

ANNUAL REPORT

20 22



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MARTINA KOLESÁROVÁ
Administrator of the Pontis Foundation

MICHAL KIŠŠA
Administrator of the Pontis Foundation

Dear friends,

The year 2022 once again brought challenges for which it can be difficult to prepare. After the end of the COVID-19 pandemic, we witnessed something we could not have imagined before. Russia's attack on Ukraine's independence, and related challenges, such as high numbers of refugees, exposed the Slovak public administration's unpreparedness to deal with such crises. On the other hand, however, these crises have also shown that we as a society are united in solidarity and can help in difficult times. In the first stages of the war in Ukraine, the civil sector, in cooperation with the corporate sector, proved to be actors who knew how to mobilise incredible human, material and financial resources, often together, within a few hours.

During the year, we felt the deepening of the already low trust in institutions and the rise of populism, and we once again saw the efforts of some politicians to polarise society by artificially creating enemies. These "efforts" culminated in the first act of terrorism in Slovakia, when two young people from the LGBTI community lost their lives on Zámocká Street in Bratislava.

These significant events of 2022, of course, also affected us at the Pontis Foundation. Besides our usual operations, from the first days after the start of the war, we helped mobilise company resources and connected companies with civic organisations, especially in the east of Slovakia. We regularly communicated needs from the field directly to our partners. These activities continued until the end of the year. The cause resonated in activities of endowment funds and thematic meetings within the Business Leaders Forum association. It also culminated in redistributing more than one million euros from the Who Can Help

Ukraine fundraising programme, implemented by the Donio portal. We must remember the hundreds of corporate volunteers who joined in helping directly at the border or in the towns where, at least temporarily, refugees from Ukraine have settled.

In 2022, we completed the Generation 3.0 programme, through which, over the past five years, we have helped more than 120 organisations progress. The organisations reached thousands of pupils and students in schools across Slovakia with their innovative activities in education. Now, Generation 3.0 is changing. In 2022, we received a grant from the European Commission from the Citizens, Equality, Rights and Values programme, through which we will be able to redistribute more than two million euros to 70 Slovak civic organisations in the Impact Lab programme from 2023 to 2024, and through innovative education to help them increase impact and sustainability.

Our social innovation, the Open Future programme, has its first graduates too. The programme enables pupils in the second grade of primary school to develop their potential. We have also cooperated with partners who started disseminating the programme outside the school environment. In 2022, the Open Future Centre in Zvolen was also fully operational, and we started preparatory activities in Prešov.

We regularly review, modify, and improve our activities. However, our vision remains the same – Slovakia, which knows the power of meaningful cooperation. A place where the state, the corporate and civil sectors together form Slovakia into a country where people want to live, study and work.

Management



**MICHAL
KIŠŠA**

Executive Director

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



**MARTINA
KOLESÁROVÁ**

Executive Director

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



**SLAVOMÍRA
HVIZDOŠOVÁ**

Financial Director

Slavomíra is responsible for the efficiency and transparency of using the obtained funds, following legislative standards and laws.

Board of Directors



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SCHWEIZER
Schweizer Legal



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DERKA
Consultant



MARTIN
SLOSIARIK
Director, FOCUS

PR Team



**ZUZANA
SCHALEKOVÁ**

Senior PR Manager

Zuzana led the PR team until July. She oversaw the foundation's external and internal communication strategy and individual programmes.



**SIMONA
FIABÁNE**

Senior PR Manager

Simona returned after maternity leave in July and has been leading the PR team ever since. She oversees the foundation's external and internal communication strategy.



**KATARÍNA
OBUCHOVÁ**

PR Manager

Katarína covers the PR activities in the focus area of social innovation. She is in charge of communication activities for the programmes such as Generation 3.0, Impact Lab, Map of Social Innovations and Open Future.



**VERONIKA
ŠOLTINSKÁ**

PR Manager

Veronika covers the PR activities in the focus area of philanthropy. She is in charge of all PR activities for the strategic philanthropy team and the corporate volunteering team, such as the Our Town event and the GivingTuesday movement.



**LUCIA
VÍGLAŠOVÁ**

PR Manager

Lucia covers the PR activities in the focus area of responsible entrepreneurship. She oversees communication activities for the responsible entrepreneurship team and the foundation's online tools.



**TIBOR
KRÁTKY**

Graphic Designer

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

Office Management



**DANIELA
SNYDER**

Office Manager

Daniela runs the operations of the foundation's office.



**JANETTA
BALŠANOVÁ**

Office Manager

Janetta runs the operations of the foundation's office.

Financial Department



**JANKA
ENCINGEROVÁ**

Chief Accountant

Janka leads a team of accountants at the foundation.



**NAMINA
AKOUSSAHOVÁ**

Financial manager

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



**PAULÍNA
BEŇOVÁ**

Senior Financial Manager

Paulína is responsible for the financial reporting of the entire foundation's projects. She leads the team of financial controllers.



**IVETA
MIČUCHOVÁ**

Financial Manager/Accountant

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



**IVANA
MIKUDÍKOVÁ**

Financial Manager

Ivana is responsible for the financial reporting of projects. She also participates in the creation of financial statements.



**ZUZANA
KRACINOVÁ**

Financial Manager

Zuzana is responsible for the financial reporting of projects of the responsible entrepreneurship team. She also covers the invoicing of the foundation.



**VLADIMÍRA
PAZDEROVÁ**

Financial Manager

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



**MÁRIA
TAVAČOVÁ**

Financial Manager/Accountant

Mária accounts for bank statements and receivables. She cooperates on projects in the community team and participates in the preparation of financial statements.



**MARTINA
VIDROVÁ**

Financial Manager

Martina is responsible for the financial reporting of Open Future's projects.



**EVA
BRAXATORISOVÁ**

Associate Lawyer

Eva focuses on the contractual agenda and helps with various non-profit law issues. She also coordinates the Pro Bono Attorneys programme, which aims to develop a pro bono culture among lawyers.

Responsible Entrepreneurship Team



**IVANA
VAGASKÁ**

Senior Programme Manager

Ivana is the executive director of the Business Leaders Forum, an association of companies. She also leads the team focused on responsible entrepreneurship and is responsible for the activities of the Slovakia Diversity Charter, organising the Via Bona award, the BLF CSR Summit conference, and the provision of individual CSR consultancy to companies.



**BEATA
FEKIAČOVÁ**

Programme Manager

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



**MIROSLAVA
GOČÁLOVÁ**

Programme Manager

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



**ZUZANA
KOVÁČOVÁ**

Programme Manager

Zuzana administers the Slovakia Diversity Charter and participates in the organisation of professional events for its signatories. Within the framework of the European platform, the Diversity Charter cooperates with charters in other EU member states.

Community Team



**VERONIKA
SEDLÁČKOVÁ**

Programme Manager

Veronika leads the team responsible for the largest corporate volunteering event, Our Town, and the international day of good deeds, #GivingTuesday. She also coordinates the activities of working group titled Companies to the Community.



**DUŠANA
LAHOVÁ**

Programme Manager

Dušana is responsible for organising the largest corporate volunteering event in Slovakia, Our Town, and strategic volunteering programmes for companies.



**KATARÍNA
TEGLASSYOVÁ**

Programme Manager

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

Strategic Philanthropy Team



**IVANA
KOMPASOVÁ**

**Senior Manager for
Strategies in Philanthropy**

Ivana leads the team focused on strategic philanthropy. She develops and sets processes and strategies in the field of individual philanthropy. She also creates philanthropic opportunities for individual donors and focuses on philanthropy in family businesses.



**FERO
PAULINY**

**Manager for Strategies
in Philanthropy**

Fero focuses on developing and popularising strategic philanthropy in Slovakia. He helps individual donors choose the best organisations and actively accompanies them on their philanthropic journey so that their aid is effective and has the most significant social impact.

Endowment Funds Bratislava Team



**RADANA
DEŠČÍKOVÁ**

Senior Programme Manager

Radana leads the team focused on endowment funds based in Bratislava. She is responsible for the following funds: Telekom Endowment Fund, Generali Endowment Fund, Slovak Power Plants Endowment Fund, Transparent Slovakia Fund, LGBT+ Support Fund, Association of Corporate Foundations and Endowment Funds (ASFIN).



**EVA
MIKOLAJCZYKOVÁ**

Programme Manager

Eva manages the Generali Endowment Fund and the Fund for the Support of the LGBT+ Community. She also helps with the Telekom Foundation, and from January 2021, she administers the Association of Company Foundations ASFIN.



**PETRA
LUPTÁKOVÁ**

Programme Manager

Petra works as the programme manager of the Fund for Transparent Slovakia. She administers the Association of Corporate Foundations and Endowment Funds (ASFIN).



**MATEJ
PALACKA**

Programme Manager

Matej manages Lidl's programme titled In Good Hands from the Start. He also helps with other endowment funds.

Open Future Team



**DANIELA
NEMCOVÁ**

Senior Programme Manager

Daniela led the Open Future team. She left for maternity leave in September.



**MIRIAM
ŠELEPOVÁ**

Senior Programme Manager

Miriam has led the Open Future team since September. She coordinates the entire team, fundraising and communication with partners. She is also responsible for programme content, dissemination, and impact measurement.



**ALICA
VIDOVÁ**

Programme Manager

Alica is responsible for partnerships with practical experts in the Open Future programme. She finds and reaches out to inspiring people who come to the centres with their personal and professional stories and the companies where the visits take place. She also focuses on the programme dissemination and internal training of youth workers.



**MARTINA
ČÁPKOVÁ**

Programme Manager

Martina coordinates the Open Future centres in Trnava and Zvolen. She also cooperates with the city hostel Fortuna in Bratislava and manages education for involved university students.



**DOMINIKA
GERHÁTOVÁ**

Trnava Centre Coordinator

Dominika leads the Open Future Centre in Trnava.



**MARTIN
TÓČIK**

Zvolen Centre Coordinator

Martin leads the Open Future Centre in Zvolen.



**JANA
ŽIŠKOVÁ**

Project Manager

Jana participates in the implementation of the pilot extracurricular educational programme Open Future. She focuses on the networking of local partners involved in the programme and covers institutional fundraising.

Education Team



**NORBERT
MAUR**

Senior Programme Manager

Norbert leads the team that focuses on the change in education in Slovakia. He oversees 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
HROŠŠOVÁ**

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 the EDUpoints.



**TOMÁŠ
JANEČEK**

Programme Manager

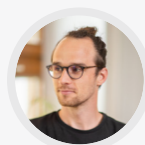
Tomáš is responsible for the process of selecting innovative educational approaches for the Generation 3.0 programme. He coordinates the EDUcamp and EDUaccelerator.



**ROMANA
KANOVSKÁ**

Senior Policy Manager

Romana monitors and analyses key social innovations, education and inclusion policies. She identifies opportunities for systemically connecting bottom-up innovations with public administration.



**MATÚŠ
LABANC**

Programme Manager

As part of the Generation 3.0 programme, Matúš is in charge of coordinating the EDUcamp and EDUaccelerator, and preparing the EDUfest. He also participates in the creation of the Map of Social Innovators.

Endowment Funds Žilina Team



**MAREK
RICHTER**

Senior Programme Manager

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



**PETRA
DUBEŇOVÁ**

Programme Manager

Petra manages endowment funds of companies such as BNP Paribas, the Continental, Mobis, the Slovak Electricity Transmission System, Mercedes Benz Financial, and the Philip Morris International Donation Programme. She also administers the Metro Endowment Fund and the PwC Endowment Fund.



**BARBORA
HULLOVÁ**

Programme Manager

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



**PAVOL
PIKLA**

Programme Manager

Pavol manages endowment funds of companies such as Bekaert, Dell, Embraco, Unilever, and Jaguar Land Rover. He also administers the SK-NIC Fund.

Our volunteers in 2022

Karolína Pavla Miháliková
Anna Tribulíková
Silvia Husáriková
Michal Janto
Zuzana Suchová
Karolína Miková
PhDr. Amra Sarajlić
Daniel Kaba
Braňo Tichý

Henrietta Eibnerová
Anhelina Dyrda
Alena Kanabová
Lucia Novodomcová
Petra Kotuliaková
David Škrobánek
Jozef Beňuška
Adriána Filipová
Matúš Mikula

Erika Sovíková
Veronika Antalová
Kamila Galanská
Stela Hanzelová
Martina Paulíková
Milan Zimnýkova
Andrej Nosko
Aneta Chreňová
Marianna Richtáriková

Martin Bizoň
Igor Berta
Martin Bača
Natália Petrová
Mária Sebok Mrišová
David Stojaspal

Responsible Entrepreneurship







VIA BONA
SLOVAKIA
2021



Via Bona Slovakia 2021

They help victims of domestic violence, develop a new method of psychotherapy using virtual reality, and systematically prepare children and youth for their digital future. These are the most inspiring examples of responsible entrepreneurship that won the Via Bona Slovakia 2021 award. For the twenty-second time, we have presented the awards to companies that do business fairly and change Slovakia for the better with their responsible activities.

A total of 38 small, medium and large companies with their 48 examples of responsible entrepreneurship applied for the Via Bona Slovakia 2021 award. Compared to previous years, there were fewer applications and fewer companies involved. It was caused mainly by the war in Ukraine, which started at a time when companies would have worked on their nominations. Most of them, therefore, understandably focused on assisting people who had to flee their homes.

Independent evaluation committees comprised of experts from the corporate, non-profit and public sectors advanced 19 nominations to the finals and selected winners in the second round. For 2021, we presented awards in seven categories. We had decided not to present the special awards the foundation had presented in the past years, namely the Well-Governed Company and the Public Choice Award.

Winners of Via Bona Slovakia for 2021

Category

Responsible Large Company

Swiss Re

For a refined sustainability strategy and exceptional activities to support employees and the local community.

As part of its CSR strategy in Slovakia, Swiss Re has defined three main areas that it has been focusing on for a long time – the impact of climate change on the town, strengthening personal and social resilience and regional social innovations. The company plans to become carbon-free by 2030 and motivates its employees in this regard. For example, each employee can calculate their annual carbon footprint via an application, which will become a starting point for reducing it by participating in practical challenges and competitions.

The company has a sophisticated employee programme with above-standard social benefits and innovative elements supporting diversity and inclusion, such as peer mentoring for women or reverse mentoring, in which younger people pass on their knowledge and experience to senior colleagues. Last year, the company, in cooperation with the Swiss Re Foundation, brought the SHINE programme to Slovakia. The programme aimed to develop social innovation and entrepreneurship and continued collaboration with the City of Bratislava on mitigating the impacts of climate change.

Companies in the finals

IBM, IKEA Bratislava, Swiss Re

Category

Responsible Small/Medium-sized Company

GoodRequest

For creating an innovative educational programme for students and co-creating the local community in Žilina.

The GoodRequest digital studio, which focuses on digital design and development of web solutions and mobile applications, sees responsible entrepreneurship as part of its DNA. It considers education and gender equality to be its priority. The company is aware that the IT environment is often discriminatory, so they try to provide equal opportunities for both women and men. They want to motivate more women and girls to study computer science and work in this industry by sharing success stories of women in this field.

The company organises the GoodRequest Academy, a platform for university students that allows them to work on a project at a company. The academy has four levels: an 8-week internship, during which students get to know the company's processes and improve the level of their coding skills, a competitive assignment where they can test their experience in practice, an intensive paid course for people with experience in the field, and support of school organisations. The company also supports several non-profit organisations as part of its philanthropic activities.

Companies in the finals

AfB Slovakia, GoodRequest, Zlavomat

Category

Green Company

Mobilonline

For promoting the principles of sustainability in the business model and consumer education.

The family business from Lučenec started by buying used mobile phones. It refurbished them and re-offered them for sale, extending their life cycle. The company later added used tablets, smart-watches and laptops to their offer. Today, Mobilonline is the largest buyer of mobile phones in Slovakia. The company works with used packaging materials and returnable eco-boxes for shipments, thus saving thousands of cardboard packaging purchases. Last year, it opened its first store in Slovakia, which consists of 80% recycled materials. The stores also serve as collection points for small electrical waste. The company plans to use non-functioning devices in the Mobile Museum, which will serve as an example of history for younger generations or create art from waste.

Companies in the finals

Corplex, Mobilonline, WAKIVAKY

Category

Exceptional Employer

IKEA Bratislava

For addressing the problems of victims of domestic violence and exemplary partnership with the non-governmental sector.

In Slovakia, almost every second woman has experienced psychological and every fifth one physical or sexual violence in an intimate relationship. Therefore, in cooperation with the organisation Fenestra, the furniture manufacturer initiated a dialogue to support a safe home. They implemented two awareness-raising campaigns aimed at the general public and set measures inside the company. In case of domestic violence, besides psychological and financial support, female employees have up to ten days of vacation available, and the company will apply measures to increase workplace safety, such as changing working hours, place of work, or job duties. In addition, IKEA will allow up to three days of vacation per year to employees providing support to a colleague who is a victim of domestic violence.

Companies in the finals

Accenture, IKEA Bratislava, Pasell Slovakia



The award in the main category titled Responsible Large Company went to Swiss Re.

Category

Good Partner of the Community

Slovak Telekom

*For the systematic and comprehensive
preparation of children and youth
for the digital future.*

Slovak Telekom has long supported education in schools and the development of teachers. In 2020, the company launched the ENTER programme, which aims to increase the digital skills of children and students and, at the same time, to increase their interest in solving problems through digital technologies. Besides the educational and informational campaign, the operator also focused on the digital education of teachers and pupils at secondary and primary schools. At the same time, Slovak Telekom also helps schools with hardware equipment. Microbits enable children and young people to create various coding solutions. The programme works not only with teaching informatics classes but also with expanding interdisciplinary education. The product or project children create using coding with the microbit can also be used in other classes.

Companies in the finals

Kaufland, Slovak Power Plants, Slovak Telekom

Category

Socially Innovative Company

DEUTSCHE TELEKOM

IT SOLUTIONS SLOVAKIA

*For social innovation titled Cognity
Care that connects virtual reality
with mental health care.*

Through its project, the company brings a unique innovation in the field of mental health treatment which it perceives as very neglected. Patients often undergo invasive forms of treatment, and after hospitalisation, they have problems with returning to their life, self-realisation or motivation. Therefore, the company has developed a new non-invasive interactive-exposure therapy in virtual reality, unique in our country and the world.

The application, aided with special glasses, moves the patient from the melancholic atmosphere of the psychiatric clinic to a pleasant and relaxing virtual space. In it, the patient performs various mind-training tasks without even realising it. The pilot project was launched in the hospital in Trebišov. Since then, more than 70 patients have already tried the therapy and are showing better results. The solution also benefits the staff through the use of attractive forms of treatment, simpler diagnostics and increasing enthusiasm for new technologies.

Companies in the finals

*Deutsche Telekom IT Solutions Slovakia,
HighBrows*

Category

Fair Market Player

O₂ Slovakia

For successfully building awareness in the controversial topic of misinformation.

O₂ long-term and strategically focuses on developing critical thinking and media literacy through its activities, projects of the Fair Foundation, and partnerships with non-governmental organisations and educational institutions. In 2021, the company launched the Share Wisely campaign, which started with a launch of a deepfake video with Zlatica Puškárová. It also included a campaign website where visitors could take a media literacy quiz and find advice and instructions on how not to fall

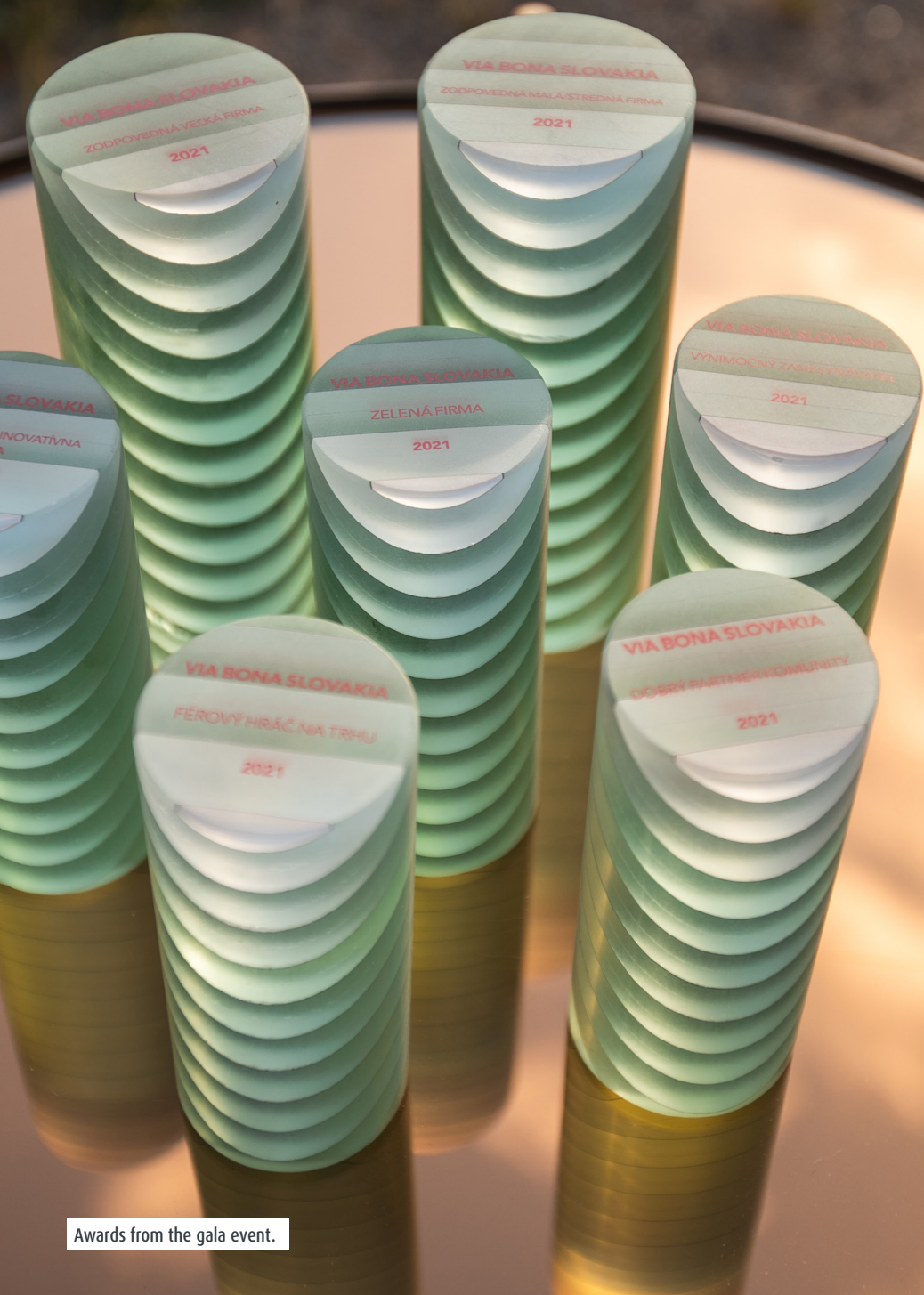
for false information. The campaign involved influencers, psychologists and former authentic conspirators who had changed their opinion based on the facts. Through its Fair Foundation, the operator supported 12 projects aimed at cultivating the information space, refuting hoaxes and eliminating hate speech with a total of 60,000 euros.

Companies in the finals

The Ďurkov Farm, O₂ Slovakia



Deutsche Telekom IT Solutions Slovakia earned an award for the unique connection of mental health with virtual reality.



Awards from the gala event.

Members of the evaluation committees of Via Bona Slovakia 2021

Responsible Large Company	Zuzana Dlugošová (Whistleblower Protection Office), Dalimil Draganovský (EY), Marián Holienka (Faculty of Management, Comenius University), Xénia Makarová (Stop Corruption Foundation), Lucia Marková (ESET), Katarína Pšenáková (Tesco Stores SR), Lucie Schweizer (lawyer)
Responsible Small/ Medium-sized Company	Andrea Ferancová (ESPIRA Investments), Ivan Haluza (Denník N), Marián Letovanec (SBA Agency), Jarka Marčičiaková (Maxman Consultants), Ivana Molnárová (Profesia), Ondrej Smolár (Soitron)
Green Company	Milan Chrenko (expert in environmental protection), Marcel Lukačka (GO4), Richard Kellner (Commercial Bank), Ivana Maleš (INCIEN), Denisa Rášová (Circular Economy Platform)
Exceptional Employer	Andrej Kuruc (Institute for Research in Work and Family SR), Ľubomíra Lukáčová (Philip Morris Slovakia), Olga Pietruchová (gender equality expert), Sylvia Porubánová (Slovak National Centre for Human Rights), Miroslava Rychtářechová (Tesco Stores SR), Andrej Vršanský (Mental Health League)
Good Partner of the Community	Júlia Böhmová (Dobré noviny), Zora Bútorová (IVO), Arnold Kišš (Maxman Consultants), Tatiana Sedláková (City of Bratislava), Róbert Slovák (Slovák & Friends advertising agency), Helena Windisch (Heineken)
Socially Innovative Company	Peter Hodál (White & case), Mária Hurajová (Slovak-American Foundation), Terézia Jacová (investment manager), Andrea Lelovics (social innovation expert), Zuzana Polačková (Prognostic Institute, SAS), Andrej Salner (Basta Digital)
Fair Market Player	Milica Danková (Plzeňský Prazdroj), Richard Ďurana (INESS), Marek Greško (Titans Freelancers), Ľudmila Kolesárová (Herba Drugs), Zuzana Petková (Stop Corruption Foundation), Štěpán Štarha (Havel & partners)



In 2022, the Business Leaders Forum had 52 members. These companies are committed to promoting the principles of responsible entrepreneurship.

Barbora Záhradníková from Adient became the new president of BLF for the next two years.



Business Leaders Forum

In 2022, the Business Leaders Forum continued its mission of connecting and educating companies on responsible entrepreneurship topics with a vision of Slovakia's long-term prosperity. As part of education, we covered over 30 topics at more than 35 events under the auspices or with the support of the Business Leaders Forum, most of which took place live after two pandemic years. By the end of 2022, the association had 52 member companies.

Representatives of member companies met at the first networking event (online) in March. The meeting guest was Vladimír Višek from the Czech initiative No Greenwashing, who advised companies on how to avoid misleading claims about the environmental friendliness of their products, services and activities. Advertising expert Róbert Slovák drew attention to various types of deceptive advertising. Experience with transparent communication of green activities was shared by McDonald's, Coca Cola, and ZSE. The meeting also reflected the situation at the time; Alena Kanabová from Accenture presented the corporate volunteering system, which the company adapted to the need for volunteer assistance in connection with the war in Ukraine and the increase in the number of people fleeing the war to Slovakia.

At the end of March, we organised an extraordinary meeting of member companies, the topic of which was the war in Ukraine and its effects on the functioning of companies. Psychotherapist and coach Vladimír Hambálek explained what employees can go through in times of crisis, how the company can help them, and how it should communicate this situation internally and externally.

The June quarterly meeting of the Business Leaders Forum members took place live after two years, hosted by Microsoft, located in Pradiareň, Bratislava. Representatives of companies shared their experience with the new work model after the pandemic. They especially focused on the question of how to find a balance between working from home and working in an office. The meeting also included the election of a new president of the association. Members of the Business Leaders Forum elected Barbora Záhradníková, General Manager of Adient, for president.

Barbora Záhradníková officially assumed her position on the 20th of September at the CEO meeting in the presence of directors of BLF member companies. She took over the honorary position of the president of the Business Leaders Forum association, elected by member companies for two years, from Richard Marko, CEO of ESET. The key topics she would like to address at the association are environmental sustainability, diversity and inclusion, and support for critical thinking.

ČSOB bank hosted the third quarterly meeting of companies on its premises in September. The theme of the meeting was a responsible approach in difficult times. The BLF members discussed how to approach unpopular measures in the company, which require the need to save, and how to communicate them responsibly when employees and the public expect companies to take care of them. The December meeting of member companies, hosted by PwC, focused on ESG reporting and ESG ratings. We thus followed up on the new directive on non-financial reporting, which the EU Council had approved in November. Erika Vitálošová from PwC explained to companies what mandatory reporting of information on sustainability means and how to prepare for it as best as possible. Julian Tóth from the International Sustainable Finance Centre (ISFC) explained how the ESG ratings work.

We educate on the topics of responsible entrepreneurship

In 2022, we organised three expert webinars for companies, the so-called BLF Relays, on the topics such as Green Purchasing in practice (in cooperation with INCIEN and Circular Slovakia), Women in Leadership, and Energy Efficiency in Times of Crisis. There was also an extraordinary online meeting of members on Internal whistleblowing systems and corporate culture (in cooperation with the Whistleblower Protection Office).

As part of the Companies to the Community initiative, we held an online webinar in February, advising companies on how to restart volunteering after the pandemic. Following the model of the Diversity Charter, the Companies to the Community initiative also introduced a new format called Small Talk. It is an hour-long online meeting of companies that provides an example of good practice and informal discussion. The first Small Talk addressed how to organise a clothing collection in a company.

Companies helped people in need

Besides participating in expert seminars, companies had the opportunity to lend a helping hand to people in need through a collection of clothes and drugstore goods covered by the Companies to the Community working group. In 2022, the fundraiser took place twice. 21 BLF members participated in the spring and 20 in the autumn. The companies that participated in the collection jointly supported 30 helping organisations and together covered the needs of more than 10,000 clients.

We share good practice

In 2022, we issued two practical recommendations for companies. In the first set, we focused on how to start measuring the company's CO2 footprint and how to subsequently set up the management of reducing the carbon footprint. In the second set of recommendations on green procurement, we explained what green procurement is. We gave companies tips on managing the preparatory phase of such procurement so that the procurement process itself is no longer a nightmare.

Every year the BLF member companies pass on their practical experience to students of the University of Economics in Bratislava. In 2022, they gave 25 lectures, nine in Slovak and 16 in English.

Digital Skills Initiative and Digital Competence Coordinator 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 in the digital world. At the end of August, the second year of the Digital Competence Coordinators programme started with a four-day training. The trainers were experts in various informatics and information technology fields from companies and organisations. The programme also received permission for accreditation of teachers of primary school's first and second grades. It is implemented as an innovative education.

After two pandemic years, companies could share their experiences and examples of good practices at an in-person meeting.



BLF member companies as of the 31st of December, 2022

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

Diversity Charter Slovakia

Established in 2017 at the Business Leaders Forum, the Diversity Charter Slovakia is already in its fifth year as an independent initiative supporting diversity and an inclusive work environment. During this time, 129 signatories from various sectors and business areas joined the charter.

Under the auspices of the Diversity Charter, we organised 15 educational and networking events during the year, opening up 16 topics in the field of inclusion and diversity.

At the beginning of March, symbolically on International Women's Day, we held the annual meeting of the signatories. The topic of the Russian invasion of Ukraine dominated. Together with the signatories, we shared opportunities to join in helping our neighbouring country and people fleeing war. The programme then continued with the contribution of guest Marine Rabeyrin from Lenovo, who spoke about the impact artificial intelligence stereotypes have on the work and lives of women. We also introduced the Diversity Index, which is a tool for measuring the level of diversity in the workplace. There were also examples of good practices from signatory companies.

In April, we traditionally worked with the signatories to prepare practical tips and an overview of activities companies can use to celebrate the Day of Diversity. In response to the ongoing war, we focused on helping and supporting the integration of people from Ukraine.

For the third time, the European Commission has declared May the month of diversity. We have also become part of a pan-European initiative to raise awareness of the importance of diversity and inclusion in the workplace and society.

As part of the educational event BLF Relay, we opened the topic of women in leadership. Zuzana Letková from Deloitte presented the results of a company study in which she examined the representation of women in the management of companies from 51 countries around the world. Elena Kohútiková, who leads the Council of Advi-

sors to the Prime Minister of the Slovak Republic and is an example of a successful woman in leadership, shared her personal and career story. At the event, we also addressed the topic of menopause. Karin Popovičová, an intern at GSK in London, presented the company's inspiring approach to senior female employees and explained the benefits of de-tabooing this topic (not only) in the workplace.

On the 30th of May, for the fifth time, we celebrated the Day of Diversity in Slovakia (a celebration of diversity in the workplace). On this occasion, we organised a panel discussion focused on the inclusion of people coming from Ukraine. Together with the guest Michaela Pobudová, director of the organisation Mareena, Martin Macharík, businessman and activist, and Ján Orlovský, director of the Migration Office of the Ministry of the Interior of the Slovak Republic, we sought answers to the questions of what impact the war in Ukraine has on our attitude towards refugees, whether we are doing enough for their integration into our society and why this situation is an opportunity for Slovakia. Part of the event was also the reception of new signatories of the Diversity Charter.

In October, the Czech and Slovak Charter of Diversity jointly organised the Czech-Slovak Forum on Diversity and Inclusion event. The guests discussed the current social and economic challenges for managing diversity in both labour markets. The status of women, age diversity and the inclusion of the Roma community in the labour market were also among the topics.

The November reception of new signatories was part of the international conference Neurodiversity in the Workplace, organised by Profesia. The programme presented examples of good practice and scientifically proven knowledge from abroad.



On the Day of Diversity, our panel discussion focused on the inclusion of people coming from Ukraine.

At the same time, Profesia presented a new model of cooperation between employers and job coaches under the title Profesia Lab. Other nine companies, institutions and organisations committed to promoting the principles of inclusion and diversity by signing the charter.

Small Talk(s)

In 2022, we continued the online meetings called Small Talk(s), which aim to share examples of good practices of charter ambassadors informally. By the end of the year, five such meetings were held. The topics were domestic violence and the employer's role, employment and support of people from Ukraine, work benefits as a tool to support diversity and temporary compensatory measures. The last Small Talk in November was a reaction to the murder of two queer people on Zámocká Street in Bratislava and focused on how to create a safe environment for LGBTI+ people in the workplace.

Diversity Index

In March, we introduced the Diversity Index, a unique tool for measuring the level of diversity in the workplace. We developed it with the Slovak National Centre for Human Rights, supported by the European Union Programme for Rights, Equality and Citizenship (2014-2020). It is a questionnaire containing a set of questions (measurable indicators) that cover different areas of diversity. The author of the index methodology is Olga Pietruchová, an expert on gender equality and diversity.

The questionnaire focuses on the representation of disadvantaged groups, benefits, equality in remuneration, and specific policies and measures taken to support diversity in the workplace. A strategic approach to diversity is also assessed. According to the number of points obtained, a company or organisation is subsequently assigned a status – from a beginner in diversity to a champion. The purpose of the tool is self-assessment. It is supposed to help the employer evaluate how the company is doing in the field of diversity. At the same time, the questions also serve as a possible guide to create measures to improve the situation.

Who signed the Diversity Charter in 2022

365.bank	Slovenský plynárenský priemysel (tr. Slovak Gas Industry)	pretlak	Havi Logistics	Deutsche Telekom Services Europe Slovakia
BMI Slovakia	Accace	Embassy of Canada in the Slovak Re- public	Slovak Academy Of Science	Ministry of Foreign and European Affairs of the Slovak Republic
Faurecia Auto- motive Slovakia	CGI Slovakia	Akčné ženy	Embassy of Spain in the Slovak Republic	Slovak National Theatre
PASELL Slovakia	ISG	Czechoslovak Com- mercial Bank	Beiersdorf Slovakia	

We have held the CSR Summit in a hybrid form for the first time - live for invited guests and online for the general public.



CSR Summit

The CSR Summit is Slovakia's largest and oldest social responsibility event. For almost 20 years, it has been bringing examples of good practices from domestic and foreign experts and opening discussions on the latest issues and trends in the field of sustainability. In 2022, we organised the CSR Summit in Kulturama, Bratislava, and for the first time in a hybrid form – live for a hundred invited guests, mostly from the corporate environment, and online for the general public. The conference was free.

The CSR Summit once again offered inspiration from experts from Slovakia and abroad. The business topics of its 19th year were hybrid work and its associated challenges, effective support of diversity and inclusion, expert volunteering and ESG reporting. They were supplemented by topics with wider societal implications, such as the fight against misinformation and gender stereotypes related to parenting. The conference also included the presentation of the SDGs Award. After two pandemic years, the conference participants could also join the discussion tables, which in the past were among the most popular parts of the programme.

The leitmotif of the conference was how to turn challenges into opportunities. It was reflected in the discussion entitled Slovakia 2022 – Crises as Opportunities?, in which we focused on what the war in Ukraine means for us in relation to other challenges we face, how to fight the climate crisis, how to reduce inequalities and what companies, organisations and individuals can do in this regard. In an interview with Neil Usher, who works as the chief strategist for the work environment and changes at GoSpace, we found out whether the future of work is hybrid and how to set up the operating model so that remote work does not disrupt the functioning of teams.

There were traditional BLF Talks, three examples of inspiring solutions of responsible entrepreneurship presented by member companies of the Business Leaders Forum – Accenture, Deutsche Telekom IT Solutions Slovakia, and ESET. CSR Talks focused on personal responsibility. We talked about

how a trend arises and how to mainstream social responsibility, why prevention in schools should also focus on misinformation, and what we are missing if we give advice on combining work and personal life to mothers only.

The afternoon discussion focused on sustainability reporting (ESG reporting) since most companies in Slovakia will soon have an obligation to report selected ESG indicators. Filip Gregor from the Frank Bold organisation explained which indicators will be mandatory in reporting. Dagmar Haklová from PwC and Martina Machánková from Kaufland Slovakia shared their experiences with the voluntary preparation of a sustainability report and discussed how the new legislation will affect companies in Slovakia.

The conference participants, who were present live in Kulturama, had the opportunity to participate in a discussion on a specific topic at five discussion tables. These were focused on diversity and inclusion in practice, stakeholder dialogue, the responsibility of the beer producer, volunteering as part of the company's culture and strategy, and how to attract and retain talent in the post-pandemic era. A total of 23 speakers spoke at the event, and thanks to the varied programme, we opened 16 CSR topics. More than 670 people registered to watch the conference online.

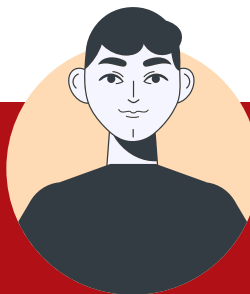
In feedback via the Net Promoter Score metric, we received a rating of 83 from online attendees, representing a first-class result; live attendees rated the conference at NPS 100.

From the feedback:



"Thank you for giving me the opportunity to participate in the CSR summit in person. The event took me out of routine activities and gave me an indescribable feeling of inspiration, motivation and an open mind. It enriched me not only from a professional but also a personal perspective."

Participant, CSR Summit 2022



"I liked the content, the quality of the hybrid model of participation, examples from practice, the latest information from ESG reporting, the variety of topics and the speakers."

Participant, CSR Summit 2022

Part of the event was the presentation of the SDGs Awards

We have presented the SDGs Award as part of the CSR Summit for the fourth time. Unlike previous years, however, we decided to award only one award, namely to a person or an organisation that significantly contributed to the fulfilment of one or more Sustainable Development Goals (SDGs) in a given year.

The laureate of the SDGs 2022 Award was Alena Vachnová, development manager of

the DEDO Foundation, who uses an innovative "housing first" approach to help families without homes find affordable housing and, thanks to a support group of experts, to ensure they can keep them. In connection with the war in Ukraine, she also initiated the establishment of the Integration Centre in Košice, which provides long-term support to people from Ukraine with the aim of easier integration in the town.



In 2022, the Pontis Foundation presented an award for contributing to the Sustainable Development Goals as part of the CSR Summit. The award went to Alena Vachnová from the DEDO Foundation in Košice.

Our Town

Thousands of people decided to use their time to improve and beautify Slovakia. They participated in the 16th year of the Our Town event. They spent the working day in schools, community centres or improving forests, parks and castles. A total of 8,820 volunteers in 48 towns all across Slovakia joined the works during the week following the 10th of June.

People from 162 companies exchanged their offices for schools, low-threshold centres, parks or even castles. They worked for the benefit of others and the neighbourhood in which they lived. They beautified Slovakia, for example, in Bratislava, Košice, Žilina, and Nitra. Zlaté Moravce also made it to the top five towns in terms of the number of volunteers. Volunteers helped a total of 216 organisations.



A pleasant activity at the Vagus' Domec Centre, where volunteers prepared lunch for people without homes.

All this was achieved during Our Town 2022



8,822
people helped
a good cause



1,449
trees and plants
planted



410
activities at
full capacity



186
parks, gardens, rivers and
playgrounds cleaned



19
castles and monuments
improved



279
windows washed



8.7 km
fences painted



713
benches and climbing
frames painted

The botanical garden and historic locomotives received help

Participants used the opportunity to participate in 410 activities throughout Slovakia. They repaired children's playgrounds in housing estates, planted trees, painted fences or cleaned waterways, disposed of black dumps, and much more.

For example, the botanical garden in Košice has participated in Our Town for the first time. Thanks to the event, the fence and gate around the garden got a new coat of paint, and volunteers also helped maintain the flower beds. In ZOO Bratislava, they started working on fencing for gibbons, macaques and an antelope enclosure.

An exciting activity was helping the Railway Modellers' Club, which is building a permanent railway exhibition in Martin, renovating historic vehicles and then setting them up as excursion trains near Vrútky. The club's volunteers helped clean the exhibits and restore the railway water crane.

A total of 19 castles and monuments have received help this year. Volunteers lent their hand

to the work at three castles in the vicinity of Bratislava, including one of our most famous ones in Devín, three in the east of Slovakia, and Hričovský Castle near Žilina. In Nitra, the volunteers cleaned the site of the ruins of the Zoborský Monastery.

We support the sustainability of the event

The new playful t-shirt design was an annual tradition of Our Town. Still, we intended to direct the participants to more sustainable solutions. Therefore, in 2022 we also offered volunteers to check the option "I don't want a T-shirt". As many as 733 people did so.

From the saved money, we decided to support one of the participating organisations dedicated to nature protection. Volunteers decided who would receive a special grant in a questionnaire vote right after the event. They could choose from four organisations from different regions of Slovakia. In the end, most people voted for Pajštún Civic Association.



Volunteers helped the Model Railway Club in Vrútky, which maintains historical exhibits and organises historical exhibit trains around Martin.

#GivingTuesday

The holiday of good deeds and generosity again showed how people's desire to help is growing. According to our data, an exceptional amount of almost 92,000 euros was collected for charity projects on the 29th of November. It is up to 80 percent more than in 2021.

A large part of the funds was collected through the portals Darujme.sk, Donio.sk and LudiaLudom.sk, through which donors sent almost 44,000 out of 91,700 euros to good projects. The remaining amount is made up of registered corporate donations and donations sent by individuals to non-profit organisations directly. Many organisations were supported before or just after the 29th of November when the holiday of kindness took

place. If we include these donations in the result, the total amount raised will rise to 168,000 euros.

As many as 144 non-profit organisations that improve Slovakia every day participated in the donation day. Half of the involved helping organisations asked not only for financial help but also volunteers, know-how, and material donations.



As many as 45 companies and nine municipalities also joined the initiative. Good deeds were done in 51 towns and villages from Michalovce to Bratislava. The collection of clothes and food belong among the most popular activities.



The Dúbravka Family Centre also participated in the holiday of giving. They decorated a tree for clients.

The video spot on GivingTuesday, which we used in the 2022 campaign, became the most successful of all years. The video reached almost 750,000 views.

The campaign video was built on the idea that even a small good deed can lead to bigger positive things. The video theme was a donation of a bicycle.

Personalities from public life also lent a helping hand in spreading the idea of #GivingTuesday. The campaign was supported by actors and actresses such as Zuzana Vačková, Lujza Šrameková and Lukáš Frlajs, presenters Milan Junior Zimnýk-oval, Veronika Cifrová Ostrihoňová and influencers Surová dcérka and Vedátor.



GivingTuesday is a holiday of generosity, belonging and a celebration of good deeds across 150 countries.



Companies to the Community

The Companies to the Community working group is an informal association of companies that want to develop volunteering in their employees. The working group was created in 2007 as part of the Business Leaders Forum and gradually opened up to other companies. A prerequisite for membership is the will to support company volunteering through activities organised within the association or by the companies themselves.

The beginning of 2022 was marked by the reverberations of the pandemic and the beginning of the war in Ukraine. The first event of the Companies to the Community group was a February webinar on the topic How to Restart Volunteering After the Pandemic. A total of 120 people participated in this virtual event.

Due to the fading pandemic, we organised the online spring meeting in March. We held it a few days after the start of the war in Ukraine. The pre-planned topic of Fundraising at the Workplace was

more than relevant, which was also confirmed by the high number of participants - more than 70. At the meeting, we discussed various examples of companies organising fundraisers and motivating employees to help.

The autumn meeting was hosted by a member company IBM. It was the first opportunity to meet in person in a long time. More than 50 company representatives participated. We discussed the interesting topic of how to support the environment through volunteering and team building.



At the autumn meeting of the Companies to the Community platform, we discussed when it makes sense to plant trees as part of volunteering in the company, why it is so popular and how to do it effectively in cooperation with the civil sector.

During the year, we organised two collections of clothing and drugstore goods, while approximately 30 companies participated in each and supported 30 helping organisations. Together, they covered the needs of more than 10,000 clients. We

visited three organisations where the collections were directed and had the opportunity to look behind the scenes of charity projects in Bratislava, Lučenec, and Hnúšťa.



We visited the Community Centre in Hnúšťa, where donations from the collection were handed over to clients.

Following the Business Leaders Forum model, we have introduced a new format of online meetings titled Small Talks. They last one hour and consist of a presentation of an example of good practice followed by an informal discussion. The first Small Talk was about organising a clothing collection in

a company. The second Small Talk followed after the terrorist attack in Tepláreň in Bratislava; therefore, it focused on the topic of inclusion of LGBTI+ people in the workplace. The Diversity Charter organised the discussion.

New members

The Companies to the Community group has grown with four new members: Amazon, Berlin Brands Group, Direct Parcel Distribution, and Tchibo. One member, Pricewaterhouse Coopers, has advanced to the Business Leaders Forum.

Companies in the working group in 2022		
Accace Slovakia	Direct Parcel Distribution	National Bank of Slovakia
Allen & Overy Bratislava	Foxconn Slovakia	Tchibo
Arriva Slovakia	IBM International Services Centre	Other companies in the Business Leaders Forum
Amazon	KPMG Slovakia	
Berlin Brands Group	Ministry of Investments, Regional Development and Informatisation of the Slovak Republic	

Pro Bono Training

We continued with free training for civil society organisations in 2022.

At the training, organisations get access to expert know-how from the corporate sector. At the same time, company employees will become familiar with the functioning of civil society organisations. Our goal was to enable the qualitative increase in capacities in the civil sector, ultimately benefiting society. At the same time, we show the companies how civil society organisations work.

The training topics included a wide range of areas that facilitate and make the non-profit sector's work easier and more efficient. It is usually a mix of hard and soft skills, from the practical use of Excel, through tax and accounting matters, to graphics and online tools.

In 2022, we organised four training sessions attended by 154 participants from 120 organisations.



Companies involved		
Accace	Foxconn	Lead SK

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 civil sector. Thanks to the mediation of free legal services, we help to professionalise the activities of civil society organisations, and change legislation and practice, thereby contributing to positive social changes. The programme aims to contribute to the development of the rule of law and inspire future and practising lawyers to social responsibility.

Help during the war in Ukraine and free legal assistance

In 2022, our legal assistance focused mainly on people coming from Ukraine. The arrival of people fleeing the war required a quick response, which was ensured initially mainly by representatives of civil society organisations. The Pontis Foundation was involved in several activities within the framework of free legal assistance to these organisations, particularly concerning legal relations with volunteers. We devoted several months to cooperation with the Human Rights League at the time of the opening of the Bottova Assistance Centre, during which we assisted in the set up of the centre. Free legal assistance was provided during the registration of expatriates and solving other specific legal issues on the spot.

In December 2022, the government approved an amendment to the Act on Volunteering, which also includes an amendment to the Labour Code. As part of this legislative innovation, with effect from April 2023, it is possible for employers to provide compensation for wages when employees perform volunteer activities. Before the amendment to the law, wage compensation during volunteering was excluded. The amendment enables companies to support the social engagement of employees and, thus, also the development of volunteering. We addressed this change within the framework of this programme in cooperation with the Platform of Volunteer Centres and Organisations.

Also, we mediated legal assistance for individual non-profit organisations, addressing their internal

matters, contractual relations, and the GDPR.

Discussions and events

In March, we focused on the education of the civil sector in the field of self-financing and entrepreneurship. We presented to organisations the legal possibilities and limits of performing business activities in the environment of the non-profit sector. Further, we also organised an online event titled Entrepreneurship in the Non-profit Sector.



Impact Talks about lawyers-philanthropists from our history.



Akadémia investigatívnej žurnalistiky v roku 2022

In September, we participated in the Academy of Investigative Journalism programme as part of discussions on the topics of investigative journalism in Slovakia.

In November, we participated for the third time in the European Pro Bono Week by organising an Impact Talks discussion on Philanthropy and Law for the expert public. Lawsuits against public participation, used to silence critics, were discussed

by former Minister of Justice Lucia Žitňanská, lawyer working with Via Iuris Eva Kováčechová, and co-director of the international organisation PILnet Andrej Nosko. We talked about the role of lawyers in philanthropy with the partner of the Kocián Šolc Balašík law firm, Vlastimil Piher, who was in the Czech Republic at the birth of individual philanthropic projects worth over 140 million euros. Further, we presented inspiring stories of lawyers from the turn of the 19th and 20th centuries.



Academy of Investigative Journalism 2022

We thank our members for their assistance

Accace Legal	Allen & Overy Bratislava	Dentons Europe CS LLP, organisational unit
Accenture	Cisco Systems Slovakia	Kinstellar
RELEVANS	Dell	Schönherr Rechtsanwälte GmbH, organisational unit

Social Innovations





Generation 3.0

The Generation 3.0 programme is an annual cycle in which the Pontis Foundation searches for innovative educational approaches, connects them with the educational community, helps them with an effective setup and supports them in disseminating to schools all across Slovakia. Generation 3.0 was intended for organisations and startups that focus on education. In 2022, 40 projects applied to Generation 3.0, and mentors and researchers provided 240 hours of pro bono consultation. We supported the organisations with the amount of 28,895 euros.

EDUcamp 2022

At the beginning of the year, 40 projects applied to the Generation 3.0 programme. The evaluation committees, composed of representatives of the Ministry of Education, its directly managed organisations, the Pontis Foundation, and members of the Advisory Board of Generation 3.0, selected 15 advancing organisations. The organisations then participated in a three-day EDUcamp, an event during which we connected them with experts from business and education.

Mental health and the development of critical thinking

The evaluation committees selected participants for the EDUcamp also based on the compliance of their projects with the announced areas of focus in the programme's sixth year. Besides the education of pupils from a socially disadvantaged or unstimulating environment, which was part of the areas of focus in the past years, we have added new areas, such as the mental health of pupils

and teachers, development of critical thinking, and preventing the spread of misinformation, adaptation to the digital environment (addiction to social networks, cyberbullying and so on). This year's challenge thus responded to the needs that the pandemic revealed in the field of education.

We saw that the pandemic had an impact on the mental health of both teachers and students. At the same time, more than ever, the need to develop young people's critical thinking and teach them to work with information and its resources has become evident.

Newcomers and graduates alike

Thanks to the changed conditions, four participants who completed the programme in the past were among the 15 advancing: I AMbitious, Institute for Active Citizenship, Slovak Debate Association and SPy. The other 11 participants will participate in the EDUcamp for the first time.



Mentor Alena Kanabová
(Accenture) during a consultation.



EDUcamp 2022 participants: 18 mentors, representatives of 15 organisations together with the Pontis Foundation team.

EDUcamp participants 2022

Community Organising Centre

Project title: Schools for Democracy

This preventive educational programme has been operating since 2017. It is the only programme of its intensity and type in Slovakia. It is systematically, long-term and constructively focused on preventing radicalisation and extremism of the youth and strengthening support for an open and tolerant civil society and active citizenship.

EduCoach

Project title: BE YOUR OWN COACH - Change Your Perspective on What You Do Every Day

This project for teachers aims to introduce a coaching approach to two secondary schools in the Trnava region. It will enrich the teachers' competence profiles and emotional and social skills. At the same time, the project will support students directly on the school grounds and help them develop their potential. By changing the point of view and attitude, the project allows teachers to improve their experience, lifestyle and relationships, which positively impacts their work with students.

EMTEGRA

Project title: Emotion Compass

Emotion Compass develops the social and emotional skills of children, teachers and schools. The long-term goal of the programme is to improve

students' mental health, academic results and relationships through developing key life skills in emotional and social literacy (self-awareness, empathy, self-control, relationship building, motivation, etc.) in and outside of schools. It provides experiential training and internal development for teachers, and worksheets for families.

DASATO

Project title: DASATO Academy

DASATO Academy is an annual intensive educational programme focusing on developing ambitious secondary school students in the regions, thereby contributing to their prosperity. It also strives to create innovative hubs and engage communities directly in the regions. It involves students, innovative companies, young professionals, and people from the public, non-profit and private sectors who want to improve their communities and surroundings.

Impact Games

Project title: Gamifactory – Let's Make Education Fun!

The project is based on the premise that, besides entertainment, games also serve as an effective tool for acquiring key competencies of the 21st century, such as critical thinking or creativity in solving problems. In one place, Gamifactory offers (educational) games for schools, practical methodologies for using them in practice and training, and space for research and sharing good practice.

Indícia

Project title: Informatics with Emil

Informatics with Emil is a unique method of teaching informatics. It is school-oriented and based on scientific research and many years of work with teachers and students. For the first time, the project builds informatics as a well-thought-out and systematic learning process for every student. It changes informatics to a new form of research, problem-solving and collaboration between subjects. Informatics with Emil teaches students how to live and work responsibly in a digital environment and how to get to know and change the world.

Institute for Active Citizenship

Project title: The School That Change the World

The project aims to expand the popular programme The Schools That Change the World to kindergartens and the first level of primary schools throughout Slovakia. It will focus on developing children's civic and life skills, values, and attitudes through experiential, playful, fun, informal and age-appropriate methods and means, and close cooperation with parents.

IPčko

Project title: Safety Box – Prevention of Self-Harm in Young People

Psychologists from IPčko created the Safety Box, a new and unique tool to help manage difficult situations. The project is aimed at young people in difficult situations who harm themselves. The project educates professionals who assist teachers and parents on the issue of self-harm, its prevention and aid, provides the methodology of working with the Safety Box, and creates helpful content.

Mental Health League SR

Project title: Coalition of Schools for Mental Health

The programme brings together schools that want to create an environment that benefits mental health. The school environment has the power to prevent mental disorders and reduce the occurrence of negative phenomena such as bullying, the absence of critical thinking, prejudices against marginalised groups, and the occurrence of physical or psychological violence. A school supporting the mental well-being of children and teachers contributes to positive changes in the entire society.

Slovak Debate Association

Project title: Critical Thinking Olympiad

The programme aims to fill the gap in formal education in critical thinking and media literacy. It fulfils this mission in three steps:

1. Training of secondary school teachers in media literacy and the basics of critical thinking.
2. Trained teachers use the acquired knowledge and training materials from SDA to educate their students.
3. Realisation of the Olympiad, in which students can adopt and turn the acquired knowledge into skills.

SmartBooks

Project title: SmartBooks - Digital Education without Limits

The project focuses on the creation of an online portal for innovative education. SmartBooks is the first digital smart textbook and exercise book with a complete curriculum of all subjects for all grades of primary schools following the innovated State Education Programme.

SPy

Project title: Teaching with Hardware

The project aims to introduce practical tasks into informatics teaching in primary and secondary schools. It will show pupils exciting possibilities of using informatics, and they will be more interested in developing their IT skills.

Since 2018, more than 300 primary and secondary schools have participated in the project. The organisation has trained almost 750 teachers, and its activities have reached over 10,000 pupils.

STAR

Project title: Nurture School Pilot Project

The project wants to verify the Nurture Principles of learning in the Slovak school system, considering the cultural and social diversity of regions and communities in Slovakia. Nurture's inclusive and holistic approach to education and training helps remove barriers to learning through the targeted development of emotional, social, communication, and cognitive skills.

SYTEV

Project title: Expressing Ourselves without Hatred

Through this project, the organisation continues to spread the idea of No Hate, the campaign of the Council of Europe. It multiplies this idea among young leaders, youth leaders, and youth workers. Trained multipliers of this campaign organise workshops in primary and secondary schools on topics such as prevention of radicalisation of young people, manifestations of extremism, support and protection of human rights and freedoms, prevention of all forms of discrimination, racism, xenophobia, anti-Semitism and other manifestations of intolerance.

YouthWatch

Project title: Marker for Schools

The project focuses on multi-phase teacher training on the informal education methodologies which develop the competencies of young people necessary for a successful life in the 21st century. These methodologies have been successfully tested in the context of work with youth. The pilot training of teachers has shown that most of these principles are transferrable to school education, and pupils and students react very positively to these changes.



Norbert Maur from the Pontis Foundation and mentor Vanda Hlaváčková while setting up the fundraising strategy of the EMTEGRA organisation.

EDUaccelerator 2022

Mentors and the Generation 3.0 team selected EDUaccelerator participants from the organisation in the EDUcamp. The selection considered the programme's impact on teachers and students, the issue's urgency, the organisation's experience, the implementation team, the potential of programme dissemination, sustainability, and how and whether we could help the organisation through the accelerator.

EDUaccelerator participants

Five organisations brought to the EDUaccelerator their programmes intended for pupils of Slovak schools, in which they focus on:

- prevention of extremism (**Centre for Community Organising: Schools for Democracy**);
- personal development of students (**DASATO: DASATO Academy, note: before I Ambitious: I Ambitious Academy**),
- development of emotional health and relationships (**EMTEGRA – Emotion Compass**);
- development of 21st century skills through games (**Impact Games: Gamifactory**);
- development of critical thinking (**Slovak Debate Association: Critical Thinking Olympiad**).



Centre for Community Organising

Together with their mentor Zuzana Suchová, the organisation focused on fundraising and communication in the programme. They created a design manual for social networks and a database of media contacts. They tested it on several presentations for different target groups. During the accelerator programme, they looked for new ways of obtaining resources aimed at companies. They

created an offer for companies and organised a meeting with them. They consider the change of impact measurement, implemented under the guidance of Jana Fúsková (University of Trnava), to be key. It helped them find a more straightforward method of tracking value and attitude shifts in pupils.

DASATO

Under the guidance of mentor Martina Kráľova, the organisation adjusted its vision and mission and, at the same time, worked on the fundraising strategy. They also created several new products, most of which they tested and included in the portfolio. One of them is DASATO in Schools. Besides making the concept of a new programme, they have already managed to train 155 secondary school students in eastern Slovakia.

They also created a workshop for companies focused on attracting young talent, creating an HR database and projects with alums. They focused on alums also when setting up their impact measurement with consultant Romana Kanovská (Pontis Foundation). Ivana Hollá, who had worked at Procter & Gamble for eight years, helped them set up the presentation of their activities to companies to obtain support.

Our colleague Ivana Kompasová helped DASATO grasp the vision and mission of the organisation.

EMTEGRA – Emotion Compass

In the words of co-founder Anka Vilčhová, the organisation created their programme titled Emotion Compass thanks to the accelerator and mentor Vanda Hlaváčková. They fulfilled their main goals: developing a strategic communication and fundraising plan, strengthening the team's communication and fundraising skills, implementing a fundraising campaign, and communicating with corporate donors.

The result of the campaign on the donio.sk was, besides the collected 2,694 euros, also newly arranged meetings with supporters, greater visibility, an increase in followers, and the associated further interest of schools in the programme.

Under the leadership of Iveta Juricová, EMTEGRA focused on preparing observation sheets for teachers to monitor pupils' progress in individual areas of the project's focus, such as work with emotions and the development of kindness and empathy in pupils.

Impact Games – Gamifactory

Their mentor was Robert Magyar (SuperScale), a game expert.

They have expanded the number of educational games teachers can currently use at school within ten subjects, including Slovak language, ethical education, history or geography. They also implemented a validation marketing campaign through cold mailing and cold calling, in which they determined whether schools would be interested in the platform's educational games.

Stanislava Staselová (O2) helped the organisation with its setup. Consultation on corporate fundraising was provided by Dominika Horňáková (Pohoda festival). Together with researcher Martin Kuruc (Comenius University), they set up their theory of change and defined the goals of their activities.

Slovak Debate Association (SDA)

During the accelerator programme, they increased the number of students involved in the Critical Thinking Olympiad from last year's 2,285 to this year's 5,637. They also worked on creating an e-learning platform, as part of which they implemented feedback from mentor Tina Ličková. Besides the platform's design, they also prepared the content of the courses on the platform. They now think the accelerator contributed to the programme becoming one of the pillars of the organisation.

With a researcher from the Research Institute of Child Psychology and Pathopsychology, Jakub Lieskovský, SDA created an adapted form to measure students' skills in critical thinking, recognition of manipulation, hoaxes and attitudes towards minorities.

With e-learning specialist Róbert Baumgartner (NAY), the organisation consulted the methodology of learning blocks in an online environment to be effective for students. Social network expert Lucia Víglašová (Pontis Foundation) provided SDA with feedback on whether to create separate accounts for individual programmes and a strategy for different content on individual accounts.

The winner of the EDUaccelerator was the Critical Thinking Olympiad project

The winner of the three-month mentoring-educational programme within Generation 3.0 was the Slovak Debate Association with their Critical Thinking Olympiad. At a time when more than 50% of people in Slovakia are prone to believe claims that contain lies or conspiracies, and only 16% of young people verify information from the media, such projects are extremely important. The organisation received a grant of 30,000 euros for the dissemination and development of the project.

The winner was selected by the evaluation committee consisting of: Andrea Basilová (Sensoneo), Miroslava Hapalová (UNICEF), Heliodor Macko (SEAK Energetics), Norbert Maur (Pontis Foundation), and Ondrej Smolár (Soitron).

Committee member Ondrej Smolár summarised the reasons for this decision:

"The Critical Thinking Olympiad shapes young people's view of the world. The project has the potential to grow quickly, to expand its activities. However, to scale, it is necessary to create software that automates correcting students' answers. By providing a grant that the organisation will use to develop this software, we can help ensure that critical thinking is not as rare in the future as it is today."



The Slovak Debate Association won Generation 3.0 in 2022 with their Critical Thinking Olympiad project.

We completed six years of operation

After six years, we can proudly state that the programme has fulfilled its mission to reach approximately 20% of Slovak teachers. During the entire operation of Generation 3.0, we recorded more than 19,700 participations in educational events or activities intended for the pedagogical community. Our assumptions that change can start from below, through the projects of civil organisations, have been confirmed. To support the organisations, we

created unique tools (bootcamp, accelerator, EDU-points), thanks to which innovations in education spread throughout Slovakia. After the programme, the organisations improved in all monitored areas, such as finances, internal processes, the effectiveness of project activities, system changes, and impact measurement.

In six years, Generation 3.0 supported 74 organisations and started a change in education from below.



74

organisations that participated in the programme



139

involved mentors and researchers



1,682

hours of pro bono consultations



205

events in EDUpoints



324,000 euros

involved mentors and researchers



19,700+

hours of pro bono consultations



Senior Programme Manager Norbert Maur led the Generation 3.0 team since the programme's inception.

Generation 3.0 has transformed into a new programme

We are again in a time when NGOs need even more vital support so that they do not need to fight for their place in society. We would therefore like to use the proven approaches and tools (bootcamp, accelerator), with which we helped organisations grow and change education in Slovakia, for broader support of civil society. Towards the end of 2022, we transformed Generation 3.0 and created a new programme titled Impact Lab. It will, among other things, also respond to current issues such as the support of democracy and inclusion.

Impact Lab

Mapping the ecosystem of social innovations confirmed that there are many initiatives in Slovakia with significant innovation potential that can contribute to solving pressing problems in our society. However, they often lack sustainability. The problem is the limited capacities of organisations, both financial and personnel, and the lack of know-how or leadership when introducing changes to the system. At the Pontis Foundation, we have been cooperating with non-profit organisations for a long time, and we know their needs and the problems they encounter.

We want to help the non-governmental sector grow and spread excellent and innovative ideas. Therefore we offer our strong support. Our vision is the development of stable and resilient organisations, which are an important part of every democratic society. With the programme, we want to help organisations increase their innovation potential, improve cooperation and strengthen sustainability and resilience.

Support for education, democracy, human rights and inclusion

The Impact Lab is intended for smaller, startup and established organisations. Smaller or startup organisations can receive a grant of max. 20,000 euros, established non-profit organisations will receive support in the value of maximum. 60,000 euros.



Furthermore, they will gain access to workshops and webinars on fundraising, impact measurement, financial sustainability, and the creation of business models. It also includes mentoring from business, education and communication experts.

The key themes of the programme are the quality of education, the elimination of injustice (human rights and democracy) and inequality (inclusion). Slovakia belongs to the countries most vulnerable in terms of being subject to misinformation and undemocratic tendencies. This is also why we consider the development of critical thinking and initiatives aimed at supporting democratic institutions crucial.

We are a country in which socio-economic status significantly affects not only student performance



i impact lab

in schools but also access to digital devices, impacting children's digital skills. Any societal changes, positive or negative, are linked to the quality of education and the level of inclusion in education.

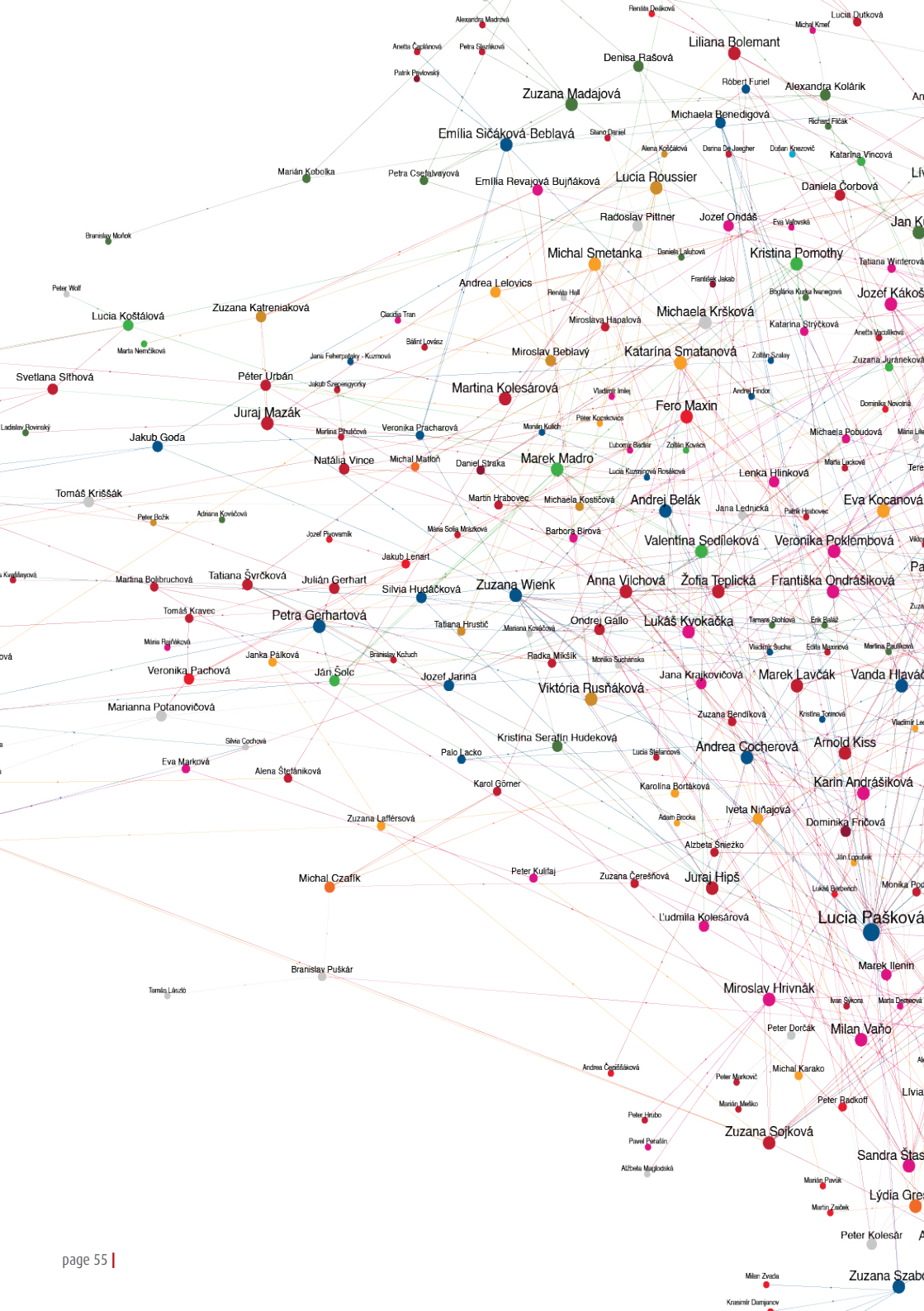
We will support startups and smaller organisations through our Incubator

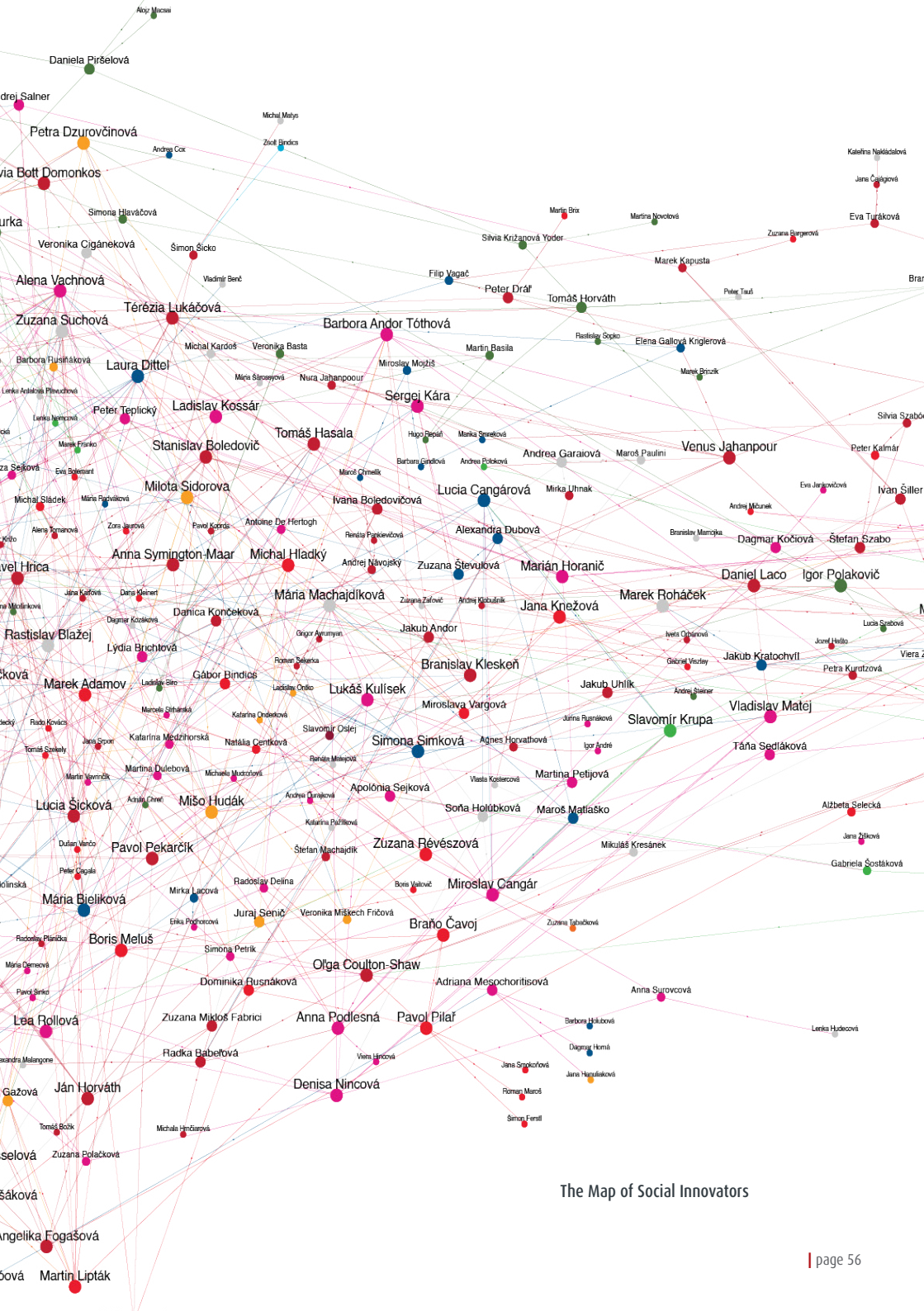
Each organisation we select for the Incubator will receive support in the max amount of 20,000 euros. Besides financial support, the organisations will receive an educational programme comprising workshops on financial sustainability, impact measurement and the overall setting of the organisation's functioning. The added value is the networking of

organisations and the acquisition of new contacts.

We will support well-established organisations in the Accelerator

Each organisation that advances to the Accelerator will receive support in a max amount of 60,000 euros. The accelerator is a mentoring-educational programme with an individual mentor and access to inspiring educational activities. It primarily focuses on setting up a business model, fundraising and measuring the impact of the organisation's activities. Over three years, thanks to European support within the Citizens, Equality, Rights and Values (CERV) programme, we will redistribute 2.2 million euros to up to 70 organisations from all over Slovakia.





The Map of Social Innovators

Open Future

Our country needs future innovators. Therefore, in 2021, we continued to develop entrepreneurship, and soft and digital skills in children aged 11 to 15 in a unique extracurricular programme. After Trnava, we opened a club in Zvolen. Hence we have a total of 69 participants in the programme.



3

centres



92

programme
participants



44

trained university
students



25

involved
experts

Getting to know local communities and meeting the President of the Slovak Republic

The programme's bottom line is that talents are everywhere, but opportunities to develop them are often lacking. Therefore, the programme participants had the chance to visit places that broadened their horizons and inspired them to think about their future in entirely different dimensions. They got to know several local activities and projects, such as the reuse centre Baterkáreň, the social enterprise AfB, and the youth organisation Youth For Equality. They attended webinars with representatives of companies such as Sli.do and Pixel Federation. They also visited the company Sensoneo, and

the FabLab creative workshop in the Science Park in Bratislava. They went on an excursion to the presidential palace, where they even met the President of the Slovak Republic, Zuzana Čaputová.

The connection to the local community is vital. Local leaders inspire children in various ways; they see their desire to contribute to changes in their surroundings, the city, and the country. We want to support building children's active citizenship and their relationship with the community.

Children from the Trnava
centre visited the FabLab
creative workshop in Bratislava.





PR Manager Lucia Poláčeková and HR Manager Adriana Boháčová, both from McDonald's, are consulting children's projects.



Know-how from experts on how to present your idea

The programme also includes the creation of a mini social innovation, a project which, according to the children, contributes to solving the problems in their communities and surroundings. However, the success of implementing an idea is closely related to the ability to present it in the right way.

We, therefore, invited experts from McDonald's Slovakia: PR manager Lucia Poláčeková and HR manager Adriana Boháčová. They introduced the children to the basic rules of presentation. They explained why presenting one's idea, project, or oneself is crucial. The participants learned what to focus on during a presentation and how to deal with stage fright.

First graduates

Over three years, the participants completed more than 200 meetings. These included club activities with mentors, webinars, and trips with inspiring people. The pupils recognised their potential, expanded their digital and soft skills and put the acquired experience to good use in the design of their projects, finding the solution to a problem in their surroundings. The children have devised a platform where young people can feel accepted as they are, plan to build an electric car and create their own branded facemasks.

"Thanks to the Open Future programme, our pupils experience diverse activities that they do not normally encounter. They get the opportunity to look at the world through different eyes, gain new experiences, and have a different perspective on life and their future," says Beáta Krajčovičová, principal of the Maxim Gorky Primary School. The first three graduates of the programme were admitted to secondary schools of their choice.



Festive afternoon in the Open Future centre in Trnava. The participants in the panel discussion are talking about what the programme has brought them.

A graduate of the programme is presenting a project, which she cooperated on, in front of an audience.



We built a makerspace

Entrepreneurship is one of the essential competencies that children can apply in whatever they do in the future. It will help them recognise opportunities, create new challenges and bring their

projects to life. In the Open Future programme, we develop entrepreneurship in various ways. One is the so-called makerspace workshops we set up in 2022 in clubs in Trnava and Zvolen.



Makerspace in the centre of Trnava.

Behind the creation of the makerspace concept in the programme and also behind the idea of its transferability to other schools is Eva Klimeková, Open Future's guarantor for the field of digital skills. Makerspace is a space where children can cooperate, create, and identify and solve

problems. They can choose from countless tools (technical or creative, from wood chisels to 3D printing) and materials. Thanks to their real-world assignments and experiences, children learn the business process and receive practical business education.

Open Future in Bratislava's city hostel Fortuna

Besides accommodation, the Fortuna hostel also fulfils a social support function. It ensures the development of the potential and personal growth of the accommodated children. The Open Future programme has been running in Fortuna as a pilot since February 2022. It has been operating in the full three-year version since October.

"We want to be a modern hostel that provides comprehensive client care, including high-quality low-threshold services. The Open Future gives children a new perspective and new contacts, thanks to which they can grow and discover their potential," says Matúš Ferenčík, from the Social Affairs Section of the Bratislava Municipality, about the benefits of cooperation with the Pontis Foundation. Unlike our main centres in Trnava and Zvolen, the Municipality implements the programme under its own direction. The city provides premises, personnel coverage and other necessary financial and

non-financial assistance. The Pontis Foundation provides the hostel with a unique educational curriculum, support for the coordinator, and involved university students and experts.

To Israel for inspiration

In 2022, part of the Open Future team flew to the place where the programme idea was born. Pontis Foundation Executive Director Martina Kolesárová and Programme Managers Miriam Šelepová and Martina Čápková participated in the Entrepreneur of the Year event in Tel Aviv. The event represented the culmination of the successful Israeli project of the non-governmental organisation Unistream. Our colleagues saw where the Open Future programme could move and gathered inspiration for its development.

Our colleagues were received by the deputy ambassador of the SR in Israel, Ľubomír Lúčan.



Reception with Deputy Ambassador of the Slovak Republic in Israel.



Professional guarantors of the Open Future programme (from left to right): Arnold Kiss (soft skills), Eva Klimeková (digital skills), Marián Holienka (entrepreneurship).

The Map of Social Innovators

The Pontis Foundation, in cooperation with the international organisation Ashoka, identified 461 inspiring personalities and projected them into the Map of Social Innovators. These are starting and established innovators and their supporters from business and public administration. Everyone is united by the will to contribute to positive societal changes.

The Social Innovators Map includes founders and employees of non-profit organisations, public administration, local government, senior officials, people from businesses, ministries, musicians, journalists, architects, people working in culture, teachers, IT experts, and academics. Everyone looks for a solution to one of the urgent social problems and thereby contributes to improving the quality of life in Slovakia.

How the map was created and what it brought

The Pontis Foundation, with the international organisation Ashoka, mapped these personalities from March to June 2022. Initially, there was a selected group consisting of 21 people of different ages from different areas and regions. We asked about their work and the obstacles they encountered during its implementation. We also received tips from them about other personalities changing our country for the better. We gradually identified 461 unique names using the snowball method. Some were nominated more than once. We received a total of 1,245 nominations. The more often a person was nominated, the larger the size of their circle on the map. Most people on the map are between the ages of 35 and 45, they work mainly in the civil sector, and the top three areas they work on include education, socio-economic inclusion, and strengthening democracy. The ratio of men and women on the map is 58 : 42 in favour of women.

The biggest obstacle to the development of social innovations is the lack of funds

We projected the collected data into a study titled Analyses of Trends and Barriers to the Development of Social Innovations in Slovakia. We list, for example, the names of the people from the initiation group, how the civil and public sector representatives know each other, in which areas the innovators work and how they are connected, and with whom the social innovators want to cooperate and much more.

The analysis also includes recommendations we offer as a stimulus for discussing social innovations in Slovakia.

Thanks to the collected data, we also discovered what obstacles innovators encounter in their work. They think that the biggest obstacle to developing their activities is the limited sources of financing. Barriers are also the low level of connectivity between sectors and the lack of human resources with necessary skills.

Social innovations are the source of solving existential crises

The Pontis Foundation mapped social innovators for the second time. The first time was in 2015. We started mapping again because of the world's uncertain, rapidly changing situation, which brings new challenges to solve, whether it is education, increasing confidence in democracy and citizenship, or environmental issues. Social innovations are the source for solving these existential crises. To find better conditions for the creation and spread of social innovations in the future, we need to know the actors of social innovation and their needs.

The map of social innovators presents not only individuals' profiles but also the connections between them. Cooperation is essential in solving problems in our society. The goal of the map is for key actors and innovators to have the opportunity to connect with people who are working on the same goals and together achieve the change they are striving for. An important aspect is also to instil hope that we have people in Slovakia who know how to offer solutions and have the will to work on them.

We want to start further cooperation

Our work does not end here. It only begins. The Pontis Foundation, together with other personalities and competent people, plans to prepare a strategic plan for supporting and developing social innovations and to work on solving the barriers identified by the map. On a long-term scale, it will be a success if the map becomes a starter for the discussion on the support of social innovations. We believe that key people will start to connect more and help each other. They have a common goal – to improve Slovakia's future perspective and shape it into a modern, functional, fair and prosperous country.



We presented the Map of Social Innovators at the event on the 28th of September, 2022, with the participation of approximately 200 guests.



The President of the Slovak Republic, Zuzana Čaputová (in the photo with the Pontis Foundation team), came to support the social innovators.



On the occasion of the presentation of the Map of Social Innovators, we talked about the importance of connecting the public, private and civil sectors. The guests of host Ján Gordulič were (from left) Michaela Kršková (Office of the Slovak Government), Pavel Hrica (Cesta von), and Martin Basila (Sensoneo).

Advocacy

We create conditions for introducing innovative approaches into the state education system.

We created a unique position of a policy officer

The National Institute for Certified Education Measurements' director, Romana Kanovská, made a fundamental professional decision in 2022. At her own request, she terminated her employment and became part of the Pontis Foundation. Her position as a policy officer is unique in the Slovak civic sector. The role will promote proven social innovations into the system, i.e. projects that can be proven to solve societal problems. Romana Kanovská's task is to create stable connections between the civil and public sectors. She focuses mainly on the issue of innovative education, together with other projects that belong to the category of social innovations. The goal of creating the position of a policy manager is also to develop and spread effective cooperation models between these two sectors, which will inspire other organisations and institutions to cooperate similarly.

In 2022, we participated in the creation of strategic documents for the Operational Programme Slovakia

We actively participated in commenting on strategic documents for European structural funds, namely the Partnership Agreement and the Operational Programme Slovakia 2021 – 2027. We also promote our focus areas through the working group at the Government Plenipotentiary for Civil Society.

We connected EDUpoints with regional teacher support centres

The four regional teacher support centres established this year by the Ministry of Education function also as EDUpoints (Rožňava, Nitra, Bratislava and Lučenec). Besides mentoring teachers, they also provide space for presenting and introducing innovative and creative approaches to teaching.

We participated in the preparation of plans towards the support of the innovation ecosystem

The Pontis Foundation is part of the working group in the Social Innovation Platform at the Ministry of Investments, Regional Development and Informatisation of the Slovak Republic. We discuss the possibilities of new forms of financing social innovations.



In the past, Romana Kanovská, our senior policy manager, expertly helped educational projects in the Generation 3.0 programme measure their impact and effectively disseminate their approaches to other schools.

Strategic philanthropy



IMPACT
ITALIA

FILANTROPIA A UMENIE

3. NOVEMBER 2022, 18.00
AUKČNÁ SPOLOČNOSŤ SOGA
Medena 16, Bratislava

MODERUJE

Milan Junič Zimnýkovič

HUDOBNÝ HOŠT
Jozef Lupiák

Impact talk je séria neformálnych spoločenských večerov o filantropických príbehoch, sociálnych inováciách a strategických pohľadoch na pomáhanie, ktoré od roku 2020 prináša Nadácia Pontis.

18.40 **DISKUSIA**
KED SA UMENIE STRETNIE
S FILANTROPIOU

Alexandra Kuša
riaditeľka SNV

Marek Dříkša
bývalý riaditeľ SNV

Martin Lupták
spoluzakladateľ
iniciatívy Čierne diery

19.30
ČASÁ VIVA

18.00
DOOR OPEN

Strategic philanthropy

We are convinced that philanthropists are and will be an active part of changing Slovakia for the better. At the Pontis Foundation, we inspire them and accompany them on their journey of helping. We prepared three informal events about philanthropic stories in the spring and autumn. We also continued to promote philanthropy on several platforms throughout the year.

Impact Talks

Impact Talks are informal social events about philanthropic stories, social innovation and strategic perspectives on helping. In 2022, we organised two such events and added a bonus one for a more specific target group.

Paths of philanthropy

At the end of March, in the Library of Kornel and Nada Földvári, we discussed with our guests how a person could find philanthropy in different ways, grasp it and make it a part of their life. We discussed with Katarína and Ondřej Vlčko from Prague, who have donated 2.3 billion Czech Crowns since 2015. First, they started fulfilling the dreams of very ill children. Today, they are building a children's hospice and a palliative centre. They do everything in a manner which allows the money invested in the project last practically "forever". Together with sociologist Iveta Radičová and businessmen Milan Dubec and Šimon Šicko, we again sought answers to the questions of whether and when to talk more publicly about philanthropy.



Milan Junior Zimnýkoval is talking with the Vlčko family. "I think that most people have a desire to help. If they took a moment to reminisce about how they thought about this when they were eight or ten, they would certainly remember such desires," says Ondřej Vlček.



Jana Močková from Denník N hosted the discussion. From left: Jana Močková, Martin Lipták, Bohunka Koklesová and Alexandra Kusá.

Philanthropy and the arts

At the beginning of November, at the SOGA Auction Company, we pointed out the age-old relationship between philanthropy and art and why supporting culture is important even in difficult times. Art historian Nina Gažovičová told us the powerful story of the Zubaľov family, which three years ago donated works worth over 3.5 million

euros from their private collection Linea to the Slovak National Gallery. The talk was followed by an inspiring discussion with SNG director Alexandra Kusá, Academy of Fine Arts and Design chancellor Bohunka Koklesová, and co-founder of the Čierne diery initiative Martin Lipták.

Law and philanthropy

We prepared a special version of Impact Talks in the Kornel and Nada Földvári Library at the end of November. For the first time, the guests were not philanthropists but partners of law firms. They are the natural allies of philanthropists looking for a way to formalise their helping.

Former Minister of Justice Lucia Žitňanská, lawyer cooperating with Via Iuris Eva Kováčechová and co-director of the international organisation PIL-net Andrej Nosko discussed the abuse of the right to file lawsuits, frequently addressed to journalists and activists, to discourage them from social engagement.



Discussion on how the right to file lawsuits is used to silence critics.

The discussion with Vlastimil Piher from the Kocián Šolc Balaščík law firm, which was involved in the birth of three individual philanthropic projects worth over 140 million euros in the Czech Republic, was also very inspiring.

Stories from history

We are delighted that our series of articles on philanthropists from the turn of the century inspires more and more readers. We added three more articles to the four texts from 2021 in Denník N. This time we took a closer look at aristocrat Juraj Schulpe, who built apartments for Bratislava workers, writer Kristína Royová, who built an orphanage and hospital in Stará Turá, and lawyer Emil Stodola, who supported Slovak students.

Popularising philanthropy

When you think of philanthropy, many still think of humanitarian aid or buying gifts for children without parents. Therefore, we bring the idea to the public space that supporting social innovations is just as important as charity. At the same time, we refute the thesis that only “retired businessmen” are engaged in philanthropy. More often, the younger generation, which takes over the management of family businesses, is committed to helping.

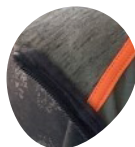


The Forbes Family Business Conference, where Ivana Kompasová took part as a speaker.

For this reason, we wrote a commentary for Forbes.sk about inspiring stories of American and Czech help. We also discussed philanthropy in the podcasts Family Business, created by companies Fondati & Partners and Subin & Partners, and the podcast titled Freedom Is Not a Happy Ending by the Post Bellum organisation.

In June, at the Forbes Family Companies event, we talked about the benefits that philanthropy brings to companies. As part of the event, we also led a round table where we discussed with family businesses how to embark on the path of philanthropy and how to choose a cause or the right goals.

Donation Programmes and Endowment Funds





Heart for Children

The charitable project of the Ringier Axel Springer Media publishing house titled Heart for Children, which we have administered for 12 years, helps children with medical and social disadvantages. In 2022, the programme continued to support inclusive education.

Heart for Children does not provide funding directly but helps through non-financial assistance. The project's strategy focuses on inclusive education of children with medical disabilities or children from socially disadvantaged backgrounds. Support from the project is most often directed to purchasing special educational aids for alternative and augmentative communication or sensory aids or towards the wages of assistants in schools and kindergartens. Through the project, we also provide special educational programmes and training for institutions focusing on inclusive education.

In the Heart for Children programme, 27 applications from all across Slovakia were approved in 2022 for a total amount of more than 52,500 euros. In the call for support of assistants in inclusive education, we redistributed 50,000 euros to 11 organisations.

Live Community with Opavia

We cooperate with Mondelez in the Live Community with Opavia programme. The programme is intended for organisations that use social innovations emphasising the community and regional aspects.

In 2021, which was the programme's pilot year, we supported projects focused on social innovations that contributed to improving the environment of communities. Supported organisations used innovative approaches to solve a social problem and thus contributed to building trust in the local community. They primarily address the needs of their members and often build on existing solutions, which they combine with innovative approaches.

In 2022, the sum of 15,000 euros was redistributed among five projects, three of which are still receiving support. The organisations addressed current challenges of medically disadvantaged children, marginalised Roma communities, seniors, inter-generational interaction, and service to the community in general.

Heart for Children public collection in 2022 - overview (in euros)					
Title	As of 1/1/2022	Income	Expenditures	As of 31/12/2022	Note
Heart for Children: Public collection fund 1/7/2020 - 31/5/2021	34,033.74	-	34,033.74	-	from public collection
Heart for Children: Public collection fund 1/6/2021 - 30/4/2022	39,132.60	19,328.72	40,991.77	17,469.55	from public collection
Heart for Children: Public collection fund 1/5/2022 - 31/3/2023	-	39,865.12	-	39,865.12	from public collection
Total	73,166.34	59,193.84	75,025.51	57,334.67	

In Good Hands from the Start

In 2022, Lidl continued to pay attention to the little ones. Early intervention for children who suffer from a severe health disadvantage is crucial. It significantly affects children's current and future lives.

Families with children with disabilities up to four can participate in the project. In 2022, 38 children in this age category were supported. The most significant number of applications (23.68%) came from Bratislava Region, followed by Žilina Region (21.05%), Prešov Region, and Trenčín Region (18.42% each).

Aid mainly consisted of contributions towards rehabilitation and therapy for children with central nervous system disorders and medical aids, such as sensory toys or speech therapy aids. As part of the project, we also helped children with hearing disadvantages who appreciated hearing aids and accessories. We provided a fuel allowance to several families. The total amount of aid was 102,264.51 euros.

Tesco's donation programme You Decide, We Help

The Tesco donation programme titled You Decide, We Help was created in 2016.

In 2022, we implemented two editions of the programme. In the tenth anniversary edition, we redistributed 182,400 euros. In the 11th edition, we supported public benefit ideas with the amount of 169,400 euros.



Endowment funds

Accenture Endowment Fund at the Pontis Foundation

The Accenture Endowment Fund at the Pontis Foundation was established in 2004. The fund focuses on building skills contributing to better employment in the labour market and integration into social and economic life.

In 2022, the fund supported projects in the field of education, acquisition of work skills, and volunteering.

Adient Endowment Fund at the Pontis Foundation

The Adient Endowment Fund at the Pontis Foundation was established in 2017. The fund aims to support organisations that address a wide range of society's needs - from supporting medically disadvantaged children to improving the space of towns and villages to developing club sports activities. In 2022, the fund focused on supporting education.

ARRIVA Endowment Fund at the Pontis Foundation

The ARRIVA Endowment Fund at the Pontis Foundation was established in 2016. It primarily focuses on activities related to community development, improving health and illness prevention, developing sports opportunities and safety.

In 2022, the fund supported the extra-curricular programme Open Future - innovative clubs for primary school pupils in selected towns. The goal of the programme is to develop entrepreneurship and digital and soft skills in children. The fund also helped to clean, beautify and improve the environment in our towns through the support of volunteering.

One of the supported projects within the Accenture Endowment Fund was the Junior Internet competition and conference organised by the Association for Youth, Science and Technology.



Bekaert Endowment Fund at the Pontis Foundation

The Bekaert Endowment Fund at the Pontis Foundation was founded in 2017.

The fund supports public benefit and non-profit projects aimed at improving health, increasing safety awareness, and supporting education with a focus on innovative forms and teaching methods.

BNP Paribas Personal Finance Endowment Fund at the Pontis Foundation

The BNP Paribas Personal Finance Endowment Fund at the Pontis Foundation was established in 2017. In 2022, the fund did not have any financial resources; therefore, it did not support any public benefit activities.

Continental Automotive Endowment Fund at the Pontis Foundation

Continental Automotive Endowment Fund at the Pontis Foundation was established in May 2018. In 2022, the fund did not have any financial resources; therefore, it did not support any public benefit activities.

Dell Endowment Fund at the Pontis Foundation

Since 2009, the Dell Endowment Fund at the Pontis Foundation has strategically focused on community support and the development of volunteer activities. It also supports the education of young people in the field of information technology. In 2022, the fund supported public benefit activities, as well as the engagement of employees and their involvement in the activities of non-profit organisations and local government, especially in areas such as health protection and promotion, provision of social assistance, preservation of cultural values, support for education and environmental protection.

The fund regularly supports The Training School for Guide and Assistance Dogs, which helps people with disabilities become more independent thanks to the help of dogs with special training.

dm drogerie markt Endowment Fund at the Pontis Foundation

dm drogerie markt Endowment Fund at the Pontis Foundation was founded in March 2023. The fund's purpose is to support public benefit activities by implementing grant programmes and directly supporting projects, especially in the areas of community quality of life, sports, education and training, culture, environment, volunteering, health and social assistance.



Thanks to the help of dogs with special training, people with disabilities are more independent and integrate into society more easily.

In 2022, the fund supported public benefit activities, but also employee engagement and their involvement in the activities of non-profit organisations and local government, especially in the areas of environmental protection and creation, organising and mediating volunteer activities, and also in helping individuals, primarily in the areas of protection and health promotion and provision of social assistance.

Embraco Endowment Fund at the Pontis Foundation

Embraco Endowment Fund at the Pontis Foundation was established in 2015.

The endowment fund directly supports Spišská Nová Ves district organisations that focus on sports activities, education, health and the environment. As part of its activities, it increases entrepreneurial skills and supports the innovative thinking of secondary school students.

In 2022, the fund supported public benefit activities in the field of sports support, health and safety protection of medical professionals, education and environmental protection.

Fund for Transparent Slovakia

The Fund for Transparent Slovakia was created as a unique initiative of responsible companies, which has no equivalent in neighbouring countries. With their financial and non-financial support for watchdog and analytical organisations, companies have been contributing to the control of compliance with laws and ethical standards and reducing the space for corruption and state hijacking since 2012. In 2022, the fund supported six organisations through a grant call. These projects aimed to develop the capacities of organisations long-term, promoting increasing the transparency of public life and supporting measures to reduce the space for corruption and state hijacking.

The second year of the Academy of Investigative Journalism was launched in cooperation with the Open Society Foundation. The academy provided 11 Slovak journalists with intensive professional training with the participation of experienced lecturers. Three graduates of the academy received a grant for the implementation of an investigative project and mentoring.

The educational programme of the academy focused on areas that investigative journalists encounter in their daily work.



Generali Endowment Fund at the Pontis Foundation

Generali Endowment Fund at the Pontis Foundation was founded in 2018.

Since the beginning, the fund has focused on helping people from disadvantaged groups within the global initiative The Human Safety Net, whose goal is to protect and improve the lives of individuals, their families, and entire communities. As part of this initiative, the fund also supports the Union of Mother Centres and its free Learning for Life programme, intended for disadvantaged families with children aged 0-6. In 2022, the fund supported four public benefit activities in the areas of education, health protection and promotion, as well as organising and mediating volunteer activities.

Jaguar Land Rover Endowment Fund at the Pontis Foundation

Jaguar Land Rover Endowment Fund at the Pontis Foundation was established in 2018.

In 2022, the endowment fund supported public benefit activities primarily in areas such as health protection and promotion, education support, sports support and development, and the provision of social assistance. The fund also organised a collection to support people fleeing the war in Ukraine and, through the Digital for Nitra programme, supported the purchase of technical equipment for schools under the authority of the City of Nitra.

Johnson Controls Endowment Fund at the Pontis Foundation

The Johnson Controls Endowment Fund has operated at the Pontis Foundation since 2009. It supports education projects, raising children and young people, and social support. It also implements employee programmes focused on volunteering and supporting socially and medically disadvantaged close ones of company employees.

In 2022, no call was announced within the endowment fund, and no project was supported.

LGBT+ Community Support Fund

The LGBT+ Support Fund at the Pontis Foundation is a platform of partners who care about strengthening diversity in society and supporting the activities of the LGBT+ community in Slovakia in the absence of financial resources from the state. In 2022, the fund supported public benefit activities of civic associations and individuals in the areas of human rights protection, organising and mediating volunteer activities, health protection and support, sports support and development, preservation of cultural values, and also support for education.

Lidl Endowment Fund at the Pontis Foundation

Lidl Endowment Fund at the Pontis Foundation was established in May 2013. The purpose of the fund is to support public benefit activities. It primarily focuses on supporting projects in the field of health, sports support and education of young people.

In 2022, material and technical equipment, such as laminar boxes for the aseptic preparation of drugs, laboratory refrigerators, digital scales, stainless steel carts and germicidal emitters for the hospital pharmacy at the National Institute of Children's Diseases (NICD) were purchased and donated from the endowment fund. Further, the fund supported the reconstruction of the premises of the Children's Hematology and Oncology Clinic at NICD with almost a quarter of a million euros. To protect health and provide free health care for children's patients, we purchased and donated devices to the Department of Pediatric Oncology and Hematology at the Children's Hospital in Košice and to the Pediatric Oncology and Hematology Clinic in Banská Bystrica.

To support education, we purchased and donated IT equipment based on the specific needs of seven schools. The fund also supported the Generation 3.0 programme, within which the Pontis Foundation looks for innovative educational approaches, connects them with the educational community, helps them with effective settings and supports them in spreading to schools throughout Slovakia. We also supported the reconstruction project of the atrium for education and organisation of cultural and sports activities at the Secondary Vocational School of Wine and Fruits in Modra. Funds were also directed towards the first stage of constructing the



Laminar boxes for the aseptic preparation of medicines were purchased and donated to the National Institute of Children's Diseases from the LIDL Endowment Fund.

unique Envirocentre, which will be used for education about bees.

Besides supporting health protection and education, the fund also actively supported projects that focus on environmental protection and landscaping. In 37 localities, we created a refuge for useful insects. We also supported the Animal Freedom organisation, which has cared for abandoned and injured animals for a long time. The fund also supported the Let's Tidy Up Slovakia movement for the second year. The movement helps protect the environment with the help of volunteers, removing litter and black dumps as part of the global initiative World CleanUp Day.

Mercedes-Benz Financial Services Endowment Fund at the Pontis Foundation

Mercedes-Benz Financial Services Endowment Fund at the Pontis Foundation was founded in June 2017. The fund focuses primarily on supporting the projects of organisations that help people without homes or people at risk of losing their homes, as well as organisations that increase transparency and social inclusion in Slovakia. Mercedes Benz

Financial Services focuses on the issue of social inclusion in the Bratislava region with support from its endowment fund and through corporate volunteering.

In 2022, the fund supported the public benefit activities of non-profit organisations in areas such as education, social assistance and preserving cultural values.

METRO Endowment Fund at the Pontis Foundation

METRO Endowment Fund at the Pontis Foundation was established in 2018. It has been supporting activities aimed at protecting the environment and landscaping from the beginning.

In 2022, the fund supported public benefit activities in areas such as the protection and creation of the environment, education support and the provision of social assistance.

Mobis Endowment Fund at the Pontis Foundation

Since 2009, the Mobis Endowment Fund at the Pontis Foundation has focused on supporting communities in the Žilina region and supporting hospitals. In 2022, the endowment fund supported public benefit activities, but also the engagement of employees and their involvement in the activities of non-profit organisations and local government. These were mainly areas such as health protection and promotion, education support, sports support and development, and environmental protection.

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 by implementing grant programmes and supporting community projects.

In 2022, no grant call was announced within the endowment fund, and no project was supported.

PSA Slovakia Endowment Fund at the Pontis Foundation

The PSA Slovakia Endowment Fund at the Pontis Foundation was established in 2015. The mission of the fund is to support public benefit activities. It redistributes finances through grant programmes, primarily in the areas of community quality of life, sports, upbringing and education, culture, the environment, health and social assistance.

In 2022, no grant call was announced within the endowment fund, and no project was supported.

PricewaterhouseCoopers Endowment Fund at the Pontis Foundation

Since 2010, the PricewaterhouseCoopers Endowment Fund at the Pontis Foundation has been supporting transparent and beneficial projects and initiatives of PwC employees who want to help the community and are involved in various civic associations' activities.

In 2022, the fund supported public benefit activities, but also the engagement of employees and their involvement in the activities of non-profit organisations and self-government, especially in areas such as health protection and promotion, provision of social assistance, preservation of cultural values, support for education, science and research.

Slovak Power Plants Endowment Fund at the Pontis Foundation

Since 2011, the Slovak Power Plants Endowment Fund at the Pontis Foundation has supported projects aimed at the energy efficiency of towns and municipalities, the integration of people without homes into society, community activities of Slovak Power Plants employees and the education of children of employees whose families are in an unfavourable life situation.

In 2022, the fund supported the public benefit activities of selected partner grantees and the engagement of employees and their involvement in the activities of non-profit organisations and local government. The main purpose of using the funds was the protection and promotion of health, the provision of social assistance, the preservation of cultural values, the support for education and the protection of the environment. Three grant calls were implemented in 2022.

The 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. It focuses on supporting education, science and research, and environmental protection.

In 2022, the fund announced two grant calls. The first focused on the popularisation of science and technology in the form of competitions in the second grade of primary schools. Eight schools and organisations were supported by the fund in the total amount of 70,000 euros.

The second grant call was announced in December 2022, and its goal was to support the building of physics popularisation centres in western and eastern Slovakia.



The purchase of modern devices for the Faculty of Electrical Engineering and Informatics at the Technical University in Košice will contribute to improving student education and is also beneficial in the field of research.

In 2022, the fund also directly supported the Slovak University of Technology in Bratislava, the Technical University in Košice, and the University of Žilina, by purchasing material and technical equipment or supporting research opportunities. The total amount of support exceeded 215,000 euros.

STRABAG Endowment Fund at the Pontis Foundation

The STRABAG Endowment Fund at the Pontis Foundation was established in 2016. The fund's purpose is to support public benefit activities by implementing grant programmes and supporting community projects.

In 2022, no call was announced within the endowment fund, and no project was supported.

Tesco Endowment Fund at the Pontis Foundation

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

The fund focuses on supporting projects in the field of education, health, sports, preserving cultural monuments, and supporting women in need and children from disadvantaged backgrounds. It also helps improve the environment and provides material equipment to smaller local organisations and schools.

In 2022, the endowment fund supported smaller community projects that focused on supporting education, sports, social assistance, helping animals and revitalising public space.



In 2022, the Telekom Endowment Fund also focused on supporting the digital skills of senior citizens.

Unilever Endowment Fund at the Pontis Foundation

The Unilever Endowment Fund at the Pontis Foundation was established in 2016. The endowment fund supports activities focused on responsible entrepreneurship, inspiring domestic examples and fulfilling sustainable development goals.

In 2022, the fund supported the Impact Talks event, a series of informal social evenings about philanthropic stories, social innovation and strategic perspectives on helping. In an intimate setting, the event brought inspiration through personal stories and a discussion about how philanthropy can change Slovakia when connected with meaningful projects.

Telekom Endowment Fund at the Pontis Foundation

The Telekom Endowment Fund at the Pontis Foundation was established in 2007. This endowment fund aims to bring and support social innovations and thereby improve society. It supports the development of digital skills in the field of education, and by using useful technologies, it promotes inclusion and diversity in society. It has long supported the community with hearing disadvantages in Slovakia, the development of civil society, transparent Slovakia and the fight against corruption.

In 2022, the Telekom Endowment Fund continued implementing the ENTER educational programme, enabling schools to use the latest innovations in computer science teaching. The second year of the challenge to support the digital skills of seniors, Ripe for the Digital Age, also took place. In response to the situation in Ukraine, we implemented a grant call titled Help for Ukraine 2022 to support initiatives with which we cooperated or were recommended by employees. Systematic support of projects and organisations with long-term partnerships continued during the year.



In December 2022, 15 corporate foundations and endowment funds received certificates of transparency.

UNIQA Endowment Fund at the Pontis Foundation

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 support mental health.

In 2022, the fund supported the Mental Health League with more than 36,000 euros. Thanks to this support, the organisation could continue to provide highly qualified professional psycho-social counselling and crisis intervention by telephone. The funds covered the costs of providing this service in February - April 2022.

Vrba Wetzler Endowment Fund at the Pontis Foundation

The mission of the Vrba and Wetzler Endowment Fund, which was established in 2017, is to raise awareness about the heroic deed of two prisoners of the former concentration camp Auschwitz-Birkenau, who escaped to convey the message to the world about the reality of mass murder. The fund aims to support activities that will prevent the increase of hatred and anti-Semitism.

In 2022, no grant call was announced within the endowment fund, and no project was supported.



ASFIN – Association of Corporate Foundations and Endowment Funds

The Association of Corporate Foundations and Endowment Funds is an informal association of foundations and endowment funds established in 2013. It was built based on an agreement between the founding members and the initiators and administrators of the initiative – the Pontis Foundation and the Centre for Philanthropy – as a joint platform for developing corporate donations.

The association's vision is to be a professional, ethical and moral authority that contributes to the

development, cultivation and transparency of corporate giving. ASFIN covers important corporate foundation subjects and creates a space for them to meet, communicate, cooperate and exchange experiences. With its activity, it contributes to building a positive reputation of corporate foundations and corporate donations and advocates for the well-founded interests of its members.

In 2022, OZ's Fair Foundation became a new member. As of the 31st of December, 2022, ASFIN had 15 members. During the year, we implemented several educational activities for them, awarded Certificates of a Transparent Corporate Foundation/ Endowment Fund and prepared expert materials on the topic of a good funder, tax assignment mechanism, and data collection.

Endowment funds in 2022 - Overview (in EUR)

Title	as of 1/1/2022	Income	Expendi- tures	as of 31/12/2022	Note
Slovak Electricity Transmission System Endowment Fund at the Pontis Foundation	282,114.61	626,370.95	456,399.35	452,086.21	2% tax assignment
Telekom Endowment Fund at the Pontis Foundation	1,342,569.26	1,029,470.94	966,024.10	1,406,016.10	2% tax assignment & contributions
Slovenské elektrárne Endowment Fund at the Pontis Foundation	13,150.56	400,750.07	413,214.86	685.77	2% tax assignment & contributions
Lidl Endowment Fund at the Pontis Foundation	618,159.48	-	618,159.48	-	2% tax assignment & contributions
Arriva Endowment Fund at the Pontis Foundation	13,283.11	22,132.03	13,454.94	21,960.20	2% tax assignment & contributions
Adient Endowment Fund at the Pontis Foundation	2,605.00	-	2,605.00	-	2% tax assignment
Mercedes Endowment Fund at the Pontis Foundation	36,413.01	31,858.50	43,413.01	24,858.50	2% tax assignment & contributions
Tesco Endowment Fund at the Pontis Foundation	9,440.00	-	9,010.00	430.00	contributions
Accenture Endowment Fund at the Pontis Foundation	21,123.83	179,050.38	105,542.60	94,631.61	2% tax assignment & contributions
Transparent Slovakia Endowment Fund at the Pontis Foundation	53,150.91	113,000.00	126,150.54	40,000.37	2% tax assignment & contributions
Dell Endowment Fund at the Pontis Foundation	52,080.78	65,363.90	57,699.38	59,745.30	2% tax assignment & contributions
Embraco Endowment Fund at the Pontis Foundation	98,639.92	99,334.37	98,639.92	99,334.37	2% tax assignment
PwC Endowment Fund at the Pontis Foundation	53,660.61	53,835.05	70,958.61	36,537.05	2% tax assignment
dm drogerie markt Endowment Fund at the Pontis Foundation	17,912.92	67,119.47	67,060.65	17,971.74	2% tax assignment & contributions
Mobis Endowment Fund at the Pontis Foundation	184,883.55	131,365.41	184,883.55	131,365.41	2% tax assignment
UNIQUA (Axa) Endowment Fund at the Pontis Foundation	41,228.79	-	41,228.79	-	2% tax assignment
Bekaert Endowment Fund at the Pontis Foundation	119,014.50	49,147.19	114,973.80	53,187.89	2% tax assignment & contributions
Unilever Endowment Fund at the Pontis Foundation	8,474.71	12,274.90	9,256.71	11,492.90	2% tax assignment
Metro Endowment Fund at the Pontis Foundation	104,314.60	33,416.40	88,039.69	49,691.31	2% tax assignment & contributions
Generali Endowment Fund at the Pontis Foundation	133,155.60	205,618.46	133,172.90	205,601.16	2% tax assignment
Jaguar Land Rover Endowment Fund at the Pontis Foundation	45,083.05	155,395.08	158,289.26	42,188.87	2% tax assignment & contributions
LGBT+ Community Support Fund at the Pontis Foundation	8,540.43	33,111.25	24,580.79	17,070.89	2% tax assignment & contributions
TOTAL	3,258,999.23	3,308,614.35	3,802,757.93	2,764,855.65	

Finance





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 2022, 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 2022, 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 2022 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.

17 May 2023
Bratislava, Slovak Republic

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

Ing. Peter Uram-Hrišo, statutory auditor
Licencia UDVA č. 996

Balance Sheet at 31 December 2022 (EUR)

ASSETS	Current accounting period			Preceding account- ing period
	Gross	Correction	Net	Net
A. TOTAL NON-CURRENT ASSETS	700,557.58	420,706.80	279,850.78	284,008.95
1. LONG-TERM INTANGIBLE ASSETS	214,192.23	178,513.80	35,678.43	27,507.20
Software	184,270.65	176,953.80	7,316.85	15,067.02
Small long-term intangible assets	1,560.00	1,560.00	-	-
Acquisition of long-term intangible assets	28,361.58	-	28,361.58	12,440.18
2. LONG-TERM TANGIBLE ASSETS	479,062.35	242,193.00	236,869.35	249,198.75
Buildings	414,736.75	183,168.31	231,568.44	241,936.80
Individual moveable assets and groups of moveable assets	16,445.40	11,144.49	5,300.91	7,261.95
Small long-term tangible assets	47,880.20	47,880.20	-	-
3. LONG-TERM FINANCIAL ASSETS	7,303.00	-	7,303.00	7,303.00
Long-term investments in equity securities of subsidiary companies	7,303.00	-	7,303.00	7,303.00
B. TOTAL CURRENT ASSETS	6,380,833.51	-	6,380,833.51	4,449,869.02
2. LONG-TERM RECEIVABLES	1,754,163.67	-	1,754,163.67	80,415.90
Other receivables	1,754,163.67	-	1,754,163.67	80,415.90
3. SHORT-TERM RECEIVABLES	138,748.28	-	138,748.28	55,825.80
Trade receivables	32,368.68	-	32,368.68	34,724.17
Other receivables (donors)	106,379.60	-	106,379.60	21,101.63
Other receivables	-	-	-	-
4. FINANCIAL ACCOUNTS	4,487,921.56	-	4,487,921.56	4,313,627.32
Cash on hand	2,436.04	-	2,436.04	2,273.95
Bank accounts	4,485,485.52	-	4,485,485.52	4,311,353.37
C. TOTAL ACCRUALS AND DEFERRALS	11,418.04	-	11,418.04	4,632.80
1. Deferred expenses	5,227.79	-	5,227.79	4,632.80
2. Accrued revenues	6,190.25	-	6,190.25	0.00
TOTAL ASSETS	7,092,809.13	420,706.80	6,672,102.33	4,738,510.77

EQUITY AND LIABILITIES	Current accounting period	Preceding accounting period
A. TOTAL EQUITY	3,224,337.88	3,651,164.71
1. Equity and funds	2,977,217.99	3,487,193.24
Equity capital	155,027.67	155,027.67
Funds created under special regulation	2,822,190.32	3,332,165.57
3. Profit/loss for past periods	163,971.47	59,333.39
4. Profit/loss for current accounting period	83,148.42	104,638.08
B. TOTAL LIABILITIES	28,540.70	18,703.53
1. RESERVES	18,967.08	16,178.07
Short term reserves	18,967.08	16,178.07
2. LONG-TERM PAYABLES	1,348.30	354.38
Social fund payables	1,348.30	354.38
3. SHORT-TERM PAYABLES	8,225.32	2,171.08
Trade payables	2,399.23	1,132.75
Employee payables	-	942.21
Settlement with social security institutions	-	-
Tax payables	5,817.45	95.82
Other payables	8.64	0.30
4. BANK ASSISTANCE AND LOANS	-	-
Current bank loans	-	-
C. TOTAL ACCRUALS AND DEFERRALS	3,419,223.75	1,068,642.53
1. Deferred revenues short-term	1,665,060.08	1,068,642.53
2. Deferred revenues long-term	1,754,163.67	-
TOTAL EQUITY AND LIABILITIES	6,672,102.33	4,738,510.77

Profit and Loss Statement at 31 December 2022 (EUR)

Account number	Expenses	Activity			Preceding accounting period
		Main non-taxable	Taxable	Total	
501	Material consumption	47,389.25	12,666.40	60,055.65	51,262.87
502	Energy consumption	1,680.84	454.92	2,135.76	1,995.86
511	Repairs and maintenance	1,486.29	1,127.28	2,613.57	4,527.38
512	Travel expenses	4,346.90	2,211.45	6,558.35	1,948.33
513	Representation expenses	32,599.62	9,617.52	42,217.14	10,477.13
518	Other services	785,044.87	214,551.26	999,596.13	875,567.63
521	Payroll expenses	355,182.75	55,909.93	411,092.68	348,753.57
524	Statutory social and health insurance	122,697.69	21,563.23	144,260.92	121,922.44
527	Statutory social expenses	6,282.77	7,375.41	13,658.18	10,179.17
528	Other social expenses	-	-	-	-
532	Real estate tax	241.96	284.04	526.00	526.00
538	Other taxes and fees	996.40	409.84	1,406.24	1,027.19
541	Contractual penalties and fines	23.00	27.00	50.00	-
542	Other penalties and fines	3.08	35.32	38.40	30.00
543	Bad debts	-	-	-	-
544	Interest	-	-	-	0.04
545	Exchange rate losses	104.27	79.15	183.42	73.30
546	Donations	5,705.73	290.84	5,996.57	1,512.56
548	Deficits and damages	-	-	-	-
549	Other expenses	3,568.14	1,663.01	5,231.15	3,611.76
551	Depreciation of long-term intangible and tangible assets	18,552.55	6,025.82	24,578.37	39,547.04
556	Creation of funds	59,814.84	-	59,814.84	85,804.96
558	Creation and settlement of adjustments	-	-	-	-
562	Contributions provided to other accounting units	1,004,182.11	-	1,004,182.11	1,061,613.90
563	Contributions provided to individuals	136,645.05	-	136,645.05	46,197.92
565	Contributions provided from tax assignment	2,872,104.14	-	2,872,104.04	2,018,933.86
567	Contributions provided from public collection	75,025.51	-	75,025.51	63,378.63
Accounting class 5 in total, total expenses		5,533,968.60	334,001.58	5,867,970.18	4,748,891.54

Account number	Revenues	Activity			Preceding accounting period
		Main non-taxable	Taxable	Total	
602	Revenues for invoiced services	104,039.65	365,652.00	469,691.65	429,454.46
644	Interest	-	-	-	-
645	Exchange rate gains	-	299.11	299.11	272.14
646	Received donations	3,727.70	-	3,727.70	4,969.06
649	Rounding differences	-	0.02	0.02	-
649	Other revenues	-	128.78	128.78	-
651	Revenues for sale of long-term tangible assets	-	-	-	82.00
654	Revenues for sale of raw materials inventory	-	-	-	3.00
656	Revenues from the use of the funds	531,761.85	-	531,761.85	465,857.88
662	Contributions received from other organisations	1,624,405.01	-	1,624,405.01	1,403,629.28
663	Contributions received from individuals	226,146.36	-	226,146.36	229,598.82
665	Contributions received from tax assignment	3,044,588.01	-	3,044,588.01	2,242,524.91
667	Contributions received from public collections	59,193.84	-	59,193.84	85,314.82
Accounting class 6 in total, total revenues		5,593,862.42	366,079.91	5,959,942.33	4,861,706.37
Profit/loss before tax		59,893.82	32,078.33	91,972.15	112,814.83
591	Income tax	-	8,823.73	8,823.73	8,176.75
595	Additional income tax levies	-	-	-	-
Profit/loss after tax		59,893.82	23,254.60	83,148.42	104,638.08

Overview of Costs Broken Down by Activities (EUR)

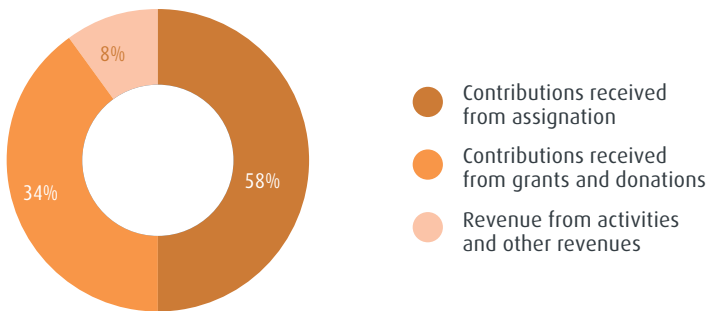
Grant programme	2022	%
Grant programmes from the Funds, other grants / Endowment Funds	3,794,569.83	65%
Grants to children in the Heart for Children project	113,224.39	2%
Grants for innovative approaches in education/Generation 3.0, Map of Social Innovators	41,461.00	1%
Grant programmes in Good Hands from the Start, Live Community with Opavia, Open Future	121,364.51	2%
Grants to Slovak NGOs/Our Town, Companies to the Community	46,970.35	1%
Direct programme costs		
Conference CEE CSR Summit	46,032.69	1%
Via Bona Slovakia Awards	109,276.15	2%
Business Leaders Forum - administration, website, other. activities, corp. volunteering	90,062.92	2%
Charter of Diversity, CSR education	24,880.38	0%
Our Town - corporate volunteering event	83,152.13	1%
Companies to the Community, Attorneys Pro Bono, Giving Tuesday	34,506.74	1%
Who will help Ukraine programme	8,108.10	0%
Grant programmes - administration, monitoring, development/Endowment Funds	394,193.15	7%
Generation 3.0	241,923.73	4%
Map of Social Innovators	53,000.00	1%
Association of Corporate Foundations (ASFIN)	5,834.12	0%
The Heart for Children public collection - fund creation/statutory accounting regulation	59,193.84	1%
Open Future	295,798.94	5%
Administration costs		
Administration and development costs	304,417.21	5%
Total	5,867,970.18	100%

Corporate Social Responsibility	270,252.14	6%
Community	164,629.22	5%
Endowment Funds and Grant programmes	4,491,487.94	43%
Administration	304,417.21	6%
Generation 3.0	336,384.73	4%
Open Future	300,798.94	36%
Total	5,867,970.18	100%

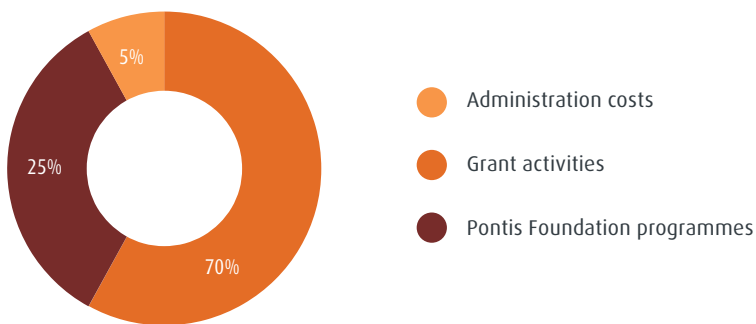
Overview of Revenues in 2022 Broken Down by Type (EUR)

	2022	2021	%
2% tax assignment received - used for projects and grants			
2% tax assignment received - used for projects and grants	3,044,588.01	2,242,524.91	51.0%
Received contribution - grants donations from organisations and individuals			
Contributions received to endowment funds at the Pontis Foundation from sources outside the 2% tax assignment	364,303.89	699,118.92	6.1%
Grant from NIVAM (Iuventa) for Open Future	15,000.00	20,000.00	0.3%
Contributions received for Open Future (grants, donations made by companies and individuals)	95,238.54	89,646.38	1.6%
Grant from Operation Programme EU Human Resources for Open Future	79,172.87	46,522.74	1.3%
Contributions received for Generation 3.0 (grants, donations made by companies and individuals)	219,978.86	223,050.99	3.7%
Grant from UNICEF for Generation 3.0	57,595.09	-	1.0%
Grant from EU for Generation 3.0	11,735.61	-	0.2%
Contributions received for ASFIN activity	17,334.12	12,598.47	0.3%
Contributions and donations received for the Fund for Transparent Slovakia	128,105.71	93,512.47	2.2%
Contributions received for grants and administration of projects (donations from companies and individuals)	723,407.74	235,563.42	12.2%
Contributions received for projects of CSR, Via Bona Slovakia, CSR summit, Diversity Charter	65,996.58	100,145.75	1.1%
Contributions received for Community and Our Town projects and activities	44,070.03	93,602.85	0.7%
Contributions received for administration of grants, other donations from companies and individuals	27,190.63	19,466.11	0.5%
In-kind contributions used for grants and projects	3,727.70	4,969.06	0.1%
Revenues for invoiced services:			
Revenues for activities: BLF, CSR Summit, CSR Education, Corporate Volunteering, Our Town, Pro Bono Attorneys	385,652.00	348,413.00	6.5%
Revenues for activities: Fund administration and grants	84,039.65	79,379.01	1.4%
Revenues for other activities	128.80	1,662.45	0.0%
Other revenues for activities			
Exchange rate gains	299.11	272.14	0.0%
Revenues from sales of tangible assets	-	85.00	0.0%
Revenues from the use of funds:			
Fund administration fee from 2% tax assignment	283,980.10	209,276.74	4.8%
Fund administration fee from donations	23,222.34	40,343.09	0.4%
Projects from funds - 2% tax assignment	138,654.83	121,501.87	2.3%
Projects from funds - donations	12,300.77	8,960.98	0.2%
Statutory accounting of Public collection, revenues from use of funds	75,025.51	85,775.20	1.3%
Contributions received - to the public collection			
Contributions received to the Heart for Children	59,193.84	85,314.82	1.0%
Revenues TOTAL	5,959,942.33	4,861,706.37	100.0%

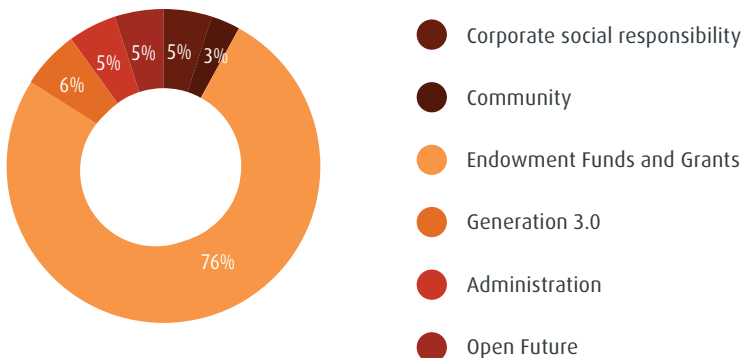
Overview of Revenues in 2022 Broken Down by Type



Overview of Costs in 2022 Broken Down by Type



Overview of Costs in 2022 Broken Down by Activity



Overview of Donors in 2022 - Corporate Donors, Organisations

A4 Group, s. r. o.	Generali Poistovnía, a. s.	Nadácia VÚB
Accenture Services, s. r. o.	Heineken Slovensko, a. s.	Nadácia ZSE
Accenture Technology Solutions Slovakia, s. r. o.	HENKEL SLOVENSKO, s. r. o.	NAY a. s.
Accenture, s. r. o.	Hillbridges, s. r. o.	NN Životná poisťovňa, a. s.
Alza.sk s. r. o.	HMH, s. r. o.	OMH mezzanine, s. r. o.
Arthur media, s. r. o.	HP Imagine grants Be	Philip Morris International
Be Lenka s. r. o.	ING Bank N.V., pobočka zahraničnej banky	Philip Morris Slovakia s. r. o.
Bekaert Hlohovec, a. s.	ITAPS s. r. o.	PricewaterhouseCoopers Slovensko, s. r. o.
Bekaert Slovakia, s. r. o.	Jadrová a vyrábacia spoločnosť, a. s.	Profesia, spol. s r.o.
Benefit Management s. r. o.	Jaguar Land Rover, s. r. o.	Reinoo Rent, a. s.
British Embassy	Kaufland Slovenská republika v. o. s.	Reinoo Žilina, a. s.
Cargo Wagon, a. s.	Komerční banka, a. s., pobočka zahraničnej banky	Reklamná spoločnosť McDonald's s. r. o.
ČECHOVÁ & PARTNERS s. r.o.	LeitnerLeitner Tax s. r. o.	Retro Žilina, a. s.
Československá obchodná banka, a. s.	Lenovo (Slovakia) s. r. o.	Rubicon Púchov, a. s.
Cisco Systems Slovakia, s. r. o.	Lidl Slovenská republika, v. o. s.	Slovak Telekom, a. s.
CORWIN SK, a. s.	Lyreco CE, SE	SAIA, n. o
Croatian institut for CSR (IDOP)	Magna PT s. r. o.	Slovenské elektrárne a. s.
Dedoles, s. r. o.	Mercedes-Benz Financial Services Slovakia s. r. o.	SLOVNAFT, a. s.
Dell, s. r. o.	Mesto Trnava	Štátny fond rozvoja bývania
Dentons Europe CS LLP, organizačná zložka	METRO Cash&Carry SR s. r. o.	Swiss Re Foundation
Deutsche Telekom Services Europe Slovakia s. r. o.	Ministerstvo školstva, vedy, výskumu a športu SR	Swiss Re Management AG, organizačná zložka
DHL Logistics (Slovakia) s. r. o.	Mondelez Europe Services GmbH	TaylorWessing e/n/w/c advokáti s. r. o.
dm drogerie markt s. r. o.	Mondelez European Business Services Centre s. r. o.	TESCO STORES SR, a. s.
Donio n. f.	Nadácia Allianz	The Foundation for a Civil Society
EOS KSI Slovensko, s. r. o.	Nadácia Centra pre filantropiu	TITANS freelancers, s. r. o.
Ernst & Young s. r. o.	Nadácia ESET	UNICEF Europe and Central Asia Regional Office
ESET, s. r. o.	Nadácia KIA Motors Slovakia	VELUX SLOVENSKO s. r. o.
European Commission	Nadácia Orange	VÚB, a. s.
Faurecia Automotive Slovakia s. r. o.	Nadácia Slovenskej sporiteľne	YOURCause
Férová nadácia O2	Nadácia SPP	Zelené Vlčince, s. r. o.
FHI 360	Nadácia Televízie Markíza	
FORTUNA SK, a. s.	Nadácia Tesco	

Contributions Received through Tax Assignment in 2022

Accenture s. r. o.	Embraco Slovakia, s. r. o. (NIDEC)	PricewaterhouseCoopers Tax, k. s.
Accenture Services, s. r. o.	Foxconn Slovakia, s. r. o.	Prvá stavebná sporiteľňa, a. s.
Accenture Technology Solutions Slovakia, s. r. o.	Gestamp Nitra, s. r. o.	Reinoo Coworking, a. s.
Aliter Technologies, a. s.	Heineken Slovensko, a. s.	Reinoo Púchov, a. s.
Allen & Overy Bratislava, s.r.o.	GSK Financial, a. s.	Reinoo Reality IV, s. r. o.
Amazon /Slovakia/ s. r. o.	ING Business Shared Services B.V.	Reinoo Rent, a. s.
ARRIVA Liorbus, a. s.	Jadrová a vyráďovacia spoločnosť, a. s.	Reinoo Žilina, a. s.
Arriva Michalovce, a. s.	Lear Corporation Seating Slovakia s. r. o.	Reinoo, a. s.
ARRIVA NITRA a. s.	Mercedes-Benz Financial Services Slovakia s. r. o.	Retro Žilina, a. s.
ARRIVA Nové Zámky, akciová spoločnosť	MetLife Europe designated activity company	Rubicon Púchov, a. s.
Arriva Service s. r. o.	Metro Cash&Carry s. r. o.	SAS Automotive s. r. o.
ARRIVA Slovakia a. s.	METRO Group Properties SR s. r. o.	Slovak Telekom, a. s.
Arriva Trnava a. s.	Mobis Slovakia s. r. o.	Slovenská elektrizačná prenosová sústava, a. s.
Asseco Central Europe, a. s.	O2 Slovakia, s. r. o.	SPORT.SK, s. r. o.
Colonnade Insurance S.A., pobočka poisť. z iného člen. štátu	OKTE, a. s.	TnC II, a. s.
COSMOTRON SLOVAKIA, s.r.o	OMH mezzanine, s. r. o.	TnC VI, a. s.
DELL, s. r. o.	PricewaterhouseCoopers Advisory s. r. o.	UK Žilina, a. s.
dm drogerie markt, s. r. o.	PricewaterhouseCoopers Česká republika, s. r. o.	Unilever Slovensko, s. r. o.
DXC Technology Slovakia s. r. o.	PricewaterhouseCoopers Slovensko, s. r. o.	Zelené Vlčince, s. r. o.

- 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 2022 - 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 Heart for Children collections.
- We would like to thank Martin Kerekáč, Rudy Dorova Eva, Russel Leslie, Ivan Holohan, Lucia Pašková, Sabine Leber, Margaret Beever, Beverly Fairbank, Dušan Sadloň a 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.



ANNUAL REPORT 2022

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