM INTANGIBLE ASSETS</b>                    | <b>245,803.85</b>   | <b>203,666.55</b>   | <b>42,137.30</b>    | <b>47,484.72</b>            |
| Software   | 244,243.85          | 202,106.55          | 42,137.30           | 47,484.72                   |
| Other long-term intangible assets                        | 1,560.00            | 1,560.00            | -                   | -                           |
| 2. <b>LONG-TERM TANGIBLE ASSETS</b>                      | <b>497,320.38</b>   | <b>235,644.87</b>   | <b>261,675.51</b>   | <b>269,980.34</b>           |
| Buildings  | 414,736.75          | 162,431.59          | 252,305.16          | 262,673.52                  |
| Individual moveable assets and groups of moveable assets | 16,445.40           | 7,075.05            | 9,370.35            | 7,306.82                    |
| Small long-term tangible assets                          | 66,138.23           | 66,138.23           | -                   | -                           |
| <b>B. TOTAL CURRENT ASSETS</b>                           | <b>3,953,012.50</b> | <b>-</b>            | <b>3,953,012.50</b> | <b>3,661,797.82</b>         |
| 2. <b>LONG-TERM RECEIVABLES</b>                          | <b>231,637.13</b>   | <b>-</b>            | <b>231,637.13</b>   | <b>80,000.00</b>            |
| Other receivables  | 231,637.13          | -                   | 231,637.13          | 80,000.00                   |
| 3. <b>SHORT-TERM RECEIVABLES</b>                         | <b>100,350.09</b>   | <b>-</b>            | <b>100,350.09</b>   | <b>449,338.20</b>           |
| Trade receivables  | 23,736.32           | -                   | 23,736.32           | 31,845.12                   |
| Other receivables (donors)                               | 76,613.77           | -                   | 76,613.77           | 417,460.19                  |
| Other receivables  | -                   | -                   | -                   | 32.90                       |
| 4. <b>FINANCIAL ACCOUNTS</b>                             | <b>3,621,025.28</b> | <b>-</b>            | <b>3,621,025.28</b> | <b>3,132,459.61</b>         |
| Cash on hand   | 2,637.90            | -                   | 2,637.90            | 2,123.96                    |
| Bank accounts  | 3,618,387.38        | -                   | 3,618,387.38        | 3,130,335.65                |
| <b>C. TOTAL ACCRUALS AND DEFERRALS</b>                   | <b>4,752.84</b>     | <b>-</b>            | <b>4,752.84</b>     | <b>5,850.39</b>             |
| 1. Deferred expenses                                     | 4,752.84            | -                   | 4,752.84            | 5,850.39                    |
| <b>TOTAL ASSETS</b>                                      | <b>4,700,889.57</b> | <b>439,311.42</b>   | <b>4,261,578.15</b> | <b>3,985,113.27</b>         |
| Equity and liabilities                                   |                     | Accounting period   |                     | Preceding accounting period |
| <b>A. TOTAL EQUITY</b>                                   |                     | <b>3,392,969.80</b> |                     | <b>3,204,350.13</b>         |
| 1. <b>Equity and funds</b>                               |                     | <b>3,333,636.41</b> |                     | <b>3,190,987.36</b>         |
| Equity capital   |                     | 155,027.67          |                     | 155,027.67                  |
| Funds created under a special regulation                 |                     | 3,178,608.74        |                     | 3,035,959.78                |
| 3. <b>Profit/loss for past periods</b>                   |                     | <b>13,362.77</b>    |                     | <b>690.82</b>               |
| 4. <b>Profit/loss for the current accounting period</b>  |                     | <b>45,970.62</b>    |                     | <b>12,671.95</b>            |
| <b>B. TOTAL LIABILITIES</b>                              |                     | <b>25,745.56</b>    |                     | <b>30,788.49</b>            |
| 1. <b>RESERVES</b>                                       |                     | <b>8,274.03</b>     |                     | <b>7,787.08</b>             |
| Short-term reserves                                      |                     | 8,274.03            |                     | 7,787.08                    |
| 2. <b>LONG-TERM PAYABLES</b>                             |                     | <b>1,452.77</b>     |                     | <b>1,492.97</b>             |
| Social fund payables                                     |                     | 1,452.77            |                     | 1,492.97                    |
| 3. <b>LONG-TERM PAYABLES</b>                             |                     | <b>16,018.76</b>    |                     | <b>21,508.44</b>            |
| Trade payables   |                     | 1,609.14            |                     | 13,972.26                   |
| Employee payables  |                     | -                   |                     | -                           |
| Settlement with social security institutions             |                     | -57.90              |                     | -                           |
| Tax payables   |                     | 14,212.62           |                     | 7,536.18                    |
| Other payables   |                     | 254.90              |                     | -                           |
| 4. <b>BANK ASSISTANCE AND LOANS</b>                      |                     | <b>-</b>            |                     | <b>-</b>                    |
| Current bank loans                                       |                     | -                   |                     | -                           |
| <b>C. TOTAL ACCRUALS AND DEFERRALS</b>                   |                     | <b>842,862.79</b>   |                     | <b>749,974.65</b>           |
| Deferred revenues  |                     | 842,862.79          |                     | 749,974.65                  |
| <b>TOTAL EQUITY AND LIABILITIES</b>                      |                     | <b>4,261,578.15</b> |                     | <b>3,985,113.27</b>         |

## Profit and Loss Statement at 31 December 2020 (EUR)

| Account number                                     | Expenses   | Activity            |                   |                     | Preceding accounting period |
|--|--|---------------------|-------------------|---------------------|-----------------------------|
|  |  | Main non-taxable    | Taxable           | Total               |                             |
| 501  | Material consumption                                     | 43,556.06           | 1,684.89          | 45,240.95           | 48,832.86                   |
| 502  | Energy consumption                                       | 2,612.70            | -                 | 2,612.70            | 2,862.34                    |
| 511  | Repairs and maintenance                                  | 4,626.33            | -                 | 4,626.33            | 2,303.13                    |
| 512  | Travel expenses  | 1,730.35            | -                 | 1,730.35            | 15,171.51                   |
| 513  | Representation expenses                                  | 7,970.57            | -                 | 7,970.57            | 48,573.56                   |
| 518  | Other services   | 617,721.78          | 248,554.31        | 866,276.09          | 1,040,195.19                |
| 521  | Payroll expenses   | 255,865.15          | -                 | 255,865.15          | 267,410.44                  |
| 524  | Statutory social and health insurance                    | 86,253.40           | -                 | 86,253.40           | 91,648.99                   |
| 527  | Statutory social expenses                                | 7,662.17            | -                 | 7,662.17            | 7,067.17                    |
| 528  | Other social expenses                                    | -                   | -                 | -                   | 272.37                      |
| 538  | Other taxes and fees                                     | 1,039.81            | -                 | 1,039.81            | 3,464.48                    |
| 541  | Contractual penalties and fines                          | -                   | -                 | -                   | -                           |
| 542  | Other penalties and fines                                | -                   | -                 | -                   | 6.00                        |
| 543  | Bad debts  | -                   | -                 | -                   | 5,149.05                    |
| 544  | Interest   | 0.21                | -                 | 0.21                | -                           |
| 545  | Exchange rate losses                                     | 2,299.43            | -                 | 2,299.43            | 2,136.74                    |
| 546  | Donations  | 16,305.30           | -                 | 16,305.30           | 1,466.22                    |
| 548  | Deficits and damages                                     | 2,325.00            | -                 | 2,325.00            | -                           |
| 549  | Other expenses   | 3,766.90            | -                 | 3,766.90            | 5,180.92                    |
| 551  | Depreciation of long-term intangible and tangible assets | 38,361.80           | -                 | 38,361.80           | 57,664.31                   |
| 556  | Creation of funds  | 86,263.23           | -                 | 86,263.23           | 200,589.94                  |
| 558  | Creation and settlement of adjustments                   | -                   | -                 | -                   | -                           |
| 562  | Contributions provided to other accounting units         | 809,717.69          | -                 | 809,717.69          | 519,168.75                  |
| 563  | Contributions provided to individuals                    | -                   | -                 | -                   | -                           |
| 565  | Contributions provided from tax assignment               | 1,744,738.89        | -                 | 1,744,738.89        | 1,930,294.94                |
| 567  | Contributions provided from public collection            | 157,755.51          | -                 | 157,755.51          | 255,218.92                  |
| <b>Accounting class 5 in total, total expenses</b> |  | <b>3,890,572.30</b> | <b>250,239.20</b> | <b>4,140,811.50</b> | <b>4,504,677.83</b>         |

| Account number                                     | Revenues  | Activity            |                   |                     | Preceding accounting period |
|--|---|---------------------|-------------------|---------------------|-----------------------------|
|  |   | Main non-taxable    | Taxable           | Total               |                             |
| 644  | Interest  | -                   | -                 | -                   | -                           |
| 645  | Exchange rate gains                                 | 1,294.90            | -                 | 1,294.90            | 221.73                      |
| 646  | Received donations                                  | 18,468.04           | -                 | 18,468.04           | 7,225.00                    |
| 649  | Other revenues                                      | 140,047.70          | 300,301.80        | 440,349.50          | 419,985.62                  |
| 651  | Revenues from the sale of long-term tangible assets | -                   | 11.00             | 11.00               | -                           |
| 656  | Revenues from the use of the fund                   | 465,351.27          | -                 | 465,351.27          | 686,400.43                  |
| 662  | Contributions received from other organisations     | 1,172,973.62        | -                 | 1,172,973.62        | 1,019,326.65                |
| 663  | Contributions received from individuals             | 160,274.07          | -                 | 160,274.07          | 105,616.71                  |
| 665  | Contributions received from tax assignment          | 1,852,311.69        | -                 | 1,852,311.69        | 2,081,456.87                |
| 667  | Contributions received from public collections      | 86,263.23           | -                 | 86,263.23           | 200,589.94                  |
| <b>Accounting class 6 in total, total revenues</b> |   | <b>3,896,984.52</b> | <b>300,312.80</b> | <b>4,197,297.32</b> | <b>4,520,822.95</b>         |
| <b>Profit/loss before tax</b>                      |   | <b>6,412.22</b>     | <b>50,073.60</b>  | <b>56,485.82</b>    | <b>16,145.12</b>            |
| 591  | Income tax  | -                   | 10,515.20         | 10,515.20           | 3,473.17                    |
| 595  | Additional income tax levies                        | -                   | -                 | -                   | -                           |
| <b>Profit/loss after tax</b>                       |   | <b>6,412.22</b>     | <b>39,558.40</b>  | <b>45,970.62</b>    | <b>12,671.95</b>            |



## Overview of Costs Broken Down by Activities (EUR)

| Grant programme  | 2020                | in%         |
|--|---------------------|-------------|
| Grant programmes from the Funds, other grants / Inclusion                                  | 627,785.93          | 15%         |
| Grant programmes from the Funds, other grants / Transparency                               | 186,463.30          | 5%          |
| Grant programmes from the Funds, other grants / Education                                  | 292,138.65          | 7%          |
| Grant programmes from the Funds, other grants / Community                                  | 1,252,559.00        | 30%         |
| Grants to children in the Heart for Children project                                       | 49,340.30           | 1%          |
| Grants to Slovak NGOs / Good Country project   | 118,296.06          | 3%          |
| Grants for innovative approaches in education / Generation 3.0                             | 76,246.50           | 2%          |
| Grant programmes Breadwinner and In Good Hands from the Start                              | 156,535.29          | 4%          |
| Grants to Slovak NGOs / Our Town and volunteering events                                   | 19,955.58           | 0%          |
| <b>Direct programme costs</b>  |                     |             |
| Conference CEE CSR Summit  | 45,311.58           | 1%          |
| Via Bona Slovakia Awards   | 46,927.50           | 1%          |
| Business Leaders Forum - administration, website, oth. activities, corp. volunteering      | 80,373.67           | 2%          |
| Charter of Diversity   | 57,175.22           | 1%          |
| Our Town - corporate volunteering event  | 55,195.75           | 1%          |
| Good Country public collection - fund creation / statutory accounting regulation           | 24,538.62           | 1%          |
| Programmes: Good Country, Giving Tuesday and Attorneys Pro Bono                            | 96,738.69           | 2%          |
| Administration, monitoring, development / Community  | 76,164.40           | 2%          |
| Fund for Transparent Slovakia  | 31,971.85           | 1%          |
| CSO Sustainability Index   | 12,487.37           | 0%          |
| Grant programmes - administration, monitoring, development / Transparency                  | 20.00               | 0%          |
| Generation 3.0   | 130,657.65          | 3%          |
| Social innovations   | 101,688.12          | 2%          |
| Grant programmes - administration, monitoring, development / Education                     | 45,726.73           | 1%          |
| The Heart for Children public collection - fund creation / statutory accounting regulation | 61,504.61           | 1%          |
| Programme Open Future  | 137,052.00          | 3%          |
| Grant programmes - administration, monitoring, development / Inclusion                     | 89,524.46           | 2%          |
| <b>Administration costs</b>  |                     |             |
| Administration and development costs   | 268,432.67          | 6%          |
| <b>Total</b>   | <b>4,140,811.50</b> | <b>100%</b> |

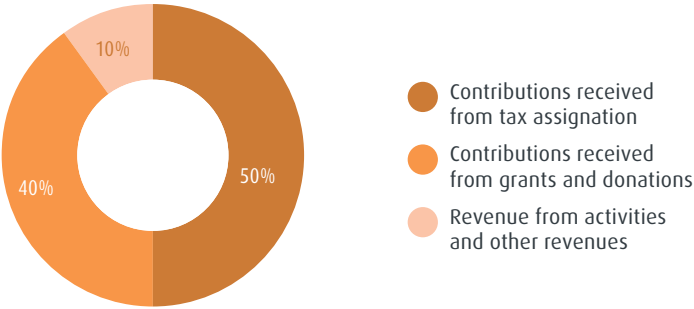
  

|                                 |                     |                |
|---------------------------------|---------------------|----------------|
| Corporate social responsibility | 229,787.97          | 6%             |
| Community                       | 1,643,448.10        | 40%            |
| Transparency                    | 230,942.52          | 6%             |
| Administration                  | 268,432.67          | 6%             |
| Education                       | 646,457.65          | 16%            |
| Inclusion                       | 1,121,742.59        | 27%            |
|                                 | <b>4,140,811.50</b> | <b>100,00%</b> |

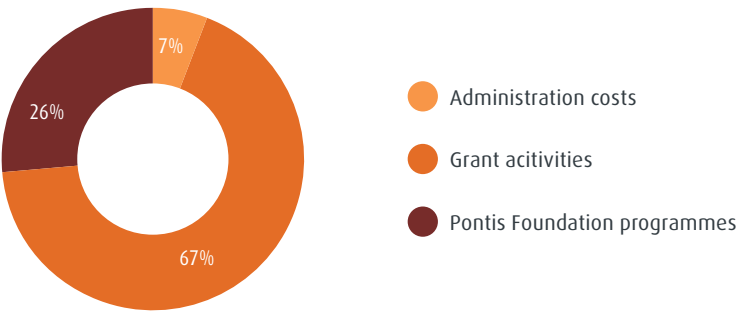
## Overview of Revenues in 2020 Broken Down by Type (EUR)

| 2 % tax assignment received - used for projects and grants   | 2020                | 2019                | in %          |
|--|---------------------|---------------------|---------------|
| 2 % tax assignment received - used for projects and grants   | 1,852,311.69        | 2,081,456.87        | 44.1%         |
| <b>Received contributions - grants, donations from organisations and individuals</b>                           |                     |                     |               |
| Contributions received to endowment funds at the Pontis Foundation from sources outside the 2% tax assignment  | 369,113.40          | 277,326.37          | 8.8%          |
| Grant from Interreg Central Europe for projects of education   | 51,523.93           | 159,800.77          | 1.2%          |
| Contributions received to Generation 3.0 project (grants, donations made by companies and individuals)         | 199,737.99          | 291,280.64          | 4.8%          |
| Slovak Aid grants - SAIDC for projects of global development education   | -                   | 11,629.01           | 0.0%          |
| Grant from Operation Programme EU Human Ressources   | 38,236.23           | -                   | 0.9%          |
| Contributions and donations received to the Fund for Transparent Slovakia and                                  | 237,660.49          | 102,702.08          | 5.7%          |
| Contributions received to projects, fund management and other activities of inclusion                          | 255,839.92          | 174,955.12          | 6.1%          |
| Contributions received to projects of CSR, Via Bona Slovakia, CSR Summit, Diversity Charter                    | 102,225.60          | 59,456.77           | 2.4%          |
| Contributions received to Community and Our Town projects  | 78,910.13           | 55,017.60           | 1.9%          |
| In-kind contributions used for grants and projects   | 18,468.04           | -                   | 0.4%          |
| <b>Revenues from activities:</b>   |                     |                     |               |
| Revenues from activities: BLF, CSR Summit, CSR Education, Corporate Volunteering, Our Town, Pro Bono Attorneys | 320,301.80          | 348,863.67          | 7.6%          |
| Revenues from activities: Fund administration, AsFin   | 120,047.70          | 71,101.95           | 2.9%          |
| Revenues from activities: others   | -                   | 20.00               | 0.0%          |
| <b>Other revenues from activities</b>  |                     |                     |               |
| Bank interest - current accounts   | -                   | -                   | 0.0%          |
| Exchange rate gains  | 1,294.90            | 221.73              | 0.0%          |
| Revenues from sales of tangible assets   | 11.00               | -                   | 0.0%          |
| <b>Revenues from the use of funds:</b>   |                     |                     |               |
| Fund administration fee from 2% tax assignment   | 156,654.03          | 262,822.93          | 3.7%          |
| Fund administration fee from donations   | 35,456.99           | 48,809.52           | 0.8%          |
| Projects from funds - 2% tax assignment  | 87,476.29           | 106,107.26          | 2.1%          |
| Projects from funds - donations  | 8,737.89            | -                   | 0.2%          |
| Statutory accounting of Public collection revenues, use of funds   | 177,026.07          | 268,660.72          | 4.2%          |
| <b>Contributions received - to the public collection</b>   |                     |                     |               |
| Contributions received to the projects of the Good Country donor website                                       | 24,758.62           | 148,780.22          | 0.6%          |
| Contributions received to the Heart for Children donation project  | 61,504.61           | 51,809.72           | 1.5%          |
| <b>Revenues TOTAL</b>  | <b>4,197,297.32</b> | <b>4,520,822.95</b> | <b>100.0%</b> |

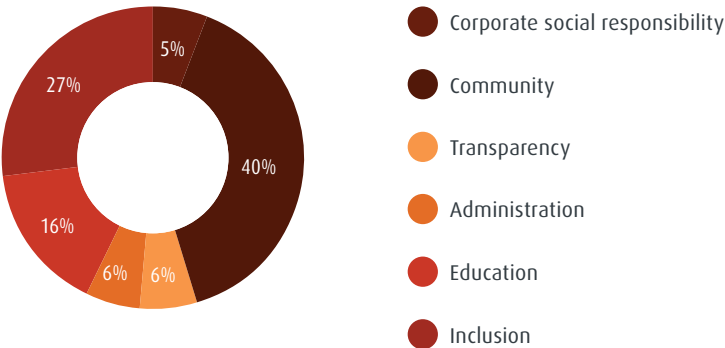
Overview of Revenues in 2020 Broken Down by Type



Overview of Costs in 2020 Broken Down by Type



Overview of Costs in 2020 Broken Down by Activity



## Overview of Donors in 2020 – Corporate Donors, Organisations

|  |  |  |
|--|--|--|
| Academy for the Development  | Hillbridges, s.r.o.                              | Philip Morris Slovakia s.r.o.<br>a Philip Morris International |
| Accenture, s.r.o., Accenture Technology Solutions – Slovakia, s.r.o., Accenture Services, s.r.o. | Holandské veľvyslanectvo na Slovensku            | Plzeňský Prazdroj Slovensko, a.s.                              |
| Adient Slovakia s.r.o.<br>a Adient Seating Slovakia s.r.o.                                       | HORNBACH - Baumarkt                              | Profesia, spol. s r.o.   |
| Accounting ATLAS s. r. o.  | ING Bank N.V. pobočka zahr.banky                 | SAS Slovakia, s.r.o.   |
| Allen & Overy Bratislava, s.r.o.   | Jadrová a vyradovacia spoločnosť, a.s.           | Signify Slovakia s.r.o   |
| ARKON, a.s.  | Kaufland Slovenská republika v.o.s               | Slovak Telekom, a.s.   |
| Adient Slovakia s.r.o. a Adient Seating Slovakia s.r.o.  | Komerční banka, a.s., pobočka zahraničnej banky  | Slovenské elektrárne, a.s.                                     |
| Allergan SK s. r. o.   | International Giving Foundation                  | Slovnaft, a.s.   |
| Allianz - Slovenská poisťovňa, a.s.  | Lidl Slovenská republika, v.o.s.                 | Slovenská sporiteľňa, a.s.                                     |
| Bekaert Hlohovec, a.s.   | Magna PT s.r.o.                                  | Squire Patton Boggs s.r.o.                                     |
| Biogen foundation- CAF A   | Martinus, s.r.o.                                 | STRABAG Pozemné<br>a inžinierske stavitelstvo s. r. o.         |
| British Council, Bratislava  | McDonald's Slovakia spol. S r.o.                 | TATRA BANKA a.s.   |
| ČECHOVÁ & PARTNERS s. r. o.  | Mercedes-Benz Financial Services Slovakia s.r.o. | TaylorWessing advokáti s.r.o.                                  |
| Československá obchodná banka, a.s.  | Mesto Trnava                                     | TESCO STORES SR, a.s.  |
| DHL Logistics (Slovakia)   | METRO Cash&Carry SR s.r.o.                       | vacuumlabs s. r. o.  |
| Dell s.r.o   | MICROSOFT Slovakia s.r.o.                        | Velux Slovensko a.s.   |
| Dentons Europe CS LLP, organizačná zložka  | Nadácia ESET                                     | Veľvyslanectvo Spojených štátov amerických                     |
| DM Drogerie Markt s.r.o.   | Nadácia Orange                                   | Veľvyslanectvo Spojeného<br>kráľovstva Veľkej Británie         |
| DXC Technology Slovakia s.r.o.   | Nadácia Slovenskej Sporiteľne                    | Východoslovenská vodárenská spoločnosť, a.s.                   |
| Ebay   | Nadácia TESCO                                    | Vesely Očná Klinika s.r.o.                                     |
| ESET, spol. s r.o.   | Nestlé Slovensko s.r.o.                          | Webmanium s. r. o  |
| European Commission / Európska komisia   | O2 Slovakia, s.r.o.                              | Websupport, s.r.o.   |
| Faurecia Automotive Slovakia s.r.o.  | Orange Slovensko, a.s.                           | White & Case s.r.o.  |
| FHI 360 (Family Health International)  | OZ BILLA ľuďom                                   |  |
| Global Giving  | Pfizer Luxembourg SARL, org. Zložka              |  |



## Contributions Received through Tax Assignment in 2020

|  |  |  |
|--|--|--|
| Accenture, s.r.o., Accenture Technology Solutions – Slovakia, s.r.o., Accenture Services, s.r.o. | Heineken Slovensko, a.s.                           | Prvá stavebná sporiteľňa, a. s.          |
| Adient Seating Slovakia, s.r.o, Adient Slovakia s.r.o.   | IBM International Services Centre s.r.o.           | PricewaterhouseCoopers Slovensko, s.r.o. |
| Autobazar.EU portál s. r. o.   | Východoslovenská energetika Holding a.s.           | PricewaterhouseCoopers Legal s.r.o.      |
| AXA inv.spoločnosť a.s. a AXA živ.pojišťovňa, AXA Management Services s.r.o., AXA Life           | Jaguar Land Rover Slovakia s.r.o.                  | PricewaterhouseCoopers Advisory, s.r.o.  |
| Bekaert Hlohovec, a. s.  | Johnson-Controls Bratislava, s.r.o.                | PricewaterhouseCoopers Tax, s.r.o.       |
| BNP PARIBAS PERSONAL FINANCE SA  | Johnson Controls Lučenec, s.r.o.                   | RealSoft s.r.o.                          |
| Colonnade Insurance  | LIDL a.s.  | Slovak Telekom, a.s.                     |
| Continental Automotive Systems Slovakia s.r.o.   | Mercedes-Benz Financial Services Slovakia s.r.o.   | Slovenské elektrárne, a.s                |
| DELL s.r.o.  | Mobis s.r.o.                                       | Top reality                              |
| DM Drogerie Markt s.r.o.   | Mondelez European Busenness Services Centre s.r.o. | Trim Leader, a.s.                        |
| DXC Technology Slovakia s. r. o.   | NARKS - INFOSERVIS a.s.                            | United Classifieds s.r.o.                |
| Elgas k.s.   | O2 Slovakia, s.r.o.                                | Unilever Slovensko s.r.o.                |
| Embraco Slovakia, s. r. o  | Patria Armatury, s.r.o.                            | ZKW Slovakia s.r.o.                      |
| Foxconn Slovakia, spol. s r.o  | Plzeňský Prazdroj Slovensko, a.s.                  |  |

- We would like to express our sincere gratitude to all other individuals and companies who assigned part of their taxes to the Pontis Foundation and thus supported us in our activities.

## Overview of Donors in 2020 – Individual Donors

- We would like to sincerely thank Mária Smolárová and Ondrej Smolár, and other individual donors for financial support for the Generation 3.0 programme.
- We would like to thank Martin Kerekáč and other individual donors for financial support of our programmes.
- We would like to thank all the donors who contributed to the Good Country and the Heart for Children collections.
- 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 2020

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