

ANNUAL
REPORT

20
21



Contents





Responsible Entrepreneurship

pages 18 - 45

Social Innovations

pages 46 - 63

Philanthropy

pages 64 - 67

Donor Programmes and Endowment Funds

pages 68 - 81

Finance

pages 82 - 211







Dear friends of the Pontis Foundation,

The time when we were able to meet in large numbers at our events, exchange experiences and, above all, talk personally about how we can change Slovakia together for the better seems like a very distant past to us. In 2021, despite the difficult situation in society, we continued to be fully committed and thought about what to improve or change. One of the key activities was to create a new vision and plans for the foundation for the next few years.

Undoubtedly, one of the most beautiful moments of last year was the presentation and handing over of the printed copy of our vision to our colleagues under the Chmaroš Viaduct in Telgárt. We chose the Chmaroš Viaduct because it symbolises something that we would like to get closer to. In its time, it was this innovative solution that helped connect municipalities and towns and significantly improve the quality of life of the inhabitants. In our work, we are trying to do something similar. Just as bridges connect regions, we also want to connect companies, civil society organisations and public administration to work together to solve the problems that plague our society.

Even though we are all tired of crises, we realise that they are an essential part of our lives. Whether we are talking about an ongoing pandemic, a climate crisis or a crisis of democracy, we need to look at the institutions and the strong points in society. We look at companies as important carriers of economic and technological progress. The

Via Bona award extends this dimension to the social benefits that companies bring. The twentieth anniversary of presenting awards to responsible companies was exceptional, especially because we decided to get off the beaten track. Instead of broadcasting the gala evening, we presented the winners in a special documentary broadcast by RTVS.

We want to look to the future – a future without a pandemic in which we live better lives without limitations. However, getting out of crises also has its sequence. If we neglect helping those most affected by the crisis, its consequences will be with us long after it has ended. Therefore, it is important that we all help together – individuals, the state, civil society organisations, but also companies. At the Pontis Foundation, despite difficult conditions, we developed innovative education in the Open Future programme or Generation 3.0, and we continued to support volunteering activities through the Our Town event and the Giving Tuesday campaign. A novelty this year was the launch of several activities in the field of strategic philanthropy.

We do not want to be satisfied with the established standard in any activity. For this reason, we constantly look for inspiration on how to work better, more efficiently and with greater benefits for society. Read our annual report and see how we did in 2021. At the same time, we would like to express our most sincere gratitude to you and to all our supporters for all the support and help we receive.

MARTINA KOLESÁROVÁ
Executive Director

MICHAL KIŠŠA
Executive Director

Management



**MICHAL
KIŠŠA**

Executive Director

Michal is responsible for the strategic management of the teams that focus on responsible entrepreneurship, endowment funds, the community, and PR.



**MARTINA
KOLESÁROVÁ**

Executive Director

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



**SLAVOMÍRA
HVIZDOŠOVÁ**

Financial Director

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

Board of Directors



LUCIE
SCHWEIZER
Schweizer Legal



ŠIMON
ŠICKO
Pixel Federation



LUKÁŠ
BAKOŠ
Maxman Consultants



MARTINA
KRÁLOVÁ
Consultant



LENKA
SUROTCHAK
ESET

Board of Supervisors



MARCEL
IMRIŠEK
ProRate



SILVIA
MIHÁLIKOVÁ
Slovak Academy Of Science



RADOSLAV
DERKA
Consultant

Team of Public Relations



**ZUZANA
SCHALEKOVÁ**

Senior PR Manager

Zuzana leads the PR team. She is in charge of the external and internal communication strategy of the foundation, as well as the communication of individual programmes.



**SIMONA
FIABÁNE**

PR Manager

During her maternity leave, Simona returned to the team on a part-time basis and, in cooperation with other PR managers, provides PR support to selected projects.



**KATARÍNA
OBUCHOVÁ**

PR Manager

Katarína joined the team in September 2021 and currently covers all communication activities for the team of education and the Open Future team.



**VERONIKA
ŠOLTINSKÁ**

PR Manager

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



**LUCIA
VÍGLAŠOVÁ**

PR Manager

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



**TIBOR
KRÁTKY**

Graphic Designer

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

Office Management



**DANIELA
SNYDER**

Office Manager

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



**JANETTA
BALŠANOVÁ**

Office Manager

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

Financial Department



**JANKA
ENCINGEROVÁ**

Chief Accountant

Janka leads the team of accountants.



**NAMINA
AKOUSSAHOVÁ**

Financial Manager

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



**PAULÍNA
BEŇOVÁ**

Financial Manager

Paulína helps with financial reporting of projects.



**IVETA
MIČUCHOVÁ**

Financial Manager/Accountant

Iveta is in charge of payment instructions, payroll, and bank statements as well as the accounts of the Pontis non-profit organisation.



**IVANA
MIKUDÍKOVÁ**

Financial Manager

Ivana is in charge of financial reporting of projects.



**ZUZANA
PAKANOVÁ**

Financial Manager

Zuzana is in charge of the registration and payment of supplier invoices. She transfers funds based on payment instructions within the payment of grants.



**VLADIMÍRA
PAZDEROVÁ**

Financial Manager

Vladimíra joined the team in November and took over the agenda of financial reporting of the Open Future projects.



**MÁRIA
TAVAČOVÁ**

Financial Manager/Accountant

Mária accounts bank statements and receivables, and collaborates on projects in the community team and participates in the preparation of financial statements.



**MARTINA
VIDROVÁ**

Financial Manager

Martina is in charge of financial reporting of the Open Future projects.

Team of Responsible Entrepreneurship



**IVANA
VAGASKÁ**

Senior Programme Manager

Ivana is the executive director of the Business Leaders Forum. She also leads the responsible entrepreneurship team. Further, she is in charge of the activities of the Diversity Charter Slovakia, organising the Via Bona Slovakia Awards, the BLF CSR Summit, as well as providing individual CSR advice to companies.



**BEATA
FEKIAČOVÁ**

Programme Manager

Beata prepares the selection of winners and the organisation of the gala evening Via Bona Slovakia and other events of the responsible entrepreneurship team, such as the CSR Summit and Awards SDGs. She participates in the organisation of professional events and the creation of CSR strategies for companies and public sector organisations.



**MIROSLAVA
GOČÁLOVÁ**

Programme Manager

Miroslava 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

Zuzana administers the Diversity Charter Slovakia and participates in the organisation of professional events for its signatories. She cooperates with charters in other EU Member States within the European Diversity Charter platform.

Team of Community



**VERONIKA
SEDLÁČKOVÁ**

Programme Manager

Veronika leads the community team which is in charge of the largest corporate volunteer event entitled Our Town, as well as the International Good Deeds Day entitled #GivingTuesday. She also coordinates the activities of the Companies to the Community working group.



**JURAJ
DIDÁK**

Programme Manager

Juraj joined the team in April. He participates in the preparation of events such as Our Town and GivingTuesday, and he is in charge of the activities of the Companies to the Community association.



**EVA
BRAXATORISOVÁ**

Programme Manager

Eva coordinates the Pro Bono Attorneys programme, through which she develops cooperation between lawyers and non-profit organisations.



**KATARÍNA
TEGLASSYOVÁ**

Programme Manager

Katarína participates in the organisation of the largest corporate volunteering event Our Town and the International Day of Good Deeds entitled #GivingTuesday. She also organises pro bono trainings.

Team of Strategic Philanthropy



**IVANA
KOMPASOVÁ**

**Senior Philanthropic
Strategy Manager**

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



**JANA
DESIATNIKOVÁ**

Programme Manager

Until May, Jana was in charge of individual fundraising activities and covered the project entitled Who Will Help Slovakia.



**FERO
PAULINY**

Philanthropic Strategy Manager

Fero creates opportunities for individual philanthropists to achieve positive change in the chosen field. He prepares events related to the development of strategic philanthropy and prepares materials for supporters of Generation 3.0.

Team of Inclusion



**DOMINIKA
HORŇÁKOVÁ**

Senior Programme Manager

Until October, Dominika led the team of inclusion, which coordinates endowment funds focused primarily on supporting socially and health-disadvantaged groups. At the same time, she managed the Telekom Endowment Fund at the Pontis Foundation.



**RADANA
DEŠČÍKOVÁ**

Programme Manager

Radana took over the team of inclusion as well as the administration of the Telekom Endowment Fund at the Pontis Foundation.



**EVA
MIKOLAJCZYKOVÁ**

Programme Manager

Eva manages the Generali Endowment Fund and the LGBT+ Community Support Fund. She also helps with the Telekom Endowment Fund. Since January 2021, she has been in charge of the administration of the Association of Corporate Foundations – ASFIN.



**MATEJ
PALACKA**

Project Manager

Matej manages programme entitled Lidl – In Good Hands from the Start. He also helps with other endowment funds.

Transparency team



**MARTINA
HMÍROVÁ**

Programme Manager

Since May, Martina has been responsible for the management of the Fund for Transparent Slovakia. She also prepares an annual Report on the State of the Non-profit Sector in Slovakia.

Team of the Open Future



**DANIELA
KELLEROVÁ**

Programme Manager

Daniela coordinates the innovative educational programme entitled the Open Future. Besides, she is also in charge of the Mercedes Benz Financial Endowment Fund, which focuses on the social inclusion of people on the margins of society.



**MARTINA
ČÁPOVÁ**

Programme Manager

Martina coordinates the Heart for Children programme. She communicates with families and organisations, and procures approved assistance. Besides, she plays a significant role in the Open Future programme, mainly in Zvolen. Furthermore, she is also responsible for a programme entitled Lively Community with Opava.



**DOMINIKA
GERHÁTOVÁ**

Project Manager

Dominika has been leading the Open Future centre in Trnava since September.



**MIRIAM
ŠELEPOVÁ**

Project Manager

Miriam is part of the team of inclusion. She works on the Open Future project. She is also part of the implementation of the pilot year of the extracurricular club in Trnava, where she focuses on the content component of the project, on education and direct work with children.



**MARTIN
TÓČIK**

Project Manager

Martin joined the team in July as the coordinator of the centre of the Open Future programme in Zvolen.

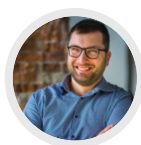


**JANA
ŽIŠKOVÁ**

Project Manager

Jana participates in the implementation of the pilot extracurricular educational programme Open Future. She is responsible for networking of local partners involved in the programme and oversees institutional fundraising.

Team of Education



**NORBERT
MAUR**

Senior Programme Manager

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



**DOMINIKA
HROŠKOVÁ**

Programme Manager

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



**TOMÁŠ
JANEČEK**

Programme Manager

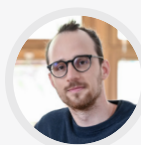
Tomáš is responsible for the process of selecting innovative educational approaches to the Generation 3.0 programme. He is also in charge of coordinating the EDUcamp and the EDUaccelerator.



**VERONIKA
KÁČEROVÁ**

Programme Manager

Veronika was in charge of coordinating the EDUcamp and the EDUaccelerator within the Generation 3.0 programme. She left for a maternity leave in June.



**MATÚŠ
LABANC**

Programme Manager

Matúš joined the team in April and took over Veronika's agenda. As part of the Generation 3.0 programme, he is in charge of coordinating the EDUcamp and the EDUaccelerator and preparing the EDUfest. He also participates in the creation of the Map of Social Innovators.

Team of Endowment Funds



**MAREK
RICHTER**

Senior Programme Manager

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



**PETRA
DUBEŇOVÁ**

Programme Manager

Petra joined the team in January. Currently, she manages the BNP Paribas Endowment Fund, the Continental Endowment Fund, the Mobis Endowment Fund, the Slovak Electricity Transmission System Endowment Fund, the Mercedes Benz Financial Endowment Fund, and the Philip Morris International Donor Programme. She is also in charge of the Metro Endowment Fund and the PwC Endowment Fund.



**BARBORA
HULLOVÁ**

Programme Manager

Barbora is in charge of the grant call entitled "You Decide, We Help" of the Tesco Endowment Fund. She also manages endowment funds of Accenture, Adient and Uniqua. She is in charge of the dm drogerie markt Endowment Fund and the Johnson Controls Endowment Fund.



**PAVOL
PIKLA**

Programme Manager

Pavol manages the Bekaert Endowment Fund, the Dell Endowment Fund, the Embraco Endowment Fund, the Unilever Endowment Fund, and the Jaguar Land Rover Endowment Fund. He is also in charge of the SK-NIC Fund.

Our volunteers in 2021

Slavomír Artim
Luigino Eckert
Silvia Husariková
Michal Janto
Alena Kanabová

Ludmila Kolesárová
Petra Kotuliaková
Martina Kráľová
Martin Lohnert
Michaela Marcelová

Natália Potocká
Terézia Priadková
Marianna Richtáriková
Zuzana Svoreňová
Jozef Šovčík

Michaela Tejbusová
Vera Wisterová

Responsible Entrepreneurship









Via Bona Slovakia 2020

For the twenty-first time, we have presented awards to the most inspiring responsible companies in Slovakia. We introduced the concept of responsible entrepreneurship together with the winning projects to the public for the first time in the form of a television documentary broadcast by Dvojka RTVS.

A total of 50 small, medium and large companies with 71 examples of responsible entrepreneurship were nominated for the Via Bona Slovakia awards for 2020. Independent evaluation committees, composed of representatives of the business sector, government, the media, the non-governmental sector and educational institutions, moved 21 nominations to the finals and selected winners in seven categories in the second round.

In 2021, we introduced a few changes to our categories. The category entitled the Great Employer and special award entitled an Employer Friendly to Family, Gender Equality and Equal Opportunities have merged into one category entitled the Outstanding Employer. The category aims to promote inclusion and diversity in the workplace. Our Fair Market Player category, to which companies could send their nominations only once in two years, has become one of our steady categories now. The category Social Innovations changed its title to the Socially Innovative Company, but its content has remained unchanged.

We presented two special awards. The first one was entitled Well-Governed Company, which we award in cooperation with the Slovak Corporate Governance association. The second one was the Public Choice Award, the winner of which was decided by readers of the SME daily in an online poll.

We announced the winners of the Via Bona Slovakia 2020 awards in the informal atmosphere of a garden party, which took place in Nová Cvernovka.



We created the TV documentary Via Bona Slovakia in cooperation with the Laurinc Studio in the wine open-air museum in Svätý Jur.



We replaced the gala event at the Old Market Hall with an informal award ceremony, which took place in Nova Cvernovka.

Via Bona Slovakia 2020 award winners

Category

Responsible Large Company

Tesco Stores SR

For a long-term sustainability strategy, fighting food waste and promoting diversity and inclusion.

The company's responsible entrepreneurship strategy is based on four main pillars, which are satisfied employees, affordable healthy and sustainable products, enhanced communities and a healthy planet. Tesco is also a leader in the fight against food waste. In just two years, it has managed to reduce food waste in its stores by more than a half, thus meeting one of the UN's Sustainable Development Goals. More than 6,000 tonnes of food have already been donated to People in Need through the Food Bank's donation programme. Besides, the company has managed to reduce its carbon footprint by 32% by using 100% renewable energy.

Tesco's priority during the pandemic was to protect the health of its employees and customers, and it also massively strengthened the availability of online shopping. The company offered vulnerable groups of employees paid leave in the weeks of the worst pandemic situation and repeatedly paid an extraordinary bonus to all employees working in the first line. At the same time, the company places great emphasis on promoting inclusion and employing disadvantaged groups.

Companies in the finals

Tesco Stores SR, Plzeňský Prazdroj, Tatra Bank

Category

Responsible Small/Medium Company

ARES

For the successful integration of people with disabilities into work life.

The company is based on the story of its founder and co-owner Ján Drobný, who remained in a wheelchair after a car accident. However, he took the health disadvantage as a challenge. Today, he works to provide opportunities for a full life for people with reduced mobility. ARES manufactures technological solutions for overcoming physical barriers such as lifting platforms, jacks for assisting immobile persons and special vehicle modifications.

The company uses the profit for education, development and awareness on the issue of disabilities. ARES also helps its clients with legislative issues. It provides them with information about the possibilities of state contributions free of charge. As many as a quarter of employees are people with disabilities, and the company also runs a sheltered workshop. It sets an example in terms of the accessibility of its premises. Thanks to all this care, the company enjoys minimal fluctuation.

Companies in the finals

For the successful integration of people with disabilities into work life.



Category

Green Company

Sensoneo

For creating innovation that brings data, transparency and efficiency to waste management.

The company has developed the WatchDog system, which helps cities and local governments to predict the filling of collection containers, evaluate the efficiency of transport and thus increase environmental friendliness. The system is based on digital data recording that optimises the collection process. Unique chips are placed on each collection container and provide information on their current utilisation. Therefore, the collection vehicle does not have to make unnecessary trips and only goes where it is really necessary. The process is automated, reducing waste costs and emissions by up to 63%.

Companies in the finals

IKEA Bratislava, Sensoneo

Category

Outstanding Employer

Tesco Stores SR

For the authentic implementation of the principles of gender equality and equal opportunities in practice.

With almost 9,000 employees, Tesco is the third largest private employer in Slovakia. Issues such as diversity and inclusion are therefore key to society. This is evidenced by the introduction of training on the inclusive environment that all employees go through, as well as the three-week online Diversity Festival, which was attended by more than 2,000 employees.

Tesco has long employed people who reflect the diversity of society. One example is the growing integration of people from Roma communities as well as people with disabilities. In connection with the diversity of needs, it introduced targeted benefits, which have been recently strengthened with above-standard family benefits. Within the framework of gender equality and equal opportunities, the company also prepared an in-depth report on the pay gap, which the company later published as the only chain in the Slovak Republic.

Companies in the finals

Henkel, Tesco Stores SR, Wasco



Tesco Stores SR received the Via Bona Slovakia 2020 award in two categories as well as the special Public Choice Award.

Category

Good Partner of the Community

Orange Slovakia

For highlighting the seriousness of the issue of mental health and working towards systemic solutions to the problem.

The issue of mental health has long been overlooked in Slovakia. The situation culminated during the coronavirus pandemic when the number of people seeking distance counselling increased dramatically. The crisis lines were understaffed and had a shortage of technology, which was true also for the civic association IPčko.

Therefore, Orange immediately set up a crisis helpline for IPčko, which answered almost 9,000 calls by the end of 2020. At the same time, the company modified the application for video consulting, which has no competition in Slovakia. The company and its foundation also supported other projects, such as the Nezábudka line and the Child Safety Line. The Orange Foundation also supported the creation of the Mental Health Line Initiative, which raises awareness on mental health and calls for a systemic solution to the problem.

Companies in the finals

Accenture, DXC Technology, Orange Slovakia

Category

Socially Innovative Company

NATUR-PACK

For finding new ways and opportunities to communicate an important issue of environmental education.

The company has long established itself as an innovator of environmental education. The key tool is the NATUR-PACK YouTube channel. It is the first independent channel in Slovakia that addresses comprehensively the issue of waste and educates the general public, as well as producers who are subject to the obligations under the Waste Act. It was established in 2013 as a supplement to physical seminars. But with the growth of its popularity, its real potential became apparent. Videos are attractive not only by topics but also by involving interesting organisations, partners and influencers.

Companies in the finals

Nádvorie, NATUR-PACK

The Via Bona Slovakia award in the Fair Market Player category went to Plzeňský Prazdroj Slovakia for helping the gastro sector during the pandemic.



Category

Fair Player

Plzeňský Prazdroj Slovakia

For helping its customers in the gastro sector during the COVID-19 pandemic.

After the closure of bars and restaurants during the pandemic, the situation became complicated for Plzeňský Prazdroj. Indirectly, it creates up to 12,000 jobs. The company realised that the sector was dependt on restaurants and bars that were most vulnerable. Therefore, Plzeňský Prazdroj decided to act quickly. They exchanged expired kegs of about a million beers at their own expense, postponed invoices and stopped debt collection. As part of the #podporsvojpgub (tr. support your pub) initiative, the company contributed to the creation of a platform for the purchase of vouchers for future consumption.

The company also provided more than 3,000 bars and restaurants with packages of protective equipment that were missing at the time. To motivate people to return in the summer, the company offered the second draft beer for free. It was one of the largest consumer activations in the gastronomy sector in Slovakia. These activities were a part of the reason why up to 84% of companies survived the first wave of the pandemic.

Companies in the finals

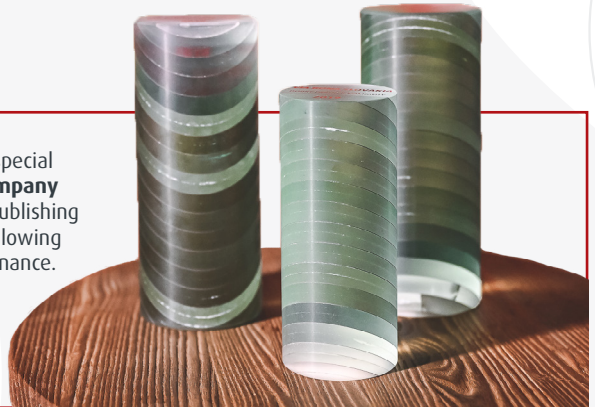
*Plzeňský Prazdroj Slovakia,
Slovenská sporiteľňa, Radio Trnava*

Slovenská sporiteľňa received a special award in the **Well-Governed Company** category for its transparency in publishing data on corporate governance following the principles of Corporate Governance.

The **Public Choice Award** went to Tesco Stores SR.



Via Bona Slovakia awards are made from mirrors that would otherwise be disposed of at a dump or recycled.





Evaluation committee members of Via Bona Slovakia 2020

Responsible Large Company	Xénia Makarová (Stop Corruption Foundation), Lucie Schweizer, Ján Pallo (SME/Slovak Spectator), Elena Kohútiková (SACG), Dalimil Draganovský (EY), Lucia Marková/Richard Marko (ESET), Marián Holienka (Faculty of Management at Comeniu University)
Responsible Small/ Medium Company	Ondrej Smolár (Soitron), Branislav Benčat (Index Profit), Ivana Molnárová (Profesia), Jarka Marčičiaková (Maxman Consultants), Marián Letovanec (SBA), Andrea Ferančová (ESPIRA Investments), Soňa Hekelová (Schoenherr Attorneys)
Green Company	Martin Haluš (Ministry of Environment of the SR), Ivana Maleš (INCIEN), Denisa Rášová (Circular Economy Platform), Marcel Lukačka (GO4), Richard Kellner (Commercial Bank), Milan Chrenko (expert in the field of environmental protection)
Outstanding Employer	Sylvia Porubánová (Slovak National Centre for Human Rights), Oľga Pietruchová (expert in the field of gender equality), Andrej Vršanský (Mental Health League), Marcela Krajčová (Philip Morris), Andrej Kuruc (Institute for Work and Family Research)
Good Partner of the Community	Zora Bútorová (analyst at the Institute for Public Affairs), Tatiana Sedláková (City of Bratislava), Lucia Vargová (Kaufland), Paulína Bohmerová (ESET), Michal Hrčka (Recovery)
Socially Innovative Company	Danica Balážová (Junior Achievement), Andrea Lelovics (expert in social innovation), Andrej Salner (Basta Digital), Mária Hurajová (SAF), Zuzana Polačková (Institute of Forecasting of the Slovak Academy of Sciences), Peter Hodál (White & Case)
Fair Market Player	Richard Ďurana (INESS), Štěpán Štarha (Havel & Partners), Zuzana Petková (Stop Corruption Foundation), Ludmila Kolesárová (Denník N), Oľga Baková (Slovenské elektrárne), Pavel Hríca (Way Out)



Business Leaders Forum

The Business Leaders Forum continued in 2021 to fulfil its mission of cultivating society by creating and implementing standards of responsible entrepreneurship. Despite the ongoing pandemic, the association managed to organise over 20 events, most of which took place online. In this way, it addressed more than 15 different CSR topics. At the end of 2021, the Business Leaders Forum had 47 member firms.

Representatives of member companies met in March for the first networking meeting, which took place online. The guest of the meeting was Lukáš Bakoš from Maxman Consultants, who offered advice on how to deal with the pitfalls of working from home. Accenture, Deloitte, Microsoft, Profesia and Tatra Bank shared their experience in the topic of Long-Distance Communication. The summer quarterly meeting focused on the topic of non-financial reporting, related to the change in the directive of the European Commission, which was presented by expert Filip Gregor from the organisation Frank Bold. Lidl and Plzeňský Prazdroj shared their experience with reporting.

In July, at the initiative of the members, we organised a special meeting focused on the promotion of vaccinations in companies. At that time, a massive vaccination campaign was underway in Slovakia, and the country was preparing for the third wave of the pandemic. Companies actively shared their experience and lessons learnt on how to motivate employees to get vaccinated. Regular and reliable information about vaccinations, an example set by the company management, positive motivation through teambuilding and a day off all proved to be key.

At the September networking meeting, we took a closer look at the phenomenon of disinformation and hoaxes, which was further accentuated

by the pandemic. Together with Vladimír Šnidl, a journalist from Dennik N, who focuses on this topic, we looked for answers to questions about how disinformation and hoaxes can affect companies and whether companies can contribute to positive changes in society. O2, Deutsche Telekom IT Solutions and ESET shared their good practices.

Besides regular quarterly meetings, a CEO meeting was held in September, which, thanks to the favourable pandemic situation, was able to take place live. At the invitation of BLF President Richard Marko, the directors met at ESET's premises. The main topic of discussion was the need for courage as a value that allows society to endure difficult times. CEOs have also signed a commitment to responsible entrepreneurship entitled BLF Memorandum 2030.

At the meeting in December, representatives of BLF member companies elected a new Advisory Committee of the association. Its members for 2022 and 2023 are Monika Majerčíková (Generali), Martina Machánková (Kaufland), Andrea Ungvölgyi (Orange) and Andrej Sántai (Soitron). The topic of the meeting was the position of CSR in the company structure. Deutsche Telekom IT Solutions, Slovak Telekom and dm drogerie markt shared their experience with different models of operation.



Ivana Vagaská, Executive Director of the Business Leaders Forum at the CEO meeting.



In 2021, the Business Leaders Forum had 47 member companies that have voluntarily committed to promoting the principles of responsible entrepreneurship.



The CEOs of the Business Leaders Forum member companies signed an updated commitment to responsible entrepreneurship entitled the BLF Memorandum 2030.

We educate on the topics of responsible entrepreneurship

In 2021, we organised three professional workshops for companies, the so-called BLF Relays, on the topics of Building a Responsible Culture in the Company, Women in Leadership, and Measuring the CO2 Footprint. As part of the Corporate Community initiative, we held an online seminar in February aimed at strengthening the involvement of employees in the field of helping. We talked about how to inspire them to volunteer and donate. Accenture, dm drogerie markt, ESET, and Plzeňský Prazdroj shared their experience too. In September, under the auspices of the initiative, we organised a second webinar where companies learned how to collect volunteering data, how to quantify it and monitor it.

Businesses helped people in need

Besides attending professional seminars, companies had the opportunity to lend a helping hand to people in need. Their help took the form of a collection of clothing organised by the working group entitled Companies to the Community. The collection has taken place twice in 2021. The first time, in the spring, 18 BLF member companies joined it, supporting 21 aid organisations. In the autumn, 22 member companies showed interest and supported 22 charities.

BLF member companies as of the 31st of December 2021

Accenture	Generali Insurance	O2	TNT (FedEx group member)
Adient	HEINEKEN Slovakia	Orange Slovakia	Unilever Slovakia
Citibank Europe plc, branch of a foreign bank	ING Business Shared Services	Pfizer Luxembourg SARL	Up Déjeuner
Coca-Cola HBC Czechia and Slovakia	Johnson Controls International	Philip Morris Slovakia	U. S. Steel Košice
Coop Jednota Slovakia	Kaufland Slovak Republic	Plzeňský Prazdroj Slovakia	Veolia Energia Slovakia
ČSOB	Lidl Slovak Republic	Profesia	Volkswagen Slovakia
Deloitte	Lyreco	Slovak Telekom	VÚB Bank
Deutsche Telekom IT Solutions	McDonald's Slovakia	Slovenské elektrárne	VSE Holding
DeutschMann Internationale Spedition	METRO Cash & Carry SR	SOITRON	Whirlpool Slovakia
dm drogerie markt	Microsoft Slovakia	Swiss Re	YIT Slovakia
DXC Technology Slovakia	NAY	Tatra Bank	Západoslovenská energetika
ESET	Novartis Slovakia	Tesco Stores SR	

We share good practice

In 2021, we issued two sets of practical recommendations for companies. In the first, we focused on building a responsible culture in a company. We emphasised why it is important to focus on culture as well as strategy, how employees perceive culture and what makes it responsible. In the second set of recommendations on the topic of Virtual Volunteering, we provided tips on how to help from the comfort of your home.

Every year, the BLF member companies pass on their practical experience to students of the University of Economics in Bratislava. In 2021, they gave a total of 17 online lectures, 9 in Slovak and 8 in English.

The Digital Skills Initiative has launched the Digital Coordinators programme

One of the successful initiatives born at the BLF is the Digital Skills expert volunteering project, which aims to build children's IT skills and increase their safety and security in the digital world. At the end of August, the second year of the Digital Competences Coordinators programme started with a four-day training attended by 90 teachers from all over Slovakia. The trainers were experts in informatics and information technology from different companies and organisations.

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. During this period, 110 signatories from various sectors and business areas have joined the charter.

Due to the year-round unfavourable pandemic-related situation, all the activities of the Charter of Diversity in 2021 took place online. We organised several educational and networking meetings, where we discussed 13 topics in the field of inclusion and diversity.

At the beginning of March, symbolically on International Women's Day, an annual meeting of signatories was held, which dealt with the issues of sexual harassment in the workplace and unconscious prejudices and bias. There were examples of good practices from the signatory companies, which concerned the fight against domestic violence, support for women workers after maternity/parental leave, employment of people with disabilities, and support for mental health.

In April, in cooperation with the signatories, we prepared practical tips and overviews of activities by which companies can celebrate Diversity Day even in the online space. We published them in the form of a catalogue. In May, which was declared the month of diversity, we became part of a European initiative that aims to raise awareness of the importance of diversity and inclusion in the workplace and society.

As part of the BLF Relay educational event, we discussed the issue of women in leadership. We discussed with the representatives of our signatory companies, such as Accenture, Plzeňský Prazdroj and Unilever, what obstacles prevent women from growing their careers and whether quotas should be applied in the management of companies.

Data on women in company management and a workshop on the Lean In Circles method were complemented by the personal story of Katarína Navrátilová, the CEO of Tesco Czech Republic.

On the last day of May, we have celebrated the Day of Diversity for the fourth time in Slovakia. It is a holiday of diversity and inclusion in the workplace. On this occasion, we organised an online panel discussion on the role of the state in creating more inclusive workplaces. Together with the guests, we sought answers to the questions of how the legislative and social situation affects inclusion and diversity in the workplace and what solutions should be adopted at the state level. The online event also included the acceptance of new signatories to the Diversity Charter.

In June, we launched a new (so far online) meeting format called Small Talk(s), which aims to informally share examples of good practices of Charter ambassadors. By the end of the year, three such meetings had taken place, focusing on internal I&D surveys, employee groups and internal I&D communication. In addition, in cooperation with Diversity Pro, we organised an offline event entitled LGBTI+ Professionals Picnic focused on informal sharing of experience in the issues such as inclusive benefits, education and culture of the LGBTI+ community.

On the 25th of October 2021, on the occasion of the Day of Equality in the Remuneration of Women and Men, we organised media breakfast in cooperation with Philip Morris and the Institute for

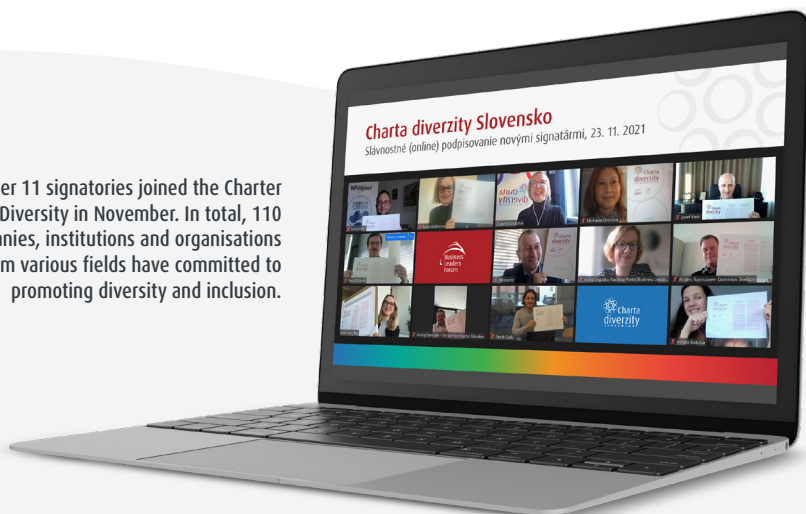


We drew attention to the Day of Equality in the Remuneration of Men and Women in October with a media breakfast, where we talked about possible causes and solutions in the area of pay (in)equality.

Work and Family Research. We presented current data in the field of (gender) inequality between women and men in Slovakia and talked about the causes and possible solutions to gender pay gaps. The second signing ceremony of the Charter of Diversity took place in November. A part of it was a discussion of representatives from the non-profit and public sectors on the topic of single-parent

families and forms of assistance from the state, the non-profit sector and employers. Another 11 companies and organisations voluntarily committed to promoting the principles of inclusion and diversity. By the end of 2021, the Diversity Charter already had 110 signatories from the corporate, non-profit, public and academic sectors.

Another 11 signatories joined the Charter of Diversity in November. In total, 110 companies, institutions and organisations from various fields have committed to promoting diversity and inclusion.



New Charter of Diversity signatories in 2021

Girls in IT	Deloitte Slovakia	Monitora	Resonate Services	Volkswagen Slovakia
Asseco Central Europe	Eaton Electric	MetLife Europe	Schaeffler	VÚB Bank
buckle up	Edenred Slovakia	National Labour Inspectorate	Securitas SK	WASCO – cooperative
Camfil	Generali Insurance	NN Slovakia	Steelcon Slovakia	Whirlpool Slovakia
Curaden Slovakia	Fusakle	ON Semiconductor	Tatra Bank	WOLF THEISS

For the second time, we have held the CSR Summit online and free for everyone.

Business Leaders Forum CSR Summit 2020



Business Leaders Forum CSR Summit

The CSR Summit is the largest and oldest event on responsible entrepreneurship in Central and Eastern Europe, which brings world speakers to Slovakia, connects CSR experts and opens discussions on the latest issues in the field of sustainable business. After its successful 17th year, which was available online and open to the general public, we repeated this model in 2021.

Every year, the CSR Summit brings practical examples, inspirations and trends not only in the field of responsible entrepreneurship but also in a responsible way of life. The leitmotif of his 18th year was Understanding Responsibility Together because we talked about the topics of corporate, individual and also social responsibility.

Every year, one of the favourite parts of the programme is discussions with the guests. In the first discussion, we talked about Lovebrands with Added Value and the question of the extent to which the essence of love brands is social responsibility. In the second, we discussed what responsibility means for companies, individuals and the state, but also how to build it and maintain it. There were also traditional BLF Talks. Orange, Swiss Re and Tesco Stores SR presented their examples of inspiring solutions for responsible entrepreneurship. CSR Talks focused on personal responsibility, in

which we learned about the secrets of zero-waste cuisine, the benefits of a four-day working week, and also how we can create a CO₂-neutral film. The conference also included parallel events, which provided an opportunity for networking and experience sharing. The highlight of the programme was a lecture by the main storyteller of the Patagonia brand, Vincent Stanley, who dealt with the topic of Brand Activism. Silvester Behúň from Wilderoben talked about how to reconcile values, sustainability and business success.

A total of 24 speakers spoke at the event. Thanks to a varied programme, we managed to discuss a total of 12 CSR topics. The online format of the conference proved great again. More than 1,000 participants registered, and we received a rating of 72 in the feedback through the Net Promoter Score metric, which expresses a first-class result.

SDGs were part of the event.

For the third time at the BLF CSR Summit, the Pontis Foundation awarded organisations, institutions, individuals and companies that contribute to the fulfilment of the Sustainable Development Goals. We presented awards in six categories. The nominees were recommended by a committee composed of representatives of business, media, civic and public sectors. They subsequently also selected the winners.





The CSR Summit included the presentation of the SDG Awards. The Pontis Foundation has awarded prizes in six categories.

SDGs Award winners:

Category

Public Sector

Office of the President of the Slovak Republic

for popularising the topic and an inspiring example of climate protection from the position of a public institution.

Category

Non-Governmental Non-Profit Organisation

The Data Without Pathos initiative

For the contribution to streamlining the debate on the COVID-19 pandemic and the reminder that we need to build on facts instead of emotions.

Category

Company

MultiplexDX, Inc.

For the development of PCR tests, their subsequent donation to the state and the countries of the Global South and building awareness on Slovak science abroad.

Category

Leader

PharmDr. Zuzana Baťová

For her firm stance, steadfastness and maintaining the emphasis on professionalism despite political pressure.

Category

Leader under 30

Denisa Rášová

For systematically building awareness on the circular economy and connecting key actors in the field.

Category

Media Campaign

The Ministry of Health of the SR

For the exemplary approach of a state institution to social media communication during the pandemic, which brings clear facts, explanations, recommendations and thus moves communication about the issue to a higher level.



The Office of the President of the Slovak Republic won the SDGs Award.

Our Town

The 15th anniversary of Our Town went well despite the difficult pandemic situation. Thousands of people have decided to use their time to improve and beautify Slovakia. Almost 5,600 volunteers in 44 towns from Michalovce to Devín helped a good cause.

On the 11th of June, volunteers from 132 companies exchanged their offices for schools, low-threshold centres, parks and castles and spent the day helping others and their environment. They beautified Slovakia, for example, in Bratislava, Košice, Žilina, Nitra or Prešov. Michalovce also belonged among the top five towns in terms of the number of volunteers involved.



Volunteers helped 171 non-profit organisations, low-threshold centres, but also schools and kindergartens.



In the Bratislava Zoo, volunteers set out for a hitherto inaccessible part of the complex.

They helped a zoo as well as monuments

The participants took the opportunity to get involved in over 320 activities throughout Slovakia. They spent time painting fences, repairing playgrounds in housing estates, planting trees and cleaning nature from the garbage.

More than 70 activities focused on nature protection. Volunteers cleaned the Little Danube river and pulled the dirt out of the water and from the branches into a canoe. Others helped with the disposal of illegal landfills in Lamač and Zlaté piesky in Bratislava. They also cleaned watercourses in Pezinok, Liptovský Mikuláš and near Košice.

Our Town and sustainability

The playful design of the T-shirt was an annual tradition of the event. However, we intended to direct the participants to more sustainable solutions this year. Therefore, in 2021 we offered volunteers to check the option “I do not want a T-shirt”.

With the financial resources we saved, we decided to support one of the 19 organisations focused on nature protection. The volunteers decided who would receive the special grant in a survey poll immediately after the event. The largest number of people voted for Sloboda Zvierat (tr. Animal Freedom).



Thousands

of corporate volunteers helped all over Slovakia.

Slovak monuments received help too. Volunteers worked at one of our most famous castles in Devín and five castles in eastern Slovakia, and three in the whereabouts of Žilina.

#GivingTuesday

The fifth anniversary of #GivingTuesday in Slovakia turned out to be higher than expected. The holiday of good deeds and generosity has shown that, despite the circumstances, the desire to help is growing in our country. According to our data, we managed to raise more than 50,400 euros for charity projects on the 30th of November, which is 6% more than in 2020.

Most funds were raised through the websites such as Darujme.sk, LudiaLudom.sk and Donio.sk, through which people sent over 46,000 euros out of a total of more than 50,400 euros to support good projects. The remaining amount consists of registered corporate donations and donations sent by individuals to organisations directly.

A total of 122 non-profits, which help improve Slovakia every day, took part in the holiday of giving. More than half of the registered organisations requested not only financial support but also volunteers, expert advice or material assistance.



The companies were not left out. A total of 33 companies participated in the initiative, many of which responded to the current pandemic. Several municipalities have joined #GivingTuesday too. In the end, good deeds took place in 50 towns and villages from Michalovce to Bratislava. The most popular activity of municipal and city authorities was the collection of clothing, food and hygiene supplies.

Celebrities have also helped to spread the idea of #GivingTuesday. The campaign was supported by actors and actresses such as Táňa Pauhofová, Kristína Tormová and Juraj Šoko Tabaček, talk show hosts such as Milan Junior Zimnýkovaľ, Sajfa, Veronika Cifrová Ostrihoňová, Adriana Špronglová, influencers such as Surová dcérka, Čoje, Vedátor, Michal Sabo, but also athletes Ján Volko and Anna Karolína Schmiedlová.

Companies to the Community

The Companies to the Community working group brings together companies and employers who have decided, within the framework of social responsibility, to support communities (civic organisations, schools, groups of disadvantaged citizens, etc.) and improve their position in society through involvement of their employees in specific activities.

We started the year 2021 delivering a February webinar entitled How to Wake Up Sleeping Volunteers in a Company with experts in corporate culture and employee motivation. At the webinar, we discussed proven approaches that inspire employees to volunteer.

We continued with the spring meeting of the group members. In the context of the climate crisis, the sustainability of our activities remains an urgent issue. One of the most popular activities is the clothing collection, so at the spring meeting, we looked at experts on how to make a clothing collection sustainably.

The pandemic showed us the importance of data and the ability to work with it. Therefore, at the

autumn meeting of the members of the Companies to the Community working group, we discussed how to measure and quantify volunteering. Furthermore, we also addressed this issue at the first informal event entitled Small Talk.



What does and does not belong to a material collection? We have prepared detailed guidelines for companies.

New members

The Companies to the Community group has three new members and supporters such as Accace, Arriva, the Ministry of Investment, Regional Development and Informatisation of the Slovak Republic, and an associate member, the National Bank of Slovakia.

Working group members in 2021		
Accace Slovakia	IBM International Services Centre	PricewaterhouseCoopers
Allen & Overy Bratislava	KPMG Slovakia	Other companies associated in the Business Leaders Forum
Arriva Slovakia	Ministry of Investment, Regional Development and Informatisation of the Slovak Republic	Law firms associated in the Pro Bono Attorneys programme
Foxconn Slovakia	National Bank of Slovakia	

Pro Bono Attorneys

The Pro Bono Attorneys programme is an initiative of law firms and companies that increases the availability of legal aid for the civic sector. Thanks to the mediation of free legal services, we help to professionalise the activities of civic organisations, we contribute to changing legislation and practice, thus helping bring about positive social change. The programme aims to contribute to the development of the rule of law and to inspire future and practising lawyers to be socially responsible.

Free legal aid

In 2021, we continued to focus on providing strategic assistance in resolving the pandemic, especially in changing regulations in the field of health care. We managed to enforce permanent changes and enable the arrival of foreign health professionals to support medical staff in Slovakia. This happened thanks to the cooperation of the International Association of Physicians in Slovakia with Allen & Overy Bratislava, which prepared amendments to health regulations.

The cooperation of the non-profit organisation Edulienka with the Dentons law firm, concretely JUDr. Daniel Lipšic, proved fruitful in promoting systemic change. Together, they focused on addressing discrimination in the field of home education. Home education was accessible only for the first-grade pupils, and it was not possible to implement it in the 2nd-grade of primary school. The National Council voluntarily eliminated this shortcoming and amended the regulation effective from the 1st of September 2021 in order to prevent discrimination.

As part of the solution to the pandemic, we continued to provide legal advice to individuals and legal entities affected by the loss of income. We joined the Compass of Assistance project, which provided advice on different issues so that everyone can find the help mechanism and exercise their rights. We were able to provide this assistance thanks to our cooperation with Accace Legal and ten students who were available for a period of three months.

In cooperation with the Stentors office, we again organised a webinar for non-governmental organisations on the topic of GDPR in organising events. We also provided an overview of legal obligations within epidemiological measures and reporting obligations to the Public Health Office. Furthermore, we provided legal assistance to non-profit organisations concerning their internal relations or contractual relations, including, for example, the out-of-court settlement of a dispute related to the inability to draw assistance from the EU structural funds.

Discussions and events

In July, we joined a network of organisations focused on protection against SLAPP (strategic lawsuit against public participation). It is about practices that lawyers can use to intimidate activists, journalists and organisations that fight corruption and other socially harmful phenomena. It is a network of organisations that provide free legal aid to those exposed to such practices.

In October, in the Kalab space, we provided a workshop and counselling for foreigners living in Slovakia in cooperation with the IOM migration information centre. Besides topics related to the stay, the participants learned more about the law in the field of parental rights and obligations, divorce, and protection against violence. A cultural mediator and ten other foreigners living in Slovakia provided this training.

EUROPEAN
PRO BONO WEEK



PRO BONO ADVOCAY CHALLENGES ONLINE CONFERENCE, 25th November | 9.15 a. m. – 12.00 noon



A total of 70 participants registered for the online event.

In November, the Pontis Foundation participated in the European Pro Bono Week as part of the Pro Bono Attorneys programme by discussing the challenges of pro bono advocacy in cooperation with Allen & Overy Bratislava. The first topic of the event was the ethical challenges of advocacy in connection with the provision of free legal aid, followed by a section on legal aid for foreigners, where we talked about obstacles to access to justice. We closed the event talking about the issue of burnout in advocacy and what role pro bono activities play in the care of mental health. Seven experts participated in this discussion, and over 70 people attended online.

Legal clinic for the non-profit sector

The university module entitled Legal Clinic for the Non-Profit Sector is the oldest subject of clinical legal education, which we have been running since 2011 at the Faculty of Law at Comenius University in Bratislava. In 2021, we started cooperating with the Animal Ombudsman organisation, which focuses on cases in the field of environmental law every term. Besides gaining practical experience and skills, we enable students to gain specific experience and insight into the serious social problems that the civic sector addresses.

We led the university module in cooperation with Accenture and Dell. In the summer and winter terms, in addition to the cases of the Animal Ombudsman, we helped five organisations and non-profit platforms.

Programme members

Accace Legal (civic association)	DLA PIPER WEISS-TESS-BACH Rechtsanwälte GmbH, (organisational branch)
Accenture (company)	Hamala Kluch Víglašký (law firm)
Prachová & Partners (law firm)	Kinstellar (company)
RELEVANS (law firm)	Schönherr Rechtsanwälte GmbH, (organisational branch)
Allen & Overy Bratislava (law firm)	Squire Patton Boggs (law firm)
Dell (company)	Stentors (law firm)
Dentons Europe CS LLP (organisational branch)	White & Case (law firm)

Pro Bono Training

We continued providing free training to civic organisations in 2021.

Through this training, organisations gain expert know-how from the corporate sector. At the same time, employees of the participating companies will get acquainted with the operations of civic organisations. Thanks to the creation of this connection, our goal is to enable qualitative capacity growth in the civic sector, which will ultimately benefit society as a whole. At the same time, we show the business sector how civil society organisations work.

Training topics cover a wide range of areas that make the non-profit sector's job easier and more efficient. It helps develop both hard and soft skills, ranging from the practical use of excel, tax or accounting issues, graphic design, and the use of online tools.

In 2021, we organised a series of six training sessions, which, thanks to the online environment, were attended by 168 participants from 115 helping organisations.



October

Mass Events
in Terms of
GDPR

How to Make
Communication
Meaningful

Excel
Power
Query 1

Excel
Power
Query 2

How to Establish
And Maintain
Relationships with
Companies

November

Legal aspects
of Non-profit
Entrepreneurship

Participating companies

Accace

Dell

Heineken

Plezeńský Prazdroj

Stentors

Who Will Help Slovakia

The #WhoWillHelpSlovakia (orig. #KtoPomozeSlovensku) initiative continued its activities in 2021. Thanks to the financial support and volunteering of people and companies from all over Slovakia, it continued to provide protective equipment for thousands of health professionals and front-line workers.

In the first months of the year, we helped with a communication campaign to support vaccination in cooperation with the Science Helps initiative at zaockujemsa.sk.

Who Will Help Slovakia application

The application of the Who Will Help Slovakia initiative and the Pontis Foundation worked from May 2020 to May 2021. It aimed to connect those who offered assistance with those who needed it during the pandemic. Throughout its operation, it has helped over 650 hospitals, schools, social services homes and many other organisations. The assistance included the provision of disinfectants, protective equipment, food, and school and hygiene supplies.

Our contract with the Who Will Help Slovakia initiative ended on the 27th of May, 2021. Hence, we completed over a year of administering the application. At the end of May, when the pandemic situation stabilised for a while, the administration of the application subsequently passed exclusively to the Pontis Foundation. At present, its activities are suspended until we find the best goal for its further use.

#KtoPomozeSlovensku



1000+
active users



300k
donated pieces of protective equipment and disinfectants



200k
euros is the value of the donated items



260
towns and villages received aid



650
hospitals, school and organisations received aid



52k
people were positively affected by the application

The application has fulfilled its purpose. Thanks to it, hundreds of entities received support.

Social Innovations

The image features a white background with several overlapping, semi-transparent light gray circles and curved lines. In the upper left, a large, irregular light gray shape contains the text 'Social Innovations' in a red, sans-serif font. To the right, there are two circular cutouts: a smaller one showing a blurred outdoor scene and a larger one showing a brick wall and a metal railing. At the bottom, there are several thin, concentric curved lines.



Generation 3.0 programme

In 2021, we completed the five-year operation of our programme, through which we had been contributing to changing the current way of teaching in Slovak schools. On this occasion, we formed a new composition of our Advisory Board. Its members are educational analysts and experts from the world of innovation. At the same time, despite the ongoing pandemic, we again carried out key events of the programme – EDUcamp and EDUaccelerator.

After five years of its operation, the data show that innovative educational methods are successfully reaching thousands of teachers in hundreds of Slovak schools. We do this through systematic work with civic associations and companies. Generation 3.0 helps them streamline their ed-

ucational projects and adapt them to the needs of teachers and schools. In five years, over 250 organisations have signed up for the programme, and we have recorded more than 16,500 registrations in its activities.

Five years of Generation 3.0 in numbers 2016 – 2021



251
projects
applied



152
events at the
EDUpoints



59
projects in
the EDUcamp



295,000 €
amount of grants for
the organisations



26
projects at the
EDUaccelerator



1,442
hours of mentoring
consultations



117
mentors and
researchers



9,367
event participations
at the EDUpoints



1,780
hours of research



118
educational approaches
at the EDUmap



8
EDUpoints



16,429
participations in the
activities aimed at
teachers in G3.0



With the Generation 3.0 programme, we have been contributing to the change of education in Slovakia for five years now.

New advisory board

Our new Advisory Board will help Generation 3.0 to face challenges further on the way. We appreciate that renowned experts from the field of impact investment, analytics and business will provide us with a helping hand in the form of advice, know-how sharing and strategic guidance.

With their help, we want to move Generation 3.0 further, mainly in the field of impact as well as the preparation and support of tools for the emergence and growth of social innovation in education and beyond.



ANDREA **BASILOVÁ**
Sensoneo



MICHAL **REHÚŠ**
Educational Research
Centre



HELIODOR **MACKO**
SEAK Energetics



MAGDALENA
RADOVÁ
Tilia Impact Ventures



ANDREA **FERANCOVÁ**
BARTOŇOVÁ
ESPIRA Investments

49 projects applied to the Generation 3.0 programme

In January, we again announced a call for applications for educational projects. We invited to apply civil society organisations and startups which bring innovative approaches, solutions to mitigate the impact of the pandemic and those that focus on the issue of inclusion.

We received the highest number of applications, a total of 43, from organisations. The submitted projects reflected the then situation and focused on levelling out the inequalities in education that arose after the closure of schools. Many of the projects aimed at the development of emotional intelligence and critical thinking in pupils and students. They also strived to develop the potential of young people.

A novelty this time was the opening of registration for companies with a public benefit purpose in the subject of their core business. We also introduced a novelty and invited companies with a public benefit to also apply.

A start-up at the EDUcamp for the first time

At the EDUcamp, we use workshops and individual consultations to seek ways to disseminate the educational approaches of our participants to more schools and introduce them into the educational system. Because of the pandemic, we held the programme online. At the end of the 14th of May projects (13 non-profit organisations and one startup) participated in the three-day EDUcamp. KUBO MEDIA met our conditions and for the first time in the history of the programme, a company participated in the EDUcamp.



EDUcamp 2021 participants

Category	Organisations	Project title
Social and Civic Competences	Education and Innovation Centre	Dialogue, Discussion and Debate (DDD) – Teachers' Professional Development Programme
	People in Need	Subject Approach in Global Education
	K.A.B.A. Slovakia	Practical Tools for Teachers in the Development of Soft Skills and Competences
	Collegium of Anton Neuwirth	Academy of Great Works
	Smart Up! (sk. Zmúdri)	Smart Up! To Schools
Innovations in the System of Education	RESIN - Center for Environmental and Ethical Education (sk. ŽIVICA)	Comenius Institute
Digital Skills	Digitálna inteligencia (digiQ)	Cyber4Kids
	KUBO MEDIA, Ltd	KUBO: Personalised Digital Library for School and Preschool Facilities
	Manageria	Informatics 2.0
Personality Prepared for Change	Domka – Salesian Youth Association, Bratislava – Mamateyova Center	Orientation days - an Experience for the Whole Class
	eduRoma – Roma Education Project	Step by Progress
	ETP Slovakia – Centre for Sustainable Development	Capable children in schools
	Foundation for Children of Slovakia	School of Inclusionists
	youNique, Ltd	youNique® journey for Young People

Mentors

Every year, the organisations get help from business and education experts. Together with EDU-camp participants, they look for solutions to spe-

cific problems or provide feedback on selected strategies and procedures. We would like to express our most sincere gratitude to them:

Mentors	
Field	Mentor
Setting up a business model	Martin Basila (Sensoneo)
	Heliodor Macko (SEAK Energetics)
	Martina Králová (Teron Solutions)
	Andrej Kiska ml. (Credo Ventures)
	Magdalena Radová (Tilia Impact Ventures)
	Martina Drahošová (Unity Technologies)
Fundraising	Irma Kisková (Eduzmena)
	Eduard Marček (Slovak Fundraising Centre)
Communication strategy	Branislav Ondrášik (ESET)
	Martin Šanta (National Bank of Slovakia)
Dissemination of the programme	Michal Rehúš (Educational Analysis Centre)
	Roman Baranovič (Narnia – Primary School)
	Katarína Vančíková (Faculty of Education, Matej Bel University)
Impact measurement	Romana Kanovská (National Institute for Certified Educational Measurements)
	Jana Fúsková (Trnava University)
	Martin Kuruc (Faculty of Education, Comenius University, Indícia)

The EDUaccelerator worked in full capacity even in the second year of the pandemic

Due to the ongoing pandemic, the year 2021 was again a burdensome test for all actors in education. This was also true for organisations that work to bring innovations to Slovak schools. Nevertheless, at the EDUaccelerator, we helped five

great projects from four civic organisations and one startup. They did much work and fully used the hybrid form (a combination of offline and on-line meetings) of the three-month accelerator.



Four organisations and, for the first time, one startup participated in the EDUaccelerator programme.

The following organizations graduated from the EDUaccelerator 2021:

People in Need

The organisation entered the accelerator with the project entitled Subject Approach in Global Education. They also focused on the systematisation of processes inside the organisation. They progressed most in the field of communication, concretely building the brand of their project. Their consultant Martin Šanta (National Bank of Slovakia) helped them move forward very much in this field.

"We stepped out of our day-to-day operations and looked at everything from above. Until then, we hadn't thought about our brand and identity. We started to perceive the importance of the brand in building awareness about our project," said a representative of the organisation.

Informatics 2.0

The organisation succeeded in fulfilling the plan the team set out at the beginning. They have trained more than 800 teachers in almost every district in Slovakia. Michal Rehúš (Educational Analysis Centre) led them professionally. In the past, he also mentored other organisations in the Generation 3.0 programme. The representatives of the organisation consider the creation of a control group to measure the impact and the cooperation with the National Institute for Certified Educational Measurements to be their most important achievements.

"We got on very well with our mentor on both the professional and personal level. Few people have as much insight into education as he does. After the completion of the EDUaccelerator programme, we still continue to cooperate," a representative of Informatics 2.0 said to us.

Comenius Institute

In the accelerator, the representatives of the organisation successfully mapped the entire portfolio of their activities. They adjusted the annual programme for teachers. They also improved coaching training, taking the first step towards financial sustainability. Together with their mentor Michal Csonga (RonixLab), they generated a number of interesting ideas, which they plan to use mainly in hybrid e-learning.

"We had various ideas for activities, but the accelerator helped us move to their direct implementation. We also see the same benefit in terms of impact monitoring. Without the EDUaccelerator, we would probably not have done it," the organisation assessed.

KUBO Media

At the beginning of the accelerator programme, the organisation launched the first version of their KUBO EDU application, which they gradually improved thanks to having tested it at six schools all across Slovakia. They now also have well-established cooperation with the Ministry of Education and are pleased with the great interest from schools as well as other educational institutions. Lukáš Okál (Microsoft) advised them strategically and professionally as part of the EDUaccelerator programme. The organisation also made significant progress in measuring its impact.

"We have gained an understanding of how educational projects work and how non-profit organisations work, especially their funding. We also gained a lot of useful contacts," a representative of KUBO Media said.

Smart Up!

As part of the accelerator programme, the organisation launched a new version of their portal zmduri.sk, gaining almost 8,000 teacher registrations. Experienced mentor Martina Kráľová (Teron Solutions) helped the organisation set up their internal processes. Thanks to consultations with a researcher, the organisation obtained a large amount of data both from quantitative and qualitative research.

"We got what we could out of the accelerator. The mentor looked at our work in depth. Thanks to the researcher, we have again gained a more sober view of impact measurement, and we can now better manage our expectations," a representative of the organisation said.

100 hours of consultations, 18 experts

Each organisation completed approximately one hundred hours of tailor-made consultations with experts from various fields. Eighteen experts (such as mentors, researchers, trainers and other professionals) were involved.



Experienced researchers help organisations measure the impact of their project activities.

Our most sincere thanks goes to

Mentors	Researchers who helped organisations measure their impact	Senior experts form different fields	Internal and external education workshop lecturers
Martina Králová	Anna Dráľová Slovak Governance Institute	Alexej Dobrolubov Adviser to the Minister for Education	Norbert Maur Pontis Foundation
Michal Rehús Educational Analysis Centre	Romana Kanovská National Institute for Certified Educational Measurements	Radovan Choleva political marketer	Fero Pauliny Pontis Foundation
Michal Csonga RonixLab	Soňa Koreňová Office of the Plenipotentiary of the Government of the Slovak Republic for the Roma Community	Filip Struhárik (Dennik N)	Zuzana Schaleková Pontis Foundation
Lukáš Okál Microsoft	Jana Fúsková Slovak Academy of Sciences, Faculty of Education, Trnava University	Martin Šanta National Bank of Slovakia	Juraj Kováč Get Movin!
	Xénia Daniela Poslon Slovak Academy of Sciences, Faculty of Social and Economic Sciences, Comenius University	Peter Pallo Ministry of Education, Science, Research and Sports of the Slovak Republic	

We are building an EDUumni club

After completing the G 3.0 cycle, the organisations gain the opportunity to join the alumni club called EDUumni. By joining this group, they gain access to the Pontis Foundation's broader activities, training, coaching, as well as opportunities for further networking and closer cooperation with other actors, not only in the field of education but also from business and other fields. For members, we organise the so-called EDUumni breakfast event approximately once a month. The event creates a space for sharing examples of good practice. It also helps connect organisations with common goals. They also educate in topics that resonate. For example, Petra Fridrichová from the State Pedagogical Institute was a guest who helped the participants to make sense of the planned educational reforms and the Plan of Recovery.

The Ministry of Education included inspirational projects from the EDUmap in a key document

The Ministry of Education, Science, Research and Sports of the Slovak Republic annually publishes the document entitled Guide to the School Year

(in the past published under the title Pedagogical-Organisational Instructions). It contains guidelines for the organisation of the school year and provides basic information and recommendations for the educational process. References to inspirational projects are also included in this section. We collect those for our EDUmap. Therefore, we established cooperation with the Ministry of Education and recommended projects that schools can use.

Teachers could thus find inspiration in the form of innovative approaches to foreign language teaching, digitisation, global education and value education. Also included were projects based on exploration and research, the support of financial literacy, as well as the creation of an inclusive environment in the classroom.

52 events in the EDUpoints

The places through which innovative educational approaches are disseminated are called EDUpoints. They are located in eight Slovak towns and are run by coordinators with whom we cooperate. In 2021, they organised 52 educational events (5 offline and 47 online), which recorded a total of 5,903 participations.



47

ONLINE
educational
events



5

OFFLINE
educational
events



5,903

participants



Open Future

Our country needs future innovators. Therefore, in 2021, we continued to develop entrepreneurship, soft and digital skills in children aged 11 to 15 in our unique extra-curricular programme. After Trnava, we also opened the club in Zvolen. Hence, we now have 69 participants altogether in the programme.

Open Future in numbers




2
centres





4
four times a week
opened in the
afternoon



69
participants

28 
pupils in the first grade
of the programme in
Trnava

16 
pupils in the second
grade of the programme
in Trnava

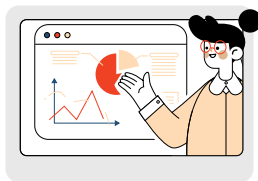
25 
pupils in the first grade of
the programme in Zvolen

8 
mentors gaining their
professional experience
in our centres

We also involved in the programme

41 university students through training

25 experts through webinars and visits



Through the programme, we offer children a safe and creative environment. We offer a coworking club equipped with digital technologies and a relaxation zone. The pupils improve their digital skills, critical thinking, creativity, financial literacy, entrepreneurship, and learn to work in a team. Twice a week, they attend educational meetings, where they are accompanied by our coordinators and trained university students. In the three-year curriculum, we gradually lead participants to create their own solutions that would help solve

problems in their environment. Children work to create their own social innovation.

The programme for pupils is complemented by different activities that we can prepare thanks to cooperation with companies, institutions and universities, as well as inspiring people from the Slovak business environment.

We have opened the second Open Future centre in Zvolen



The Pontis Foundation team with the head of the education department of the local self-government, Zuzana Almáša Koreňová (second from left) and the school principal, Anna Cúttová (second from right).

In 2021, we established a centre in Zvolen in addition to the one in Trnava. Its creation was supported by the City of Zvolen as well.

One of the goals of the programme is to communicate to children that there are various opportunities that they can take advantage of in their lives, regardless of their background. That is why we established the club at the Petr Jilemnický Primary School 1, which is attended by a higher number of pupils from socially disadvantaged backgrounds. We could open the new innovative centre also thanks to the cooperation and assistance of the local government. Zuzana Almáša Koreňová, the

head of the education department, considered the creation of an innovation prepared by children in their third year to be an interesting part of the project. She saw it as a great opportunity to help at the local level. School principal Anna Cúttová appreciated that the club is open to all children without distinction.

In the centre in Zvolen, participants are accompanied by a programme coordinator from the Pontis Foundation, trained mentors who are also students of Matej Bel University in Banská Bystrica, as well as inspiring people from local civic associations and companies.

Continuation of the mentoring programme and cooperation with universities

Mentors are irreplaceable for our Open Future programme. They are active university students who support pupils in the programme in acquiring skills for the 21st century. They also help coordinators with activities for participants. In return, we offer them a space where they can improve their skills through non-formal education, gain contacts and experience the pitfalls and joys of working with children.

Before mentors get involved in working in our centres, they participate in short-term training. Their university then recognises it as a professional practice or part of a subject.

Students of the pedagogical faculties of Trnava University and Matej Bel University attend the series of our training.

What does its last year's graduate say about the mentoring programme? „Don't hesitate for a second. The Open Future programme is excellently applicable to your future professional life. You will meet amazing lecturers who will accompany you during workshops on interesting topics. You will also meet great organisers in a relaxed atmosphere.“ (Kika, student at Matej Bel University in Banská Bystrica)

We thank the following mentors for their help and cooperation: Anne Symington-Maar (Rozmanita), Viktor Križ (Inklucentrum – Centre for Inclusive Education), Martin Kuruc (Faculty of Education, Comenius University).



Training of mentors with teacher Anna Symington-Maar (bottom row, first from left).

Activities in the centres

Coding using micro:bits

Working with micro:bits is also included in our educational curriculum. These are coding minicomputers through which students can learn the basics of coding in a fun and understandable way. At the same time, they experiment with micro:bits and create various simple programmes, such as games or programmes for measuring temperature. This activity develops creativity and IT thinking, i. e. thinking focused on describing the problem, its analysis and finding an effective solution.

After the first positive experiences and enthusiastic reactions of the children in the Open Future programme, we encouraged the management of the primary school to also let other pupils try out the activities that take place in the club. And so seven-graders could test working with micro:bits as well. Directly in class, they were taught by their peers – participants in our centre.



We develop digital skills in children in the Open Future programme also through learning with micro:bits.

Webinars with inspiring people

Children and young people need to have role models in their lives. This is one of the reasons why we prepare meetings with successful people for our participants. These personalities can motivate the pupils to further their personal development based on their own stories. At the same time, they will introduce children to the topics we address in the programme, such as entrepreneurship, technology and digital skills.

Among the guests were, for example: Martin Menšík (Profesia); Mirka Uhnak (Mini Tech Institute), Alžbeta Irhová (Bagbet); Petra Začková (Lenovo Slovakia); Simona Hlaváčková and Jana Reháková (Baterkáreň).



MARTIN MENŠÍK
Profesia



MIRKA UHNAK
Mini Tech Institute



ALŽBETA IRHOVÁ
BAGBET



PETRA ZATKOVÁ
Lenovo
Slovakia



**SIMONA HLAVÁČKOVÁ,
JANA REHÁKOVÁ,**
Baterkáreň

Alumni programme in cooperation with the organisation I Ambitious

Admissions to secondary schools and their selection are an important topic for children in the second stage of primary school. Therefore, we contacted the non-profit organisation I Ambitious. Its students prepared experiential activities for our pupils from the Maxim Gorky Primary School in Trnava. The activities were divided thematically into separate workshops. The introductory meetings focused on self-awareness, thanks to which the children found out in a playful way what they enjoy and what fulfills them. The next two workshops focused on their transition to secondary school. The students from I Ambitious Academy took up the topic very creatively again. The Open Future participants learnt how to prepare for the admission exams and how many schools they can apply for.

We consider it an added value that the students were almost peers of our pupils but already had their personal experiences in mind. They vividly reminisced their own admission exams and thought about things they wished they would have done differently. We are grateful for the connections that create room for growth for all parties involved.

We have included the topic of sustainability in the curriculum

We sensitively perceive issues that are important, resonate with society, and we reflect them in our activities. One such topic is sustainability. This issue does not only concern the environment, but every area of our lives, as Jana Reháková and Simona Hlaváčová from the Trnava social enterprise Baterkáreň explained to us. Thanks to them, we reflected sustainability in the curricula of our programme. Many activities focused on working with resources and information about climate change. The children also learnt how to change their consumer behaviours.

Summer Academy

In the pleasant recreation centre known as Prašník, we started our Open Future summer camp. It was built around the concept of settling down on a new planet. The children accepted the invitation to come, to get to know the planet gradually and thus to ensure the salvation of humanity and determine its direction by their visit. We also explored silence and an environment without technology, bustle of the city, or hustle and bustle. At the end, all the children could take home one plant from the discovered planet, which they can take care of on their very own (at home). It will thus remind them of the main idea of the programme.



The summer edition of the Open Future programme was full of great experiences.

Philanthropy

The background features several light gray, concentric circles of varying sizes, some of which are partially obscured by a large, soft-edged, light gray shape. In the lower right corner, there is a circular inset showing a close-up of a stack of papers, with a pen resting on top. The overall aesthetic is clean and modern.



Strategic philanthropy

At the Pontis Foundation, we are convinced that everyone who cares about their community and surroundings and wants to contribute to their positive transformation is a philanthropist. However, if helping and aid is to be effective, it is important that it focuses not only on mitigation but also on addressing the root causes of problems and that it has a clear plan. We consider the development of strategic philanthropy to be crucial in the transformation of Slovakia into a country that is ready for life in the 21st century. We emphasised this throughout 2021.

Popularisation of philanthropy

In 2021, we shared the stories of inspiring philanthropists from the past. Four of our texts on Slovak philanthropists from the first half of the 20th century have already been published in Denník N. These are four strong stories of people whose life legacy shows the tradition of helping in Slovakia. It was the writer Elena Maróthy-Šoltéssová, who actively helped women to get better education, the Liptov tanner Ján Pálka, who turned his workers into shareholders of his factory, the unofficial diplomat Marina Paulíny, who used her international contacts to save the prisoners of war, and the banker Michal Bosák who helped lift his native Šariš, despite living in America.

Impact talks

At the end of May, we prepared another of a series of informal discussion-interactive evenings on philanthropic stories and social innovation, entitled Impact Talks. This time, the topic of the event was the connection between philanthropy and science. ESET scientists Pavol Čekan and Pavel Luka have argued that if we are to be a country of innovation, philanthropic capital can be one of the key factors in driving important change. Well-known populariser of science Samuel Kováčik alias Vedátor_sk explained in a short entry what evolution „thinks“ about altruism. The highlight of the evening was a discussion with the Dvořáks, who support young chemists (their foundation redistributes up to 8 million euros) and hence, they are moving Czech science to the global level.



“We have set up the Experientia Foundation to support young researchers. We thought it was amazing that we could return the money that had come from science back to science,” the Dvořáks explain.



"People are the first species on this planet to be able to do something out of pure altruism,"
Samuel Kováčik told Impact Talks.

Philanthropy in small and medium enterprises

At the CSR Summit, the largest event on responsible entrepreneurship, we hosted a discussion on philanthropy in small and medium-sized companies in October. Our invitation was accepted by Kristína Lang from the foundry company Medeko Cast, Silvester Behůň from the eco-outdoor store Wilde-

roben and business consultant Mario Fondati. We talked about the fact that even smaller companies can very effectively support the region in which they operate, as well as that philanthropy can be in the company's DNA from the very beginning.



We talked about philanthropy in small and medium-sized companies with (right) Wilderoben founder Silvester Behůň, Medeko Cast CEO Kristína Lang and family business advisor Mario Fondati.

Impact Philanthropy

Abroad, philanthropists often rely on philanthropic advisors to help them translate their vision into strategy. And often to manage their foundations as well. After a year of preparations, we decided to bring a similar service to Slovakia. In November, we officially launched Impact Philanthropy – professional philanthropic consulting. We now want to share our know-how and unique knowledge of the environment with everyone to whom philanthropy appeals, but they do not know where to start or how to be effective in helping. The service offers the development of a philanthropic strategy, an audit of existing assistance, the establishment and management of a donor fund or foundation, impact measurement and much more.

Philanthropy in the children's room

At the beginning of December, we talked to Slovak teacher Iveta Barková, field social worker Karin Andrášiková and Olympic winner Matej Tóth about the fact that children are also able to „do good“. They don't need any talent for that. It is enough for us to create a space for them, lead by example and live well. The children will join. Our online discussion Philanthropy in the Children's Room, moderated by Milan Junior Zimnýkoval, was viewed by 60 people.



For the second year in
a row, we have opened
the topic of education in
philanthropy

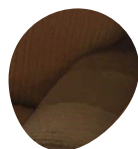
— Online discussion —

PHILANTHROPY IN THE CHILDREN'S ROOM

1st December | 6.00 p. m.



Donor Programmes and Endowment Funds





Heart for Children

The Heart for Children charity project by the Ringier Axel Springer Media, which we have been managing for eleven years, helps children with health and social disadvantages. In 2021, the programme continued to support inclusive education.

The Heart for Children project does not provide finance directly but in the form of non-financial assistance. The project strategy aims at inclusive education and helping children with disabilities or children from socially disadvantaged communities. The support is most often directed to support the purchase of special educational aids for alternative and augmentative communication and sensory aids or to cover the salaries of assistants in schools and kindergartens. Through the project, we also provide special education programmes and training for institutions dedicated to inclusive education.

Furthermore, in 2021, we supported several requests concerning distance learning and increasing the employability of parents of children with disabilities. We approved 22 applications from all over Slovakia with a total amount of more than 38,000 euros. Most of them were from the Žilina region. Besides the direct support of families, in 2021, we also helped several organisations that bring solutions in the field of inclusive education. There were six of them altogether, and we contributed an amount of almost 17,000 euros.

Heart for Children public collection in 2021 – overview (in euros)

Title	As of 1/1/2021	Income	Expenditures	As of 31/12/2021	Note
Heart for Children: Public collection fund 1/8/2019 – 30/6/2020	10,769.29	-	10,769.29	-	from public collection
Heart for Children: Public collection fund 1/7/2020 – 31/5/2021	31,028.86	39,782.22	36,777.34	34,033.74	from public collection
Heart for Children: Public collection fund 1/6/2021 – 30/4/2022	-	45,532.60	6,400.00	39,132.60	from public collection
Total	41,798.15	85,314.82	53,946.63	73,166.34	



The members of the association made a series of four videos on how to start knitting and crocheting. They also created a version for people who are hard of hearing or hard of sight, with voice commentary and subtitles.

Lively Community with Opavia

In the implementation of the Living Community with Opava programme, we cooperate with the Mondelez company. The programme is designed for organisations that use social innovation with an emphasis on community and regional aspects.

In 2021, the pilot year of the programme, we supported projects focused on social innovation that contributed to improving the community environment. The supported organisations used innovative approaches to solve social problems and, thus, contributed to building trust in the local community. They address the needs of its members and often build on existing solutions, which they combine with innovative approaches.

We also redistributed 15,000 euros to five projects, four of which are still receiving support. The organisations focused on environmental protection and recycling, rural cultural development, promoting the talent of children from marginalised communities, increasing women's employability and improving the skills of local entrepreneurs.

In the Good Hands from the Start

Lidl paid its attention to the littlest children even in 2021. Early intervention for children suffering from severe health disadvantages is extremely important and significantly affects their future.

Families with children with disabilities up to the age of four can participate in the project entitled In the Good Hands from the Start. In 2021, the project supported 52 children in this age category. The largest number of applications (21%) came from the Žilina region and subsequently from the Nitra and Bratislava regions (17% each).

The aid consisted mainly of contributions to rehabilitation and therapy for children with central nervous system disorders and medical devices such as sensory toys and speech therapy aids. As part of the project, we also helped children who are hard of hearing and who therefore appreciated hearing aids and accessories. We provided fuel subsidies to several families. The total amount of aid was 127,400 euros.



Students of the I AMbitious programme of the year 2020/2021.

Endowment funds

Accenture Endowment Fund at the Pontis Foundation

The Accenture Endowment Fund at the Pontis Foundation was established in 2004. The fund aims to support education, science, culture, sports, environmental protection, health promotion and the support and development of the social sphere of society.

In 2021, the fund supported education, the acquisition of work skills and also volunteering.

Adient Endowment Fund at the Pontis Foundation

The Adient Endowment Fund at the Pontis Foundation was established in 2017. The aim of the fund and its employee grant programme is to support organisations that address a variety of social needs, from supporting disadvantaged children, through the improvement of Slovak towns and municipalities, to developing club sports activities.

In 2021, the fund supported public benefit activities, such as activities in the field of education, sports and social assistance.

ARRIVA Endowment Fund at the Pontis Foundation

The ARRIVA Endowment Fund at the Pontis Foundation was established in 2016. As every year, in 2021, the support focused mainly on activities related to community development and the development of sports opportunities and alternative forms of transport to protect the environment in the town of Komárno.

In 2021, the fund supported the improvement of the cycling infrastructure in the town of Komárno and, through the support of volunteering, helped clean, beautify and visibly improve our towns.

Bekeart Endowment Fund helps

The endowment fund was established in 2017.

The Bekaert Endowment Fund supported public benefit and non-profit projects aimed at improving health and raising safety awareness but also supporting education that uses innovative forms and methods of teaching.



Pupils in the Rišňovce primary school are working with coding kits.

BNP PARIBAS Endowment Fund at the Pontis Foundation

The BNP PARIBAS Endowment Fund at the Pontis Foundation was established in 2017. Its activities focus mainly on supporting the education of young people.

Therefore, even in 2021, the fund supported public benefit activities aimed at supporting education.

Continental Automotive Endowment Fund at the Pontis Foundation

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

In 2021, the Endowment Fund supported public benefit activities, especially in the field of support and development of sports, science and research, and the support for volunteering.

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 2021, the fund supported not only public benefit activities but also the involvement of employees in the activities of non-profit organisations and local governments in the areas of health protection and promotion, social assistance, preservation of cultural values, education support and environmental protection.

dm drogerie markt Endowment Fund at the Pontis Foundation

The dm drogerie markt Endowment Fund at the Pontis Foundation was established in March 2013. The purpose of the fund is to support public benefit activities through the implementation of grant programmes and direct project support, especially in the field of improving community quality of life, sports, education, culture, environment, volunteering, health and social assistance.

In 2021, the fund supported public benefit activities, but also the involvement of employees in the activities of non-profit organisations and local governments in the field of environmental protection and creation, organisation and mediation of volunteering, as well as assistance to individuals in the fields of health protection and promotion and provision of social assistance.

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 Spišská Nová Ves district in the form of direct support, focused on supporting sports activities, education, health and the environment.

In 2021, the fund supported public benefit activities aimed at promoting sports, health and safety of medical staff, education and environmental protection.

Fund for Transparent Slovakia

The Fund for Transparent Slovakia was established in 2012 as a unique initiative of responsible companies which, with their financial and non-financial support, contribute to compliance with the law, increase transparency and promote high ethical standards not only in business but also in public life.

In 2021, the Fund for Transparent Slovakia supported four projects aimed at increasing transparency, the openness of local governments and reviewing the election of police directors. In cooperation with the Open Society Foundation, we prepared a pilot year of the Academy of Investigative Journalism, which provided ten Slovak journalists with intensive professional training with the participation of Slovak and foreign lecturers. Five graduates received a grant for the implementation of an investigative project, which also included mentoring.

Generali Endowment Fund at the Pontis Foundation

The Generali Endowment Fund at the Pontis Foundation was established in 2018. Since the beginning, it has been assisting people from disadvantaged groups as part of the global Human Safety Net initiative, which aims to protect and improve the lives of individuals, their families and communities. As part of this initiative, the fund also supports the Union of Mother Centres and its free Learning for Life programme, which is intended for disadvantaged and marginalised families with children aged 0-6.

In 2021, the fund supported public benefit activities that provide social assistance.

Jaguar Land Rover Endowment Fund at the Pontis Foundation

The Jaguar Land Rover Endowment Fund at the 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 2021, the endowment fund supported public benefit activities, especially in areas such as health protection and promotion, the support for education, the support and development of sports, and the provision of social assistance.

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.

In 2021, the fund supported volunteering and health protection and promotion.



LGBT+ Community Support Fund at the Pontis Foundation

The LGBT+ Community Support Fund at the Pontis Foundation is a platform of partners who care about strengthening diversity in society and, in the absence of financial resources from the state, support the activities of the LGBT+ community in Slovakia.

In 2021, the fund supported public benefit activities of civic associations, non-profit organisations, natural persons and associations of individuals in the field of human rights protection.

Kia Endowment Fund at the Pontis Foundation

The Kia Endowment Fund at the Pontis Foundation was established in June 2019 based on an agreement on the establishment of an endowment fund. The purpose of the fund is to support the development of sport, education and upbringing, the preservation of cultural values, the protection of the environment, science and research, the mediation of volunteering, and the protection and promotion of health and social assistance.

The Kia Endowment Fund supported public benefit and non-profit projects aimed at improving health, raising safety awareness, as well as supporting innovative forms of education.

Lidl Endowment Fund at the Pontis Foundation

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

In 2021, we purchased and donated incubators equipped with an anti-virus filter, which was an important factor in protecting the health of newborns, especially during the COVID-19 pandemic. The incubators were donated to Slovak hospitals, which offer free childbirth. Specifically, 13 COMEN B3 incubators and 38 COMEN B6 incubators were purchased and donated. A total of 50 hospitals received these gifts. One of 51 incubators donated to hospitals.

In 2021, ten playgrounds for children from 2 to 12 years of age were supported from the endowment fund. The playgrounds were divided into two zones according to the age of the children – 2 to 6 years and 6 to 12 years. The playgrounds meet high safety standards, and their equipment also corresponds to the latest knowledge from the field of psychology.



One of 51 incubators donated to hospitals.

Besides the purchase and donation of incubators and the construction of playgrounds, the endowment fund supported two other projects. The Malíček civic association received support to publish a free publication for parents and medical staff who take care of premature babies. Funds were also provided to the organisation Upracme Slovensko (tr. Let's Tidy Up Slovakia). The organisation, together with volunteers, as part of the global initiative World Cleaning Day 2021, helped dispose of loose waste and illegal dumps.

Mercedes-Benz Financial Endowment Fund at the Pontis Foundation

The Mercedes Benz Financial Endowment Fund at the Pontis Foundation was established in June 2017. The fund focuses primarily on supporting projects of organisations that help homeless people or people at risk of homelessness, as well as organisations that contribute to increasing transparency and social inclusion in Slovakia.

In 2021, the fund supported public benefit activities, but also the involvement of employees in the activities of non-profit organisations and local governments in areas such as the support for education, health protection and promotion, the support and development of sports and preservation of cultural values.

Metro 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 as well as people from socially disadvantaged backgrounds. In 2021, the fund supported public benefit activities protecting the environment.

Mobis Endowment Fund at the Pontis Foundation

Since 2009, the Mobis Endowment Fund at the Pontis Foundation has focused on various areas of community support within the Žilina Region and hospital support.

In 2021, the fund supported public benefit activities but also the involvement of employees in the activities of non-profit organisations and local governments in areas such as health protection and promotion, education support, sports support and development and environmental protection.



Integration of children growing up in the Centres for Children and Families within the BUDDY programme.

Pixel Federation Endowment Fund at the Pontis Foundation

The Pixel Federation Endowment Fund at the Pontis Foundation was established in 2016. The fund aims to support public benefit activities through the implementation of grant programmes and support for community projects.

In 2021, no call was announced, and no project was supported.

Pricewaterhouse Coopers Endowment Fund at the Pontis Foundation

In 2010, PwC established the endowment fund as an initiative to promote the right things that PwC employees could support.

In 2021, the PriceWaterhouseCoopers Endowment Fund supported public benefit activities, as well as employee involvement and involvement in non-profit organisations and local government activities in areas such as educational support, health protection and promotion, and sports promotion and development, and the preservation of cultural values.

PSA Slovakia Endowment Fund at the Pontis Foundation

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

In 2021, no call was announced, and no project was supported.

Slovenské elektrárne Endowment Fund at the Pontis Foundation

The Slovenské elektrárne Endowment Fund at the Pontis Foundation has been supporting projects focused on the energy efficiency of towns and municipalities, the integration of homeless people into society, community activities of employees and education of employees' children whose family is in an unfavourable life situation.

In 2021, the fund supported public benefit activities but also the involvement of employees in the

activities of non-profit organisations and local governments in areas such as health protection and promotion, social assistance, preservation of cultural values, support for education and environmental protection.

Slovak Electricity Transmission System Endowment Fund at the Pontis Foundation

The Slovak Electricity Transmission System Endowment Fund at the Pontis Foundation was established in 2021.

In 2021, no call was announced, and no project was supported.

Strabag Endowment Fund at the Pontis Foundation

The fund 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 2021, no call was announced, and no project was supported.

Telekom Endowment Fund at the Pontis Foundation

In 2021, the fund handed over the Online Interpreter project to a new entity entitled the Centre for Barrier-Free Communication. Thanks to this change, the technological level of the service will be improved for people who are hard of hearing, as the hitherto used Skype application will be gradually replaced by a completely new Deafcom SK application. The Telekom Endowment Fund at the Pontis Foundation will continue to assist in financing the service, providing technological equipment and know-how for the civic association.

The Telekom Endowment Fund also continued with the ENTER educational programme, which enables schools to use the latest innovations in teaching computer science. In the pilot year, it supported up to 243 primary and secondary schools, to which it redistributed the amount of 229 thousand euros. At the end of 2021, the fund announced the second year of this grant call and accepted applications until the 31st of December 2021.

We also continued to support projects in the field of education and social innovation, e.g. the Open Future programme. Non-profit organisation EDU-MA, thanks to the support of Telekom, was able to implement activities that support current and future Receptive Schools in the transition between distance and full-time education, supporting vulnerable groups of students.

Thanks to the support from the fund, the Corvus application set has entered its third generation to make smartphones accessible to people who are hard of sight. During 2021, the non-profit organisation entitled Touch & Speech focused on further simplifying the control of smartphones without visual control, connecting users with each other, as well as more intensive connection between the sighted and people who are hard of sight. Furthermore, it focused on improving existing and creating new applications and improving user support. They have made it possible for current Corvus users to use their smartphones even more efficiently and easily. Many users have overcome their fear of unknown technologies. Besides, they encouraged self-help and enabled the sighted to provide better assistance.

Tesco Endowment Fund at the Pontis Foundation

The Tesco Endowment Fund at the Pontis Foundation was established in 2020. The fund focuses on public benefit activities, primarily in the areas of support and development of sports, education, preservation of cultural values, environmental protection, science and research, health and social assistance.

In 2021, two editions of the “You Decide, We Help” programme took place (the 8th and 9th editions), with 231 projects supported.

Vrba – Wetzler Endowment Fund

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

In 2021, the fund supported a project which marked the first section of the route the two prisoners had escaped, at the place in Skalíté where Vrba and Wetzler had hidden after crossing the border.

Unilever Endowment Fund at the Pontis Foundation

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

In 2021, the fund supported the CSR Summit, the largest and oldest event on responsible entrepreneurship in Central and Eastern Europe. It is a conference organised by the Pontis Foundation for CSR professionals, which has been around for 18 years.

UNIQA Endowment Fund

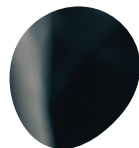
The AXA Endowment Fund at the Pontis Foundation was established in March 2017. In January 2021, the fund was renamed the UNIQA Endowment Fund. Its mission is to promote mental health. The fund's activities focus on promoting mental health education, the fight against cyberbullying and the like. In the past, the AXA Endowment Fund supported young talents, enabling young people to obtain funding for meaningful projects in the field of education, natural sciences or humanities.

In 2021, no calls were announced within the endowment fund, and no project was supported.



One of the information boards mapping the heroic escape of Vrba and Wetzler in the village of Skalíté.

Finance







Ernst & Young Slovakia, spol. s r.o.
Žitkova 9
811 02 Bratislava
Slovenská republika

Tel: +421 2 3333 9111
Fax: +421 2 3333 9222
ey.com/sk

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 2021, 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 2021, 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.

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 2021 is consistent with the financial statements for the relevant year,
- The annual report contains information based on the Act on Accounting.



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.

19 May 2022
Bratislava, Slovak Republic

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

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

Balance Sheet at 31 December 2021 (EUR)

Assets	Current accounting period			Preceding account- ing period
	Gross	Correction	Net	Net
A. TOTAL NON-CURRENT ASSETS	750,407.78	-466,398.83	284,008.95	303,812.81
1. LONG-TERM INTANGIBLE ASSETS	258,244.03	-230,736.83	27,507.20	42,137.30
Software	244,243.85	-229,176.83	15,067.05	42,137.30
Small long-term intangible assets	1,560.00	-1,560.00	-	-
Acquisition of long-term intangible assets	12,440.18	-	12,440.18	-
2. LONG-TERM TANGIBLE ASSETS	484,860.75	-235,662.00	249,198.75	261,675.51
Buildings	414,736.75	-172,799.95	241,936.80	252,305.16
Individual moveable assets and groups of moveable assets	16,445.40	-9,183.45	7,261.95	9,370.35
Small long-term tangible assets	53,678.60	-53,678.60	-	-
3. LONG-TERM FINANCIAL ASSETS	7,303.00	-	7,303.00	-
Long-term investments in equity securities of subsidiary companies	7,303.00	-	7,303.00	-
B. TOTAL CURRENT ASSETS	4,449,869.02	-	4,449,869.02	3,953,012.50
2. LONG-TERM RECEIVABLES	80,415.90	-	80,415.90	231,637.13
Other receivables	80,415.90	-	80,415.90	231,637.13
3. SHORT-TERM RECEIVABLES	55,825.80	-	55,825.80	100,350.09
Trade receivables	34,724.17	-	34,724.17	23,736.32
Other receivables (donors)	21,101.63	-	21,101.63	76,613.77
Other receivables	-	-	-	-
4. FINANCIAL ACCOUNTS	4,313,627.32	-	4,313,627.32	3,621,025.28
Cash on hand	2,273.95	-	2,273.95	2,637.90
Bank accounts	4,311,353.37	-	4,311,353.37	3,618,387.38
C. TOTAL ACCRUALS AND DEFERRALS	4,632.80	-	4,632.80	4,752.84
1. Deferred expenses	4,632.80	-	4,632.80	4,752.84
TOTAL ASSETS	5,204,909.60	-466,398.83	4,738,510.77	4,261,578.15

EQUITY AND LIABILITIES	Current accounting period	Preceding accounting period
A. TOTAL EQUITY	3,651,164.71	3,392,969.80
1. Equity and funds	3,487,193.24	3,333,636.41
Equity capital	155,027.67	155,027.67
Funds created under special regulation	3,332,165.57	3,178,608.74
3. Profit/loss for past periods	59,333.39	13,362.77
4. Profit/loss for current accounting period	104,638.08	45,970.62
B. TOTAL LIABILITIES	18,703.53	25,745.56
1. RESERVES	16,178.07	8,274.03
Short term reserves	16,178.07	8,274.03
2. LONG-TERM PAYABLES	354.38	1,452.77
Social fund payables	354.38	1,452.77
3. SHORT-TERM PAYABLES	2,171.08	16,018.76
Trade payables	1,132.75	1,609.14
Employee payables	942.21	-
Settlement with social security institutions	-	-57.9
Tax payables	95.82	14,212.62
Other payables	0.3	254.9
4. BANK ASSISTANCE AND LOANS	-	-
Current bank loans	-	-
C. TOTAL ACCRUALS AND DEFERRALS	1,068,642.53	842,862.79
Deferred revenues	1,068,642.53	842,862.79
TOTAL EQUITY AND LIABILITIES	4,738,510.77	4,261,578.15

Profit and Loss Statement at 31 December 2021 (EUR)

Account number	Expenses	Activity			Preceding accounting period
		Main non-taxable	Taxable	Total	
501	Material consumption	37,187.37	14,075.50	51,262.87	45,240.95
502	Energy consumption	1,824.36	171.5	1,995.86	2,612.70
511	Repairs and maintenance	2,692.03	1,835.35	4,527.38	4,626.33
512	Travel expenses	1,221.43	726.9	1,948.33	1,730.35
513	Representation expenses	4,315.13	6,162.00	10,477.13	7,970.57
518	Other services	697,017.21	178,550.42	875,567.63	866,276.09
521	Payroll expenses	299,480.57	49,273.00	348,753.57	255,865.15
524	Statutory social and health insurance	104,072.44	17,850.00	121,922.44	86,253.40
527	Statutory social expenses	5,830.67	4,348.50	10,179.17	7,662.17
528	Other social expenses	-	-	-	-
532	Real estate tax	301.1	224.9	526	-
538	Other taxes and fees	854.59	172.6	1,027.19	1,039.81
541	Contractual penalties and fines	-	-	-	-
542	Other penalties and fines	30	-	30	-
543	Bad debts	-	-	-	-
544	Interest	0.04	-	0.04	0.21
545	Exchange rate losses	64.6	8.7	73.3	2,299.43
546	Donations	1,512.56	-	1,512.56	16,305.30
548	Deficits and damages	-	-	-	2,325.00
549	Other expenses	2,296.86	1,314.90	3,611.76	3,766.90
551	Depreciation of long-term intangible and tangible assets	23,630.24	15,916.80	39,547.04	38,361.80
556	Creation of funds	85,804.96	-	85,804.96	86,263.23
558	Creation and settlement of adjustments	-	-	-	-
562	Contributions provided to other accounting units	1,061,613.90	-	1,061,613.90	809,717.69
563	Contributions provided to individuals	46,197.92	-	46,197.92	-
565	Contributions provided from tax assignment	2,018,933.86	-	2,018,933.86	1,744,738.89
567	Contributions provided from public collection	63,378.63	-	63,378.63	157,755.51
Accounting class 5 in total, total expenses		4,458,260.47	290,631.07	4,748,891.54	4,140,811.50

Account number	Revenues	Activity			Preceding accounting period
		Main non-taxable	Taxable	Total	
602	Revenues for invoiced services	99,721.46	329,733.00	429,454.46	0
644	Interest	-	-	-	-
645	Exchange rate gains	272.14	-	272.14	1,294.90
646	Received donations	4,969.06	-	4,969.06	18,468.04
649	Other revenues	-	-	-	440,349.50
651	Revenues for sale of long-term tangible assets	-	82	82	11
654	Revenues for sale of raw materials inventory	-	3	3	-
656	Revenues from the use of the funds	465,857.88	-	465,857.88	465,351.27
662	Contributions received from other organisations	1,403,629.28	-	1,403,629.28	1,172,973.62
663	Contributions received from individuals	229,598.82	-	229,598.82	160,274.07
665	Contributions received from tax assignment	2,242,524.91	-	2,242,524.91	1,852,311.69
667	Contributions received from public collections	85,314.82	-	85,314.82	86,263.23
Accounting class 6 in total, total revenues		4,531,888.37	329,818.00	4,861,706.37	4,197,297.32
Profit/loss before tax		73,627.90	39,186.93	112,814.83	56,485.82
591	Income tax	-	8,176.75	8,176.75	10,515.20
595	Additional income tax levies	-	-	-	-
Profit/loss after tax		73,627.90	31,010.18	104,638.08	45,970.62

Overview of Costs Broken Down by Activities (EUR)

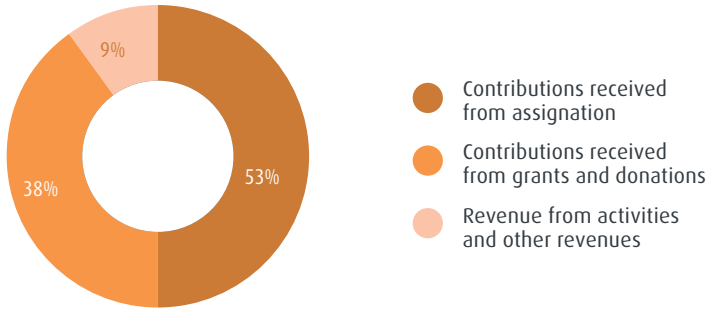
Grant programme	2021	%
Grant programmes from the Funds, other grants / Inclusion and Open Future	1,013,878.56	21%
Grant programmes from the Funds, other grants / Endowment Funds Žilina	1,853,834.44	39%
Grants to Slovak NGOs/ Who Will Help Slovakia and others	38,182.60	1%
Grants to children in the Heart for Children project	60,496.96	1%
Grants to Slovak NGOs / Good Country project	14,193.43	0%
Grants for innovative approaches in education / Generation 3.0	41,900.00	1%
Grant programmes In Good Hands from the Start and Breadwinner	136,209.14	3%
Grants to Slovak NGOs / Our Town	31,597.60	1%
Direct programme costs		
Conference CEE CSR Summit	50,472.48	1%
Via Bona Slovakia Awards	77,690.13	2%
Business Leaders Forum - administration, website, other. activities, corp. volunteering	90,075.95	2%
Charter of Diversity	44,754.51	1%
Our Town - corporate volunteering event	72,782.60	2%
Good Country public collection	23,121.06	0%
Giving Tuesday, Attorneys Pro Bono, Who will help Slovakia	80,142.95	2%
Grant programmes - administration, monitoring, development / Endowment Funds Žilina	166,022.34	3%
Generation 3.0	147,099.84	3%
Association of Corporate Foundations (AsFIN)	12,098.47	0%
The Heart for Children public collection - fund creation / statutory accounting regulation	85,804.96	2%
Open Future	227,948.08	5%
Grant programmes - administration, monitoring, development / Inclusion	187,959.08	4%
Administration costs		
Administration and development costs	292,626.36	6%
Total	4,748,891.54	100%

Corporate Social Responsibility	264,970.03	6%
Community	258,043.28	5%
Endowment Funds Žilina	2,019,856.78	43%
Administration	292,626.36	6%
Generation 3.0	188,999.84	4%
Inclusion and Open Future	1,724,395.25	36%
	4,748,891.54	100%

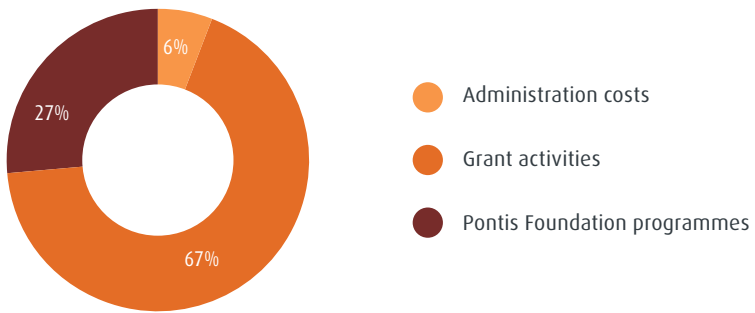
Overview of Revenues in 2021 Broken Down by Type (EUR)

	2021	2020	%
2% tax assignment received - used for projects and grants			
2% tax assignment received - used for projects and grants	2,242,524.91	1,852,311.69	46.10%
Received contribution - grants donations from organisations and individuals			
Contributions received to endowment funds at the Pontis Foundation from sources outside the 2% tax assignment	699,118.92	369,113.40	14.40%
Grant from Interreg Central Europe for education	20,000.00	51,523.93	0.40%
Contributions received for Generation 3.0 (grants, donations made by companies and individuals)	223,050.99	199,737.99	4.60%
Contributions received for AsFin activities	12,598.47	-	0.30%
Grant from Operation Programme EU Human Ressources	46,522.74	38,236.23	1.00%
Contributions and donations received for the Fund for Transparent Slovakia	93,512.47	237,660.49	1.90%
Contributions received for projects, funds management and other activities of Inclusion and Open Future	325,209.80	255,839.92	6.70%
Contributions received for projects of CSR, Via Bona Slovakia, CSR summit, Diversity Charter	100,145.75	102,225.60	2.10%
Contributions received for Community and Our Town projects	93,602.85	78,910.13	1.90%
Contributions received for administration of grants, other contribution received for Strategic Philanthropy	19,466.11	-	0.40%
In-kind contributions used for grants and projects	4,969.06	18,468.04	0.10%
Revenues for invoiced services:			
Revenues for activities: BLF, CSR Summit, CSR Education, Corporate Volunteering, Our Town, Pro Bono Attorneys	348,413.00	320,301.80	7.20%
Revenues for activities: Fund administration, AsFin	79,379.01	120,047.70	1.60%
Revenues for other activities	1,662.45	-	0.00%
Other revenues for activities			
Bank interest - current accounts	-	-	0.00%
Exchange rate gains	272.14	1,294.90	0.00%
Revenues from sales of tangible assets	85	11	0.00%
Revenues from the use of funds:			
Fund administration fee from 2% tax assignment	209,276.74	156,654.03	4.30%
Fund administration fee from donations	40,343.09	35,456.99	0.80%
Projects from funds - 2% tax assignment	121,501.87	87,476.29	2.50%
Projects from funds - donations	8,960.98	8,737.89	0.20%
Statutory accounting of Public collection, revenues from use of funds	85,775.20	177,026.07	1.80%
Contributions received - to the public collection			
Contributions received to the Good Country donor website	-	24,758.62	0.00%
Contributions received to the Heart for Children	85,314.82	61,504.61	1.80%
Revenues TOTAL	4,861,706.37	4,197,297.32	100.00%

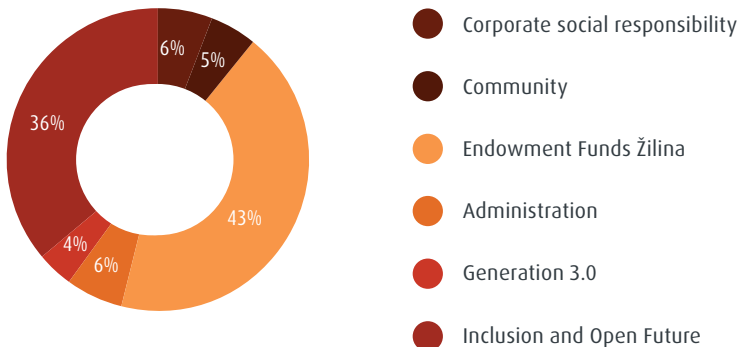
Overview of Revenues in 2021 Broken Down by Type



Overview of Costs in 2021 Broken Down by Type



Overview of Costs in 2021 Broken Down by Activity



Overview of Donors in 2021 - Corporate Donors, Organisations

Accenture, s. r. o., Accenture Technology Solutions – Slovakia, s. r. o., Accenture Services, s. r. o.	Interactive Advertising Bureau Slovakia	Orange Slovensko, a. s.
Accounting ATLAS s. r. o.	IRON Mountain Slovakia, s. r. o.	OZ BILLA ľudom
Americká obchodná komora SR	Jadrová a vyradačovacia spoločnosť, a. s.	Pfizer Luxembourg SARM, org. Zložka
ARKON, a. s.	Kaufland Slovenská republika v. o. s.	Philip Morris Slovakia s. r. o.
Atos IT Slutions and Services s. r. o.	Komerční banka, a. s., pobočka zahraničnej banky	Philip Morris International
Bekaert Hlohovec, a. s.	Lenovo (Slovakia) s. r. o.	Nadácia Televízie Markíza
British Council	Lidl Slovenská republika, v. o. s.	Nadácia Tesco
Continental Automotive Systems Slovakia s. r. o.	Lyreco CE SE	Nadácia VÚB
Curaden Slovakia s. r. o.	Magna PT s. r. o.	NN Životná poisťovňa
ČECHOVÁ & PARTNERS s. r. o.	McDonald's Slovakia spol. s r. o.	PIXEL FEDERATION, s. r. o.
Československá obchodná banka, a. s.	Medline	Profesia, spol. s r. o.
DEDOLES, s. r. o.	Mercedes-Benz Financial Services Slovakia s. r. o.	SAPIENTIA, s. r. o.
Dell s. r. o.	Mesto Trnava	Slovak Telekom, a. s.
Dentons Europe CS LLP, organizačná zložka	METRO Cash&Carry SR s. r. o.	Slovenská sporiteľňa, a. s.
o.z. Diversity Pro	Ministerstvo školstva, vedy, výskumu a športu SR	Slovenské elektrárne a. s.
dm drogerie markt s. r. o.	Ministerstvo život.prostredia SR	SLOVNAFT, a. s.
EOS KSI Slovensko, s. r. o.	Mondelez Europe Services	Swiss Re Management AG, organiz.zložka
Ernst & Young s. r. o.	MTS, s. r. o.	TaylorWessing e/n/w/
ESET, spol. s. r. o.	Nadácia Allianz	TESCO STORES SR, a. s.
Faurecia Automotive Slovakia s. r. o.	Nadácia Centra pre filantropiu	vacuumlabs s. r. o.
Férová nadácia O2	Nadácia ESET	Velvyslanectvo Holandského kráľovstva
FORTUNA SK, a. s.	Nadácia KIA Motors Slovakia	VÚB, a. s.
Generali Poistovňa, a. s.	Nadácia Slovenskej sporiteľne	Východoslovenská vodárenská spoločnosť, a. s.
GlobalGiving	Nadácia SPP	Websupport, s. r. o.
Hillbridges, s. r. o.	Nestlé Slovensko s. r. o.	
ING Business Shared Services B.V. organ.zložka	O2 Slovakia, s. r. o.	

Contributions Received through Tax Assignment in 2021

Accenture s. r. o.	DXC Technology s. r. o.	O2 Slovakia, s. r. o.
Accenture Services, s. r. o.	DXC Technology Information Services	PricewaterhouseCoopers Slovensko, s. r. o.
Accenture Technology Solutions Slovakia, s. r. o.	Embraco Slovakia, s. r. o. (NIDEC)	PricewaterhouseCoopers Advisory s. r. o.
Adient Innotec Metal Technologies s. r. o.	Foxconn Slovakia, s. r. o.	PricewaterhouseCoopers Česká republika, s. r. o.
Adient Slovakia s.r.o	Generali Poistovňa, a. s.	PricewaterhouseCoopers TAX, s. r. o.
Allen & Overy	Gestamp Nitra s. r. o.	Prvá stavebná sporiteľna, a. s.
Amazon /Slovakia/ s. r. o.	GSK Financial a. s.	RealSoft s. r. o.
ARRIVA Liorbus, a. s.	Heineken Slovensko, a. s.	Slovenská elektrizačná prenosová sústava, a. s.
Arriva Michalovce , a. s.	Heineken Slovensko Distribúcia, s. r. o.	Slovenské elektrárne a. s.
ARRIVA NITRA a. s.	Heineken Slovensko Sladovne, a. s.	Sport.sk, s. r. o.
ARRIVA Nové Zámky, akciová spoločnosť	Hillbridges, s. r. o.	Stentors advokátska kancelária, s. r. o.
Arriva Service s. r. o.	ING Business Shared Services B.V. org. zložka	Slovak Telekom, a. s.
ARRIVA SLOVAKIA a. s.	Jadrova a vyradovacia spoločnosť, a. s.	TUBEX SLOVAKIA s. r. o.
ARRIVA Trnava, a. s.	JOHNSON CONTROLS INTERNATIONAL spol. s r.o.	Unilever Slovensko, spol. s r.o.
Asseco Central Europe, a. s.	Lear Corporation Seating Slovakia s.r.o.	UNIQA d.s.s., a. s. (historicky AXA d.s.s., a. s.)
Bekaert Hlohovec, a. s.	Lidl Slovenská republika, v.o.s. (stála prevádzkárňa)	UNIQA d.d.s., a. s. (historicky AXA d.d.s., a. s.)
BiPoly projekt development and services, s. r. o.	Mercedes-Benz Financial Services Slovakia s. r. o.	United classifieds s. r. o.
Blue Magic Picture	METRO Cash&Carry SR s. r. o.	VIAN s. r. o.
Colonnade Insurance S.A., pobočka poisťovne z iného členského štátu	METRO Group Properties SR s. r. o.	VIRTUALS s. r. o.
DELL, s. r. o.	Mobis Slovakia, s. r. o.	Websupport, s. r. o.
dm drogerie markt s. r. o.	NARKS-INFOSERVIS 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 2021 - Individual Donors

- We would like to sincerely thank all individual donors for financial support for the Generation 3.0 programme.
- 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 Martin Kerekáč and other individual donors for financial support of the Pontis Foundation's projects.
- 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.