

ANNUAL
REPORT

20
23



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MICHAL KIŠŠA
Administrator of the
Pontis Foundation

MARTINA KOLESÁROVÁ
Administrator of the
Pontis Foundation



Dear friends of the Pontis Foundation,

Thank you for opening the Pontis Foundation's Annual Report for 2023. This report provides a transparent account of our activities, programmes, projects, donors, and beneficiaries throughout the year. In 2023, the Pontis Foundation remained one of the largest foundations in Slovakia. We hope that our work inspires not only civic organisations but also companies and public administration to contribute to a better, fairer, and more educated society in Slovakia and around the world.

Our vision is for Slovakia to recognise the power of meaningful cooperation. In all our activities, from simple manual volunteering to expert discussions at ministries, we strive for cross-sector collaboration. We believe this is the most effective tool for achieving positive change in society and addressing the problems we encounter.

However, the political situation in Slovakia does not favour such solutions. Collaboration with public administration has deteriorated, with few exceptions, and the third sector is experiencing communicational attacks and disinformation being spread. Several grant calls for the support for

human rights and independent culture have been cancelled. The civic sector, in its entirety, has probably never been under such pressure as it is now. The government's attempt to amend the allocation of a portion of income tax at the end of the year would negatively impact hundreds of organisations in the regions, including schools, kindergartens, cultural platforms, as well as larger organisations aiding in healthcare or social services.

On behalf of the Pontis Foundation, we can affirm that we will continue striving to find the best solutions and collaborate with civic organisations, companies, and public administration where it is beneficial. We will always ensure that our actions align with our values and ethical principles.

In conclusion, we would like to make a request to you. Let us not compromise in defending civil society and let us collaborate. Do not leave brave actions to just a few individuals. Each of us has the potential to be active and to earnestly seek ways to protect democracy. Falling into despair is not the way forward. We are, however, grateful that many of you are on this journey with us.

Management



**MICHAL
KIŠŠA**

**Executive Director and
Foundation Administrator**

Michal is responsible for the strategic management of endowment funds, ESG, and PR. He also oversees the foundation's fundraising activities and the development of relationships with corporate partners.



**MARTINA
KOLESÁROVÁ**

**Executive Director and
Foundation Administrator**

Martina is responsible for the strategic leadership of projects such as the Impact Lab, Open Future, and strategic philanthropy. She focuses on the foundation's activities related to social innovations.



**SLAVOMÍRA
HVIZDOŠOVÁ**

Financial Director

Slavomíra manages the foundation financially. She is responsible for the efficiency and transparency in the use of acquired funds in accordance with legislative standards and relevant laws.

Board of Directors



**MARTINA
KRÁLOVÁ**
Consultant,
SvågX Upcycling Studio



**MARTIN
STAŇO**
Moderator,
Rádio_FM



**ONDREJ
SMOLÁR**
Founder,
SOITRON Group



**LENKA
SUROTČAK**
Director for Global CSR/ESG,
ESET



**ŠIMON
ŠICKO**
Executive Director,
Pixel Federation

Supervisory Board



**RADOSLAV
DERKA**
Consultant



**MARCEL
IMRIŠEK**
Partner, ProRate



**MARTIN
SLOSIARIK**
Consultant, FOCUS

Public Relations



SIMONA
FIABÁNE



VERONIKA
ŠOLTINSKÁ



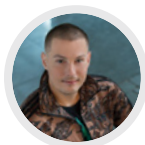
KATARÍNA
OBUCHOVÁ



LUCIA
VÍGLAŠOVÁ



MONIKA
TOPORCEROVÁ



TIBOR
KRÁTKY



PAVEL
VRBIČAN



TATIANA
TURISOVÁ

Finance and Accounting



JANKA
ENCINGEROVÁ



PAULÍNA
BEŇOVÁ



NAMINA
AKOUSSAHOVÁ



ZUZANA
KRACINOVÁ



IVETA
MIČUCHOVÁ



IVANA
MIKUDÍKOVÁ



VLADIMÍRA
PAZDEROVÁ



SIMONETA
SEPEŠIOVÁ



MÁRIA
TAVAČOVÁ

Office



DANIELA
SNYDER



JANETTA
BALŠANOVÁ

The Open Future



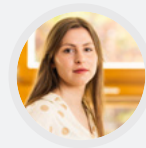
MIRIAM
ŠELEPOVÁ



LUCIA
GREGOROVÁ



MARTINA
ČÁPOVÁ



ALICA
VIDOVÁ



DOMINIKA
GERHÁTOVÁ



MARTIN
TÓČIK

ESG



IVANA
VAGASKÁ



BEATA
FEKIAČOVÁ



VANDA
GÉCZY



MIROSLAVA
GOČÁLOVÁ



ZUZANA
KOVÁČOVÁ



VERONIKA
SEDLÁČKOVÁ



DUŠANA
LAHOVÁ



PAULÍNA
HRONČEKOVÁ

Strategic Philanthropy



IVANA
KOMPASOVÁ



FERO
PAULINY

The Impact Lab



NORBERT
MAUR



NAMINA
AKOUSSAHOVÁ



DOMINIKA
HROŠŠOVÁ



TOMÁŠ
JANEČEK



ROMANA
KANOVSKÁ



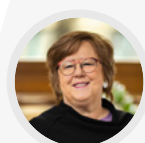
MATÚŠ
LABANC



KATARÍNA
OBUCHOVÁ



EVA
PETRANOVIĆ



ALENA
ŠTEFÁNIKOVÁ

Endowment Funds Bratislava



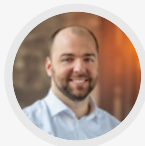
RADANA
DEŠČIKOVÁ



KRISTÍNA
KRIŠŠÁK



PETRA
LUPTÁKOVÁ



MATEJ
PALACKA



EVA
PETRANOVIĆ

Endowment Funds Žilina



MAREK
RICHTER



PETRA
DUBEŇOVÁ



BARBORA
HULLOVÁ



PAVOL
PIKLA



JANA
ROŽNÍKOVÁ



Our volunteers in 2023

Beata Balogová
 Martina Bechyňová
 Rastislav Blažej
 Ruth Blažovičová
 Danylo Bodnar
 Martina Bolibruchová
 Věnek Bonus
 Eva Braxatorisová
 Veronika Bučková
 Andrea Cocherová
 Štěpán Drahokoupil

Sarah Durieux
 Henrietta Eibnerová
 Ema Fabri
 Richard Fekete
 Adriána Filipová
 Ján Gálik
 Stanislav Gondzur
 Michal Hladký
 Claudia Hlavačková
 Dana Hlavačková
 Olivia Hlavačková

Vanda Hlaváčková
 Mária Hochelová
 Peter Holec
 Michal Horský
 Jakub Hrbán
 Michala Hrdinová
 Paulína Hrončeková
 Jakub Chudík
 Ivana Janotíková
 Alena Kanabová
 Jeff Kwasi Klein

Maroš Kočíš
 Dorota Kohútiarová
 Ema Kopčáková
 Luboš Kostelanský
 Martin Kováč
 Jozef Krajčovič
 Martina Kralová
 Michaela Kršková
 Kristína Kubicová
 Jonna Louvrier
 Heliodor Macko



Johanna Mair
 Lucia Marková
 Andrea Mešková
 Matúš Mikula
 Juraj Mikuš
 Anton Molnár
 Paula Mrníková
 Filip Ondrás
 Branislav Ondrášik
 Dušan Ondrušek
 Andrej Orogváni

Mário Paulík
 Barbora Pálesová
 Jozef Petro
 Natália Petro Marková
 Ema Poláková
 Juraj Porubský
 Ben Rhodes
 Anna Rosinová
 Mária Sebok Mrišová
 Martin Slosiarik
 Katarína Strapcová

Zuzana Suchová
 Magdaléna Svobodová
 Tomáš Szulcsán
 Kamila Škultétyová
 Jozef Šovčík
 Alžbeta Štofková
 Dianovská
 Dalma Štúňová
 Branislav Tichý
 Péter Urbán
 Dominik Vačok

Jana Vlašičová
 Helena Windisch
 Lisa Witter
 Mária Zaujecová
 Hana Zemanová
 Milan Zimnýkovaľ

Responsible entrepreneurship







Via Bona Slovakia 2022

Prejudices against people from marginalised communities or those with disabilities, the spread of disinformation and hoaxes, internet addiction, cyberbullying, and early childhood vision disorders were all among the societal issues addressed by the most responsible companies of 2022, which were honoured with the Via Bona Slovakia awards. For 23 years, the Pontis Foundation has been highlighting inspirational examples of responsible entrepreneurship practices, which contribute to making Slovakia a better place.

A total of 60 small, medium, and large companies competed for the Via Bona Slovakia 2022 award, the highest number since 2016. We received 66 nominations across seven categories. Independent evaluation committees, composed of experts from the corporate, non-profit, and public sectors, shortlisted 20 nominations for the finals. In the second round, they selected the winners from these finalists.

The winners of the Via Bona Slovakia award were announced on the 11th of May 2023 at the Karolinenhof estate, located near the Slovak borders.

Via Bona Slovakia 2022 award-winners

Category

Responsible Large Company

Whirlpool Slovakia

For a holistic approach to responsible entrepreneurship that inspires not only within the region of Eastern Slovakia but also in other countries where the group operates.

The company's responsible entrepreneurship practices primarily focus on the quality of human capital, with a dominant emphasis on employing people from marginalised Roma communities. Whirlpool teaches them not only work habits but also how to operate machinery in the production halls, so they can apply their knowledge and skills in any manufacturing sector. In Poprad, a region with high unemployment rates, Whirlpool currently employs 23% of people of Roma origin, as well as other socially disadvantaged groups. The stability and satisfaction of employees are evident in minimal turnover and long-term loyalty. Their development is further supported by training and competency centres for equal opportunities, which the company has built from its own resources. Both centres are located within the plant premises and serve both in employee selection and in their training and onboarding.

In the field of environmental protection, the plant has achieved record low levels of energy and water consumption per manufactured appliance and has committed to achieving zero emissions by 2030. As a manufacturer of kitchen appliances, it helps prevent food waste. Through the campaign "Moments We Don't Waste," it educates primary school pupils on how to avoid wasting food at home. Whirlpool is also actively involved in assisting the local communities, especially those in need, not only through volunteer help from employees but also by donating essential appliances. For example, it has supported crisis centres, kindergartens, and also orphanages in Ukraine.

Finalists in the category
Slovak Telekom, Whirlpool

Category

Responsible Small/Medium Company

Herba Drug

For the development of the region with a focus on working with communities, supporting Slovak production, and long-term sustainable entrepreneurship with the character of a family-owned company.

The family-owned company Herba Drug is the largest cosmetics manufacturer in Slovakia. It develops products in its own laboratories, combining high quality with affordability in their production and sale. The company is based in Smižany, a village in Eastern Slovakia. Although it would be economically advantageous to operate in Western Slovakia, mainly due to simpler logistics, the company considers it important to develop its own region. It provides employment to people from the village and nearby areas, hiring women nearing retirement, people of Roma origin, people with disabilities, and for many years, the company also employed people with hearing difficulties. Thanks to its approach, benefits, and good workplace relationships, the company is proud to have long-term employees who are joined by other family generations.

Herba Drug prioritises supporting local suppliers over profitability, even despite higher costs, and ensures customer satisfaction by not discontinuing the production of low-profit products. The company assists people in need across Slovakia and supports talent, education, and civic activism in the region. In 2022, it launched the project "From Hospital to Adventure," which provides gentle cosmetics and fun activities for children undergoing cancer treatment and their parents to help them through the long days of treatment. After the treatment, each patient, along with a parent, can participate in a trip to the Bachledova Valley.

Finalists in the category
Be Lenka, Herba Drug, Zlavomat

Category

Green Company

OLO

For a circular solution and the courage to create a project without legislative tools, which has already become a love brand with the potential to inspire other cities in Slovakia.

The Bratislava Re-use Centre KOLO operates as a municipal re-use centre, providing a place where unwanted but still usable items can get a second chance. The project serves as a tool for waste prevention, allowing everyone to find what they need and responsibly dispose of household surplus items in an eco-friendly way. KOLO also includes a HUB for circular ideas and concepts – an educational and creative centre for people from Bratislava and its surroundings, where meaningful green projects are developed and children from local schools are educated. The centre collaborates with the non-profit sector and integrates people disadvantaged in the job market. OLO plans to create a shared workshop within the centre, where collected items can be repaired, thus extending their lifespan.

Finalists in the category

DPD, OLO, ekolive

Category

Outstanding Employer

Curaprox Slovakia

For a comprehensive and authentic approach to employing vulnerable and disabled groups.

In 2019, the company joined the "Helping with Heart" project, implemented by Profesia. By the end of 2022, 10 people with disabilities, particularly those with autism and Down Syndrome, were employed at Curaprox kiosks in shopping centres. Each person is paired with a permanent employee who assists them not only with work tasks but also with personal development. Employees with disabilities are assigned specific tasks (e.g., removing heads from toothbrushes for recycling) and are also given tasks to do at home, which support their engagement and enhance their sense of usefulness. Through this initiative, Curaprox successfully integrates people who might not otherwise have such opportunities into the workforce, while also breaking down prejudices and stigmas through personal experience, both within the work team and among customers.

Finalists in the category

Allegría Košice ISP, Curaprox, Slovenská sporiteľňa



Whirlpool received the award for its holistic approach to responsible entrepreneurship, which inspires not only within the region of Eastern Slovakia but also in other countries where the group operates.

Category

Good Partner of the Community

BILLA

For a long-term and strategic approach to the prevention of vision disorders, which has a measurable impact on children's lives.

As part of the project, BILLA focuses on the early diagnosis of vision disorders in preschool children, which is crucial for potential correction or complete cure. Experts conduct screening measurements in kindergartens across Slovakia, after which the child receives a certificate with the measurement results and any recommendations for further examinations. The measurement itself is simple, painless, and deliberately conducted in the familiar environment of the kindergarten, which alleviates fear and stress for the children. BILLA has also taken an awareness-raising approach to the project, regularly communicating the importance of children's eye care. It collaborates long-term with the Children's Ophthalmology Clinic of the Faculty of Medicine at Comenius University and the National Institute of Children's Diseases, enhancing eye examinations each year by purchasing specialised equipment.

Finalists in the category

BILLA, U.S. Steel Košice, Baterkáreň

Category

Fair Market Player

Orange Slovensko

For systematically bridging the digital divide between parents and children and providing education on internet safety.

Orange has long been developing an educational programme to inform about how children spend their time online and how adults can help them feel safe in the digital world. The company launched a new website, www.beznastrah.online, which features articles and videos on topics such as internet addiction, cyberbullying, inappropriate content, online predators, and self-esteem. The portal also allows users to report dangerous websites. At the Festival for the Soul, organised by Orange in collaboration with IPčko, experts discussed these topics and provided parents with

Category

Socially Innovative Company

New School Communications

For the project Elfovia.sk, which aims to minimise the spread of disinformation and hoaxes by cultivating discussions in the online space.

The Elfovia.sk project focuses on hiding vulgar and hateful expressions on social media, which appear in discussions under posts by media and public institutions. The Elves' task is also to search for fake accounts and respond to selected comments. The project uses a hybrid model of human moderators and modern technologies, allowing the rapid identification and hiding of problematic comments. Through effective moderation of discussions, it minimises the impact of disinformation and hatred, and cultivates a more respectful environment on social media. In 2022, the Elves moderated discussions on the pages of nearly all major Slovak media outlets. In 11 months of operation, they managed to review more than 6.5 million comments and identify over 5,000 fake accounts.

Finalists in the category

New School Communications, ENVI-PAK, Ksebe

useful advice. Part of the awareness raising campaign included a book for parents titled "Without Pitfalls Online – A Guide to Safe Internet."

Through its Orange Foundation, the company launched a new grant programme, supporting thematic projects of primary and secondary schools as well as non-governmental organisations. It also provided schools with free workshops, brought thematic discussions to summer festivals, and in 2022 introduced the Online Protection service, which ensures the safety of customers in the online environment by blocking harmful content before it can reach their devices. In this way, Orange continuously and openly identifies online threats and risky behaviour, offering recommendations to the general public in collaboration with experts on how to mitigate them.

Finalists in the category

Wilderoben, Orange Slovensko

The Pontis Foundation also presented an award for the personality of responsible entrepreneurship.

This year, the Pontis Foundation also presented a special award – the Via Bona Slovakia 2022 Personality. "The suggestion to honour a specific individual who has been long engaged in responsible entrepreneurship, and has been a 'driver' in issues deserving our attention for many years, came from the members of the Responsible Large Company evaluation committee. At the Pontis Foundation, we recognise that it is the dedication and often the personal time of specific individuals that make a difference in causes they find meaningful. Therefore, we supported this spontaneous proposal from the committee," said Michal Kišša, Executive Director of the Pontis Foundation.

The Via Bona Slovakia Personality award was presented to Tatiana Švrčková, Senior Sustainability Specialist at Slovak Telekom. With over 20 years of experience in corporate social responsibility and corporate philanthropy, she collaborates with people and organisations across all three sectors – corporate, non-profit, and public. She has been instrumental in the creation of several projects that have helped people in various areas, such as the grant programme "Seeking Another Purpose for Business of the Hard of Hearing," the operational programme Mobile Educator, the Fund for Transparent Slovakia, and donation text messages.



Tatiana Švrčková received the Via Bona Slovakia 2022 Personality Award.



Members of the Via Bona Slovakia 2022 Evaluation Committees

Responsible Large Company	<p>Zuzana Dluhošová (Office for the Protection of Whistleblowers), Dalimil Dragano-vský (EY), Marián Holienka (Faculty of Management, Comenius University), René Kačmarčík (Komerční banka), Xénia Makarová (Stop Corruption Foundation), Lucia Marková (ESET), Lucie Schweizer (Lawyer)</p>
Responsible Small/Medium Company	<p>Andrea Ferancová (ESPIRA Investments), Ivan Haluza (Denník N), Marián Letovanec (SBA Agency), Tomáš Lodňan (GoodRequest), Jaroslava Marčíčiková (Maxman Consultants), Veronika Cířová Ostrihoňová (RTVS), Ondrej Smolár (Soitron)</p>
Green Company	<p>Richard Kellner (Komerční banka), Andrej Kovarik (Ministry of the Environment), Marcel Lukačka (GO4), Ivana Maleš (INCIEN), Denisa Rášová (Circular Economy Platform)</p>
Outstanding Employer	<p>Marcela Krajčová (PMI), Andrej Kuruc (Institute for Labour and Family Research SR), Anna Lašová (UP Dejeuner), Sylvia Porubánová (Slovak National Centre for Human Rights), Tatiana Sedláková (City of Bratislava, the Capital of the SR), Andrej Vršanský (Mental Health League)</p>
Good Partner of the Community	<p>Kristína Kertészová (GlobalLogic), Arnold Kišš (Maxman Consultants), Jana Riečan-ská (Swiss Re), Róbert Sedlák (Dobré noviny), Róbert Slovák (Slovák & Friends), Anna Symington-Maar (Rozmanita/Teach for Slovakia)</p>
Socially Innovative Company	<p>Mária Hurajová (SAF), Terézia Jarošová (Lumus Investment Collective), Andrea Lelovics (social innovation specialist), Zuzana Polačková (Institute for Prognostics, Slovak Academy of Sciences), Andrej Salner (Basta Digital), Alena Vachnová (DEDO Foundation)</p>
Fair Market Player	<p>Richard Ďurana (INESS), Róbert Dusík (Titans Freelancers), Martina Machánková (Kaufland), Marie Stracenská (TA3), Štěpán Štarha (Havel&Partners), Natália Tomeková (O2)</p>

Business Leaders Forum

In 2023, the Business Leaders Forum continued its mission to connect and educate companies on responsible entrepreneurship practices with a vision for the long-term prosperity of Slovakia. As part of our educational efforts, we covered 35 topics across 27 events, either under the auspices of or supported by the Business Leaders Forum. By the end of 2023, the association had 53 member companies.

Representatives of member companies met at four networking events in 2023, hosted by Tatra Bank, VÚB Bank, Volkswagen, and Generali Insurance. These events focused on current topics such as the role of ESG managers within companies, internal communication of responsible activities, environmental protection in manufacturing companies, and the role of the business sector in building trust within society.

A new feature was the introduction of a new format for meetings aimed at better acquaintance and mutual connection among representatives of Business Leaders Forum member companies, as well as sharing best practices. In 2023, we organised two informal networking events, which included discussion tables on topics such as inclusion and diversity, employee wellbeing, ESG reporting, and communication of ESG activities.

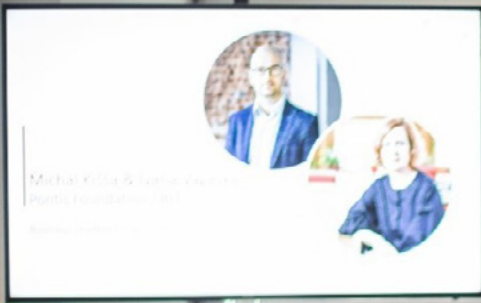
In October, the annual meeting of directors of Business Leaders Forum member companies took place. A recurring message was that companies should closely collaborate with civil society and actively communicate their stance on societal issues. The meeting was hosted by BLF President and Adient's leader Barbora Záhradníková, and was facilitated by BLF Executive Director Ivana Vagaská. The guest of the meeting was sociologist Michal Vašečka, with whom the company directors discussed the role of leaders in responsible entrepreneurship during the current times of trust crisis and polarisation.

Survey on the Perception of Responsible Entrepreneurship

In 2023, the Business Leaders Forum, in collaboration with the Focus agency, conducted a survey on the perception of responsible entrepreneurship among the Slovak public. The association has been conducting this survey every two years since 2004. The results revealed that approximately a quarter of people in Slovakia spontaneously associate "responsible entrepreneurship" with consideration for the environment (26%) and care for employees and their families (24%). There is also a relatively strong association of this term with honesty in business (20%).

A trend in recent years is the growing importance of healthy and safe working conditions. When selecting from a list of responsible company activities, respondents identified this category as the most important (70%), followed by honesty in business (49%), clear, honest, and open communication with customers (46%), and work-life balance for employees (43%). Environmental protection (40%) saw a decrease of 6 percentage points compared to 2021.

Nearly half of the respondents (49%) would be willing to pay extra for a product or service that is slightly more expensive than a standard product but has been produced with consideration for the environment or by people with disabilities or other disadvantages.



The Business Leaders Forum annually organises a CEO meeting in October. It is the annual gathering of directors of member companies.

We educate and share best practices

In 2023, we organised two specialised BLF webinars for member companies on the topics of Disinformation and the Role of Employers, and Effective Offsetting. As part of the educational offerings, they could also attend meetings and events organised under the BLF initiatives Diversity Charter and Companies for the Community.

In 2023, we issued three practical recommendations for companies. The first set focused on

how to organise a financial collection within the company and motivate employees to donate. The second set of recommendations addressed Age Diversity, explaining how to successfully manage age diversity and support intergenerational dialogue. The third set focused on disinformation in the workplace and the role of the employer in addressing this issue.



BLF Member Companies as of the 31st of December 2023

Accenture	Deloitte	EY	Johnson Controls International
Adient	Deutsche Telekom IT Solutions	FCC Enviroment	Kaufland Slovak Republic
BILLA	DeutschMann Internationale Spedition	Generali Insurance	Lidl Slovak Republic
Citibank Europe plc, branch of an international bank	dm drogerie markt	GlobalLogic	Lyreco
Coca-Cola HBC Czech Republic and Slovakia	DXC Technology Slovakia	HEINEKEN Slovakia	MARKÍZA - SLOVAKIA
Coop Jednota Slovakia	Enehan	IMB	McDonald's Slovakia
ČSOB	ESET	ING Business Shared Services	METRO Cash & Carry SR



NAY	Profesia	Swiss Re	VÚB Bank
O2 Slovakia	PwC	Tatra Bank	Whirlpool Slovakia
Orange Slovakia	Roche	TESCO STORES SR	YIT Slovakia
Packeta	Slovak Telekom	U. S. Steel Košice	Západoslovenská energetika
Pfizer Luxembourg SARL	Slovenská sporiteľňa	Up Déjeuner	
Philip Morris Slovakia	Slovenské elektrárne	Volkswagen Slovakia	
Plzeňský Prazdroj Slovakia	SOITRON	VSE Holding	

Diversity Charter Slovakia

Diversity Charter Slovakia was established in 2017 under the Business Leaders Forum and has since become an independent educational and networking platform for employers in Slovakia who adhere to the principles of diversity, equality of opportunity, and inclusion (DEI). Each year, it addresses a wide range of topics, offering specific inspiration for companies and organisations through examples of good practices.

Under the banner of the Diversity Charter, we organised 13 educational and networking events throughout 2023, covering 17 different topics related to inclusion and diversity.

In March, we organised the Annual Meeting of the Diversity Charter Signatories, which serves as an annual opportunity for education, networking, and experience sharing. The meeting offered inspiration in the field of DEI from abroad, featuring an internal campaign by an Estonian bank aimed at promoting care and mindfulness in the workplace, presented by Iiti-Christella Mägi from Swedbank Estonia. Coach Martina Gallovičová led a discussion on creating a psychologically safe environment. The programme also included discussion tables on topics such as mental health, LGBTI+ people, age diversity, support for parents, and employment of people with disabilities.

At the end of May, we celebrated the Diversity Day, marking the 6th anniversary of the Charter's establishment in Slovakia. The event responded to the

tragic events of October 2022 and focused on the inclusion of LGBTI+ people in the workplace. Presentations and discussions centred on topics such as benefits employers can provide to partially compensate for the unequal status of queer people in our society, and the economic advantages of their genuine inclusion. The discussions also covered training on these topics, inclusive language, and ways of publicly expressing support for LGBTI+ individuals. On the Diversity Day, 15 new signatories joined the Charter.

The November induction of new signatories took place at the Nedbalka Gallery in Bratislava, with a focus on employing people with disabilities. Anna Podlesná from Profesia advised companies on how to approach this issue and how to start employing people with disabilities. Representatives from CURADEN Slovakia, TESCO STORES SR, and VÚB Bank shared their practical experiences. On this day, 6 more companies joined the Diversity Charter, bringing the total number of signatories to 149 from various sectors and fields by the end of the year.

In 2023, the Diversity Charter was signed by 21 new signatories.				
BILLA	EURACTIV Slovakia	Lyreco	Romade	Západoslovenská energetika
CMS Slovakia	GoodRequest	MARKÍZA - SLOVAKIA	Sparring	
Covestro	Imperial Tobacco Slovakia	Menity	TIPOS, national lottery company	
Enehano SK	ITW Slovakia	METRO Cash & Carry SR	TOMRA Sorting	
Ernst & Young	Kyndryl Services Slovakia	Representation of the European Commission in Slovakia	United Resources Business Solutions	



As part of the November meeting of the Diversity Charter signatories, best practices in employing people with disabilities were shared.

Small Talks

In 2023, we continued with the online meetings titled Small Talk(s), aimed at the informal sharing of best practices by the Charter's ambassadors. During the year, three such meetings were held. With Lucia Molnár Satinská (SAV), we discussed how to handle the challenges of using gender-sensitive language and how to talk about diversity with respect and without prejudice. With Jana Čupková (Philip Morris Slovakia), we focused on creating a diversity and inclusion strategy. Ivana Halpert (Aj Ty v IT) shared insights on the career preferences of Slovak women and men in the IT sector and tips on how to attract more women to this field.

Education of companies in the field of DEI

In May 2023, we organised a webinar on the topic of Age Diversity for the signatories. Sociologist Zora Bútorová provided an overview of how Slovak society perceives seniors, their status in society, and their position in the labour market. Tomáš Pešek from Youthwatch presented trends of the younger generation and how to support their potential in the workplace and society. The webinar also included recommendations from corporate practice, shared by representatives from Accenture, Henkel, and McDonald's.

In September, together with the signatories of the Charter, we visited Whirlpool in Poprad, the recipient of the Via Bona Slovakia 2022 award in the category of Responsible Large Company. The theme of the working brunch, which we co-organised with the Slovak National Centre for Human Rights, was the implementation of temporary compensatory measures in the employment of disadvantaged groups.

A new initiative in 2023 was training for Charter signatories focused on DEI management. We provided employers with an overview of areas where DEI needs attention, as well as practical tips on activities, measures, and solutions that can be implemented within these areas.

BLF Summit

The BLF Summit (formerly the CSR Summit) is the largest and oldest event on corporate social responsibility in Slovakia. For 20 years, it has addressed a wide range of ESG topics through local and international experts, providing solutions not only for employees but also inspiration for personal life. Since 2019, the event has included the presentation of the SDGs Award, recognising an organisation or individual for their contribution to sustainable development.

In 2023, we organised the BLF Summit at Bratislava's Kulturama, for the second time in a hybrid format – live for a hundred invited guests, primarily from the corporate sector, and online for the general public. The conference was free of charge.

The business topics of the 20th edition of the conference included reporting and climate change, inclusive corporate culture, and engaged corporate communication. The event opened with the presentation of the survey results on the perception of responsible entrepreneurship, conducted by the Focus agency for the Business Leaders Forum.

The conference featured both local and international speakers. Jonna Louvrier from the Finnish consulting agency Includia Leadership accepted the invitation to the BLF Summit and shared insights on what we can learn from the Finnish approach to diversity and inclusion. Thomas Kolster, a renowned expert from Denmark who connects the themes of marketing, business, and sustainability, discussed whether brands can truly solve societal problems and whether they have set their goals too high. In 20-minute interviews with moderator Veronika Cířová Ostrihořová, we also addressed the concerns of the younger generation and the reflection they provide, how to talk to children about climate change, and what the future with artificial intelligence means for humanity.

The BLF Summit on Responsible Entrepreneurship took place for the second time in a hybrid format, both in-person and online, and it was free for all attendees.



BUDOVANIE INKLUZÍVNEJ KULTÚRY VO FIRME



JONNA LOUVRIER

INCLUDIA LEADERSHIP



The afternoon discussion focused on engaged corporate communication and companies' stances on sensitive social issues. Petra Novotná from Slovak Telekom, Michal Meško from Martinus, advertising expert Róbert Slovák, and Martina Bechyňová from the Czech company Liftago, known for combating social media hate with humour, shared their perspectives and practical experiences on the topic.

Participants attending the conference at Kulturama had the opportunity to join discussions on specific topics at discussion tables, which have long been one of the most popular parts of the programme. These discussions focused on building an inclusive culture within the company, challenges associated with CSRD reporting, supporting women's health (not only within the company), employee resource groups, and the circular economy as part of the company's ESG strategy.

A total of 21 speakers participated in the event, and thanks to the diverse programme, we managed to address 14 CSR topics. More than 500 people registered to watch the conference online.

In the feedback collected through the Net Promoter Score metric, we received a rating of 76 from online participants, indicating a first-class result.

Participants attending in person rated the conference with an NPS of 78.

The event also included the presentation of the SDGs Award

For the fifth time, we presented the SDGs Award at the BLF Summit, which is given to an individual or organisation that has significantly contributed to achieving one or more of the Sustainable Development Goals (SDGs) in that year.

The laureate of the 2023 SDGs Award was the non-governmental organisation PDCS (Partners for Democratic Change Slovakia) for its long-term efforts in building democratic dialogue at all levels across sectors and combating societal polarisation. For over 30 years, PDCS has focused on conflict transformation—not only in Slovakia but also throughout Europe—by bringing together relevant actors, promoting good practices, and introducing new methods for depolarisation and strengthening a culture of democratic dialogue. In addressing current societal issues, PDCS seeks forms of discussion that allow participants with different, often conflicting, views to reach understanding and agreement on what actions we, as a society, should take on specific issues.

Our Town

In 2023, thousands of people supported Our Town, the largest volunteer event in Slovakia. For the seventeenth time, they swapped their offices to help non-profits, schools, nature, and landmarks, collectively beautifying public spaces. A total of 9,800 corporate volunteers participated in 56 towns and municipalities across Slovakia.

The Our Town event annually connects businesses, local governments, and the civic sector with the aim of visibly improving the places where we live and work. Its 17th edition once again enjoyed great participation. Enthusiasts from 186 companies took part in 580 volunteer activities across Slovakia, from Michalovce to Bratislava. Together,

they cleaned nature areas, tidied up community centres, restored castles, enhanced parks, and spent time with clients of various social service facilities. In total, they assisted 233 non-profit organisations, drop-in centres, as well as schools, kindergartens, and social service facilities.



Nearly 10,000 volunteers participated in the 17th edition of Our Town.

In 2023, Naše Mesto expanded to more towns and villages. In addition to companies that participate regularly, new responsible businesses joined the initiative too. For the first time, volunteer help reached Rožňava, Revúca, and the High Tatras, where volunteers painted the facade and balcony of the Museum of Mountain Carriers in Starý Smokovec. The Slovak National Gallery and the Botanical Garden in Nitra also participated for the first time. A regular participant was the Bratislava Zoo, where volunteers cleaned the enclosure for the Eurasian lynx.

An interesting activity, for the second consecutive year, was caring for people without homes. Spending time with seniors was also popular – in response, the CycloCoalition, in collaboration with senior homes in Bratislava's Petržalka district, organised an activity where cycling enthusiasts took residents from the homes on short rides.



naše mesto

2023



9 800

people helped a good cause



582

scheduled activities



24

castles and landmarks were helped



6 977

meters of fences painted



1 042

windows, doors, and balconies cleaned



551

benches and playground frames repaired



2 525

planted trees and flowers



155

cleaned playgrounds, schoolyards, and community spaces



CEOs of companies assisted at a primary school in Trnava.

Even CEOs of companies lent a helping hand

Company directors also participated in the assistance efforts. The journeys of leading CEOs led them to Trnava, to the after-school centre Open Future, where children from the upper grades of primary school learn to develop entrepreneurial, soft, and digital skills.

Companies to the Community

The working group titled Companies to the Community is part of the Business Leaders Forum association's activities. Its main goal is to develop the activities of companies that support volunteering and engagement of employees.

With the aim of mutual connection, encouragement, and sharing of inspirational experiences, we organise biannual meetings of representatives from companies that are part of the working group. In March 2023, the spring meeting on the topic of Volunteering as a Tool for Wellbeing took place at Allen & Overy premises. With wellbeing and leadership expert Zuzana Reľovská, we explored how volunteering contributes to employee satisfaction, reduces turnover, and enhances the attractiveness of the company.

The autumn meeting in September focused on the topic of Expert Volunteering. Held at the DXC Technology Slovakia premises, companies had the opportunity to exchange experiences on leveraging corporate know-how and expertise to assist non-profit organisations. Representatives from DXC Technology, Tatra Bank, GlobalLogic, and Accace shared best practices during the discussion. Norbert Maur from the Pontis Foundation, leader of the Impact Lab programme, provided insights from the perspective of non-profit organisations.



The Companies to the Community working group organises biannual meetings for companies focused on education and networking.



Education as a tool for growth

The ambition of the Companies to the Community group is to raise awareness about corporate volunteering even in the regions. At the end of February 2023, we therefore organised the first Regional Conference on Corporate Volunteering, held in Prešov. Representatives from companies and organisations gathered to explore collaboration opportunities. The conference aimed to inspire regional companies to develop corporate volunteering and share best practices. Tips on how to initiate and sustain corporate volunteering were provided by Andrea Danihelová from VSE Holding and Jaroslav Grygar from Whirlpool.

In cooperation with the donation portal Darujme.sk, we organised a webinar in September aimed at companies focusing on creating and implementing internal fundraising campaigns. We explored the benefits and opportunities of corporate fundraising challenges and discussed strategies to facilitate matching campaigns effectively.

Collections of clothing and material goods

As part of the activities of the Companies to the Community group, we also organised collections of clothing and material goods. In 2023, we conducted two such collections – in April and October. A total of 29 companies participated, supporting 40 organisations throughout the year. Most companies contribute to both collections repeatedly, assisting both familiar and new organisations on a regular basis.

The conference on volunteering in Prešov took place at the PKO Čierny orol venue.

The companies in the working group in 2023

Accace	Ministry of Investment, Regional Development, and Informatisation of the Slovak Republic
Allen & Overy Bratislava	National Bank of the Slovak Republic
Amazon	Tchibo
Foxconn Slovakia	Wolt
KPMG Slovakia	Other companies in the Business Leaders Forum
Kyndryl	
LPP	

Social innovations





Impact Lab

In the Impact Lab, we assist organisations in growing, strengthening, and enhancing their innovative capabilities. The programme offers robust support to civic organisations, employing modern tools from the startup community such as incubators and accelerators, alongside workshops and mentoring. Over a span of two years, with the aid of European funding, we will allocate 2,200,000 EUR to projects centred on enhancing the quality of education and addressing societal injustices and inequalities. The Impact Lab programme is co-financed by the European Union as part of the project 'Impact Acceleration of Slovak CSOs' under the Citizens, Equality, Rights and Values (CERV) programme.

Slovakia is among the countries most vulnerable to disinformation and undemocratic tendencies. For this reason, we consider the development of

critical thinking and initiatives aimed at supporting democratic institutions to be crucial.



Norbert Maur guided organisations in the Impact Lab through the creation of their vision and mission.

Impact Lab Incubator

The incubator is designed for emerging and smaller organisations. Each organisation selected for the incubator will receive support of up to 20,000 EUR, along with an educational programme comprised of workshops focused on the following: defining the organisation's mission and vision, theory of change, impact strategy, impact measurement and

systemic change, fundraising and financial management, PR and communication, strategic management, project management, fundamental HR processes, and operational management.

The networking between organisations and the acquisition of new contacts are also an added value.

In 2023, in the Impact Lab Incubator, we signed grant agreements amounting to 396,840.31 EUR with the following organisations:

The topic of **education**

Centre for Educational Analysis

The strategic goal of the project is to contribute to the improvement of the creation of educational policies that address the reduction of the impact of socio-economic differences on education.

Amount of support: 20,000 EUR

Edusteps

The project focuses on enhancing teachers' competencies in searching for and creating digital educational content and using these skills in experiential, motivational learning and fostering critical thinking among pupils and students in the online space.

Amount of support: 17,765 EUR

EDUTYP

The project focuses on supporting and developing an inclusive approach in the educational process, by guiding schools towards multidisciplinary collaboration, as well as through practical guides for coordinators.

Amount of support: 19,151.81 EUR

ELEP

Within the project, the organisation will create reading materials for children with special educational needs. This will involve a series of mini books designed to assist them with tasks that are a matter of course to typically developing children.

Amount of support: 19,526 EUR

EMTEGRA

Following the successful implementation of the Emotional Compass programme in primary education, the organisation will pilot the programme in secondary education and develop a programme for children of a preschool age, which will be distributed to schools. Classrooms will receive practical activity books to support mental health, nurturing relationships, and healthy emotional management, as well as a mobile application for working with emotions at school and at home.

Amount of support: 20,000 EUR

Children's Hope Club

Within the project, the organisation aims to spark an interest in computing and robotics among child patients, teaching them the basics of coding in an engaging way, enhancing their technical and mathematical skills, and guiding them towards analytical and critical thinking.

Amount of support: 20,000 EUR

mMEDCON

The project titled Correspondence Seminar in Medicine focuses on educating secondary school students through case studies. Based on the given assignment (description of the patient's history, symptoms, test results), students are expected to formulate a hypothesis for a possible diagnosis, create a plan for short-term or long-term treatment, and consider the associated risks.

Amount of support: 19,069 EUR

Onkoinfo

Within the project, the organisation will further develop the foundation of the onkoinfo.sk portal, which is designed for Slovak oncology patients. By collaborating with oncology centres and patient community branches in the regions and promoting the portal in the media, it will spread awareness about the portal and the support options available to people with cancer.

Amount of support: 19,320 EUR

OpenLab

The organisation plans to open an innovative technological-educational centre aimed at replacing IT education in secondary schools and centralising practical teaching in one location in the Žilina region.

Amount of support: 18,995 EUR

Slovak Crohn Club

The time dedicated to educating patients with IBD (Inflammatory Bowel Disease) is often limited, and patients are compelled to seek relevant information independently. Therefore, the project will employ various forms of education to reach as many IBD patients and the general public as possible.

Amount of support: 19,994 EUR

Také naše

The ambition of the project is to develop the region in eastern Slovakia through the efforts of people who know and live in the region, support locals, and create a community that will collaborate sustainably over the long term.

Amount of support: 20,000 EUR

Women's Algorithm

The project consists of a series of community meetups in Košice, which run concurrently with online education available across Slovakia. The content of the meetings focuses on developing digital skills and primarily assists women in adapting to the use of digital technologies in everyday life, with the aim of potential career advancement or employment.

Amount of support: 20,000 EUR

Capacity building for organisations in the Incubator.



The topic of **human rights and inclusion**

Childhood for Children

The organisation focuses on long-term work with a group of minor and adolescent Roma mothers, their partners, and children. It specialises in early intervention for children at risk of developmental threats due to living in an environment of generational poverty. Through the Incubator project, it continues this work, expands its capacities, and enhances the functioning of the organisation itself.

Amount of support: 19,956 EUR

Institute of Active Housing

The project is focused on creating a sustainable model of assisted community living, offering social, health, and other supportive services for seniors.

Amount of support: 19,900 EUR

ISAC – International Society for Arts and Culture

The project will create a space for migrants and minorities to express themselves through art and integrate into society. They will become part of a community that learns to use improvisational theatre tools and share their stories with an audience.

Amount of support: 20,000 EUR

Old Catholics in Slovakia

The organisation aims to create a safe space for the inclusion of LGBTQI+ people, as well as other minority and vulnerable population groups, primarily from the perspective of a Christian organisation. To this end, it will prepare an advocacy campaign.

Amount of support: 20,000 EUR

Smile at Me

The project will prepare young people with intellectual and other disadvantages for the job market. It will provide them with new skills to enhance their employability and, through a job coach, will engage employers and support participants during internships as they integrate into employment.

Amount of support: 20,000 EUR

The topic of **democracy and rule of law**

DemDis

The project focuses on raising awareness and expanding the potential of methods aimed at finding consensus and conducting fair and open discussions.

Amount of support: 20,000 EUR

The Neon Project

The project is focused on providing counselling for human rights activists and caring for their mental health.

Amount of support: 13,963.50 EUR

Chcemvediet.sk

The portal Chcemvediet.sk (translated as "I want to know") facilitates the submission of information requests. The organisation aims to gain more insights into scaling and sustaining its activities, enhance organisational capacities, and innovate the services provided.

Amount of support: 10,640 EUR



Impact Lab Accelerator

Another component of the Impact Lab is the so-called Accelerator. It is a three-month mentoring and educational programme with a personal mentor and access to inspirational educational activities. It is primarily focused on setting up business models, fundraising, and impact measurement. The programme also includes financial support of up to 60,000 EUR for a single project.

The Accelerator was preceded by an intensive three-day event, the Impact Lab Bootcamp. In June 2023, representatives from 15 organisations gathered at this event, where independent committees decided their progression from among all the submitted projects.

The Bootcamp included discussions and opportunities for sharing experience and best practices. However, the main part of the programme consisted of consultations with 22 mentors—individuals from the business, startup, and public sectors—across seven areas: business model creation, internal processes, fundraising, communication, impact measurement, advocacy activities, and education.

The mentors helped organisations better understand their own projects, identifying their strengths and weaknesses. They identified potential challenges and developmental needs of the organisations and suggested solutions. The mentors also brought new perspectives and inspiration.



The Impact Lab Accelerator is preceded by a three-day Bootcamp.

As part of their consultations, support, and guidance, it was the task of the experts to assess the potential of the projects and the organisations themselves. The experts subsequently decided on the 10 organisations that would advance to the

Accelerator, where they would receive an individual mentor and a researcher to measure impact. Later, these organisations would also receive financial support of up to 60,000 EUR to implement their projects.



Consultations with mentors were a part of the bootcamp.

In 2023, in the Impact Lab Accelerator, we signed grant agreements totaling 562,342.90 EUR with the following organisations:

The topic of **human rights and inclusion**

Way Out

The aim of the project is to optimally evaluate and utilise the experiences and benefits of the OMA-MA programme in modeling a systemic approach to early care for children from socially disadvantaged backgrounds.

Amount of support: 60,000 EUR

Otherness Initiative

The objective of the project is to increase the acceptance of LGBTI+ people in the workplace through educating employers and creating partnerships between LGBTI+ organisations and companies. The project will establish conditions for achieving positive legislative changes through strategic litigation.

Amount of support: 58,999 EUR

DOM.ov Project

The project supports active citizenship among residents of excluded communities and creates conditions for addressing inequalities faced by vulnerable and marginalised groups.

Amount of support: 59,911.40 EUR

The topic of **education**

Resin – Centre for Environmental and Ethical Education

The aim of the project, implemented in collaboration with the City of Zvolen, is to create a model inclusive primary school that will be open to all children regardless of the socio-economic background of their parents, any disadvantages, and the children's talents.

Amount of support: 59,975 EUR

Lifestarter

The goal of the project is to increase interest and participation in adult education in the region by creating learning communities among teachers, HR professionals, corporate trainers, mothers on maternity leave, and young adults willing to engage and bring innovative solutions.

Amount of support: 60,000 EUR

Manageria

The goal of the project is to expand the Public Leadership Academy programme, a development programme for young professionals in state and public administration, with the long-term ambition of building a strong community of leaders driving positive change.

Amount of support: 60,000 EUR

Superar Slovakia

As part of the project, the organisation will test new methodologies for inclusive music education. These will be published in both book and electronic form, along with a collection of more than 50 videos.

Amount of support: 60,000 EUR

Zmudri

The goal of the project is to enhance the organisation's activities, including technical improvements to the platform for teachers and creating a campaign to increase its traffic. It also aims to expand the capacities of the Zmudri G media editorial team to publish more content and leverage its organic reach for more effective education of young people in languages and formats that resonate with them.

Amount of support: 53,097.50 EUR

The topic of **democracy and rule of law**

Climate Needs You

The aim of the project is to improve the preparation, monitoring, and evaluation of the implementation of key climate policies stemming from our international and European commitments. The outcome should be greater transparency in the implementation of climate policies, improved environmental protection, and better socio-economic conditions in the context of the green transformation.

Amount of support: 31,460 EUR

Transparency International Slovakia

The aim of the project is to create, update, and improve data portals and analyses focused on the integrity of election campaigns, the efficiency of public resources, and ethical purchasing in tourism.

Amount of support: 58,900 EUR



The Accelerator began with presentations of the individual projects.

Impact Summit

Data from surveys indicate that Slovakia ranks at the bottom among European Union countries in certain principles of democracy. In response to this negative trend, we organised our first Impact Summit in December 2023. The main themes of the event were democracy and social innovations. The summit connected over 250 people from civil society, business, and public administration, creating a space for discussions on current issues such as the recession of democracy, local engagement, and social innovations.

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ing a space for discussions on current issues such as the recession of democracy, local engagement, and social innovations.

At the Impact Summit, held at the Slovak National Gallery, a total of 24 domestic and international speakers presented. One of the keynote speakers was Ben Rhodes, an American writer, political



The keynote speaker for the event was Ben Rhodes. The interview with him was conducted by host Michal Kovačič.

commentator, and former Deputy National Security Advisor for Strategic Communications for President Barack Obama. In an interview with moderator Michal Kovačič, Rhodes discussed the reasons behind the rise of authoritarian leaders in Europe, elaborated on the connections between political and social events, and highlighted the role of civil society and social innovations as products of civic organisations.

Johanna Mair, a professor at Stanford University, also accepted the invitation to the event. In her talk, she introduced the concept of political innovations, explained how to engage groups that are underrepresented in politics, and highlighted the role of philanthropy in political innovations. Lisa Witter, CEO and co-founder of the Apolitical Foundation, a global platform for public servants from more than 160 countries, pointed to inspiring



"I am sure Slovakia has people who have a clear understanding of their values and are willing to express their opinions when necessary," president Zuzana Čaputová remarked in a discussion with Veronika Čířová Ostrihoňová.

examples of leadership in public administration from Europe and outlined why democracy can be a compelling topic for philanthropy and investors.

We collaborated on the summit programme with the globally operating organisation National Democratic Institute, which organised a panel on democracy and innovations in the context of Central European municipalities. Speaking on the panel were Deputy Mayor of Bratislava Lenka Antalová Plavuchová, Deputy Mayor of Gdańsk Monika Chabior, and Deputy Mayor of Budapest Gábor Kerpel-Fronius.

With other speakers, we discussed the state of democracy in Slovakia and the importance of collaboration in implementing and supporting social

innovations. As part of the Impact Stories format, representatives from Slovak organisations that daily engage with issues such as transparency, combating disinformation, and fostering public discourse in innovative ways were also introduced. These organisations included Zmudri, The Climate Needs You, DEMDIS, Old Catholics in Slovakia, Transparency International Slovakia, and the Public Leadership Academy. At that time, all were undergoing either the incubation or acceleration programme of the Impact Lab.

The event was held under the patronage of the President of the Slovak Republic, Zuzana Čaputová, who personally attended the Impact Summit and gave an interview as part of the programme.

Programme			
09:00 – 09:15	Opening	Martina Kolesárová	Pontis Foundation
09:15 – 10:00	A Global Perspective on the Recession of Democracy in Central Europe	Ben Rhodes	
10:00 – 10:15	Interview with the President of the Slovak Republic	Zuzana Čaputová	
10:15 – 11:00	Panel discussion: The State of Democracy in Slovakia	Beata Balogová	SME
		Dušan Ondrušek	PDCS
		Martin Slosiarik	FOCUS
11:00 – 11:30	Break		
11:30 – 12:00	Impact Stories I.: Social Innovations in Slovakia	Michal Horský	DemDis
		Martin Kováč	Old Catholics in Slovakia
		Martina Bolibruchová	Zmudri
12:00 – 12:45	Panel Discussion: Democracy and Innovations in the Environment of Central European Municipalities (in collaboration with the National Democratic Institute)	Monika Chabior	Gdansk
		Lenka Antalová Plavuchová	Bratislava
		Gábor Kerpel Fronius	Budapest
		Nicole Wright Patrick	National Democratic Institute
12:45 – 13:45	Lunch		
13:45 – 14:15	Fireside Chat: Political Innovations in Europe	Johanna Mair	Hertie School of Governance, Stanford University
14:15 – 14:35	Presentation: Inspirational Examples of Leadership in Public Administration from Europe	Lisa Witter	Apolitical Foundation
14:35 – 15:05	Presentation: The New Role of Civil Society and the State in Supporting Democracy	Sarah Durieux	Multitudes Foundation
		Jeff Kwasi Klein	
15:05 – 15:25	Break		
15:25 – 16:10	Panel Discussion: Collaboration Between the Public, Corporate, and Civil Sectors	Michaela Kršková	Government Office of the Slovak Republic
		Michal Hladký	Creative Industry Košice
		Rastislav Blažej	Slovenská sporiteľňa
16:10 – 16:40	Impact Stories II.: Social Innovations in Slovakia	Luboš Kostelanský	Transparency International Slovakia
		Jakub Hrbáň	The Climate Needs You
		Michala Hrdinová	Public Leadership Academy
16:40 – 17:30	Networking		



Presentation: The Climate Needs You



Lisa Witter from Apolitical Foundation



Discussion on the State of Democracy in Slovakia

Speakers of the Impact Summit 2023

Speaker	Position	Organisation
Ben Rhodes	Former National Security Advisor to President Barack Obama	
Johanna Mair	Professor	Hertie School of Governance, Stanford University
Lisa Witter	CEO and Co-founder	Apolitical Foundation
Sarah Durieux	Co-CEO	Multitudes Foundation
Jeff Kwasi Klein	Co-CEO	Multitudes Foundation
Beata Balogová	Editor-in-Chief	SME
Dušan Ondrušek	Senior Trainer	PDCS
Martin Slosiarik	Director	FOCUS - Centre for Social and Marketing Analysis
Monika Chabior	Deputy Mayor	Gdansk
Lenka Antalová Plavuchová	Deputy Mayor	Bratislava
Gábor Kerpel-Fronius	Deputy Mayor	Budapest
Nicole Wright Patrick	Programme Manager	National Democratic Institute
Michaela Kršková	Director General, Research and Innovation Agency	Government Office of the Slovak Republic
Michal Hladký	Director	Creative Industry Košice
Rastislav Blažej	Banker	Slovenská sporiteľňa
Martina Bolibruchová	Director	Zmudri
Michal Horský	Director	DemDis
Jakub Hrbáň	Executive Director	The Climate Needs You
Michala Hrdinová	Programme Lead	Public Leadership Academy
Martin Kováč	Old catholic priest and human rights activist	Old Catholics in Slovakia
Luboš Kostelanský	Analyst	Transparency International Slovakia

Advocacy

We are creating conditions to support social innovations in Slovakia.

Membership in the Monitoring Committee

In 2023, the Pontis Foundation gained representation for the first time in the Monitoring Committee for the Slovakia Programme 2021 – 2027. The committee comprises 36 members, including representatives from ministries, the European Commission, employers, municipalities, trade unions, the academic sector, and the non-governmental sector. Our senior policy manager, Romana Kanovská, represented the Pontis Foundation in this committee.

The Monitoring Committee will perform several key tasks related to the new EU funds, such as monitoring the programme's progress, assessing whether the planned goals are being achieved, identifying factors affecting the programme's performance, and determining the necessary measures and changes for better implementation. It also approves the methodology and criteria for project selection.

Strategic shift towards supporting the innovation ecosystem

With the transformation of the Generation 3.0 programme into the Impact Lab, there was also a change in our advocacy strategy. We expanded our advocacy activities from the issue of educational innovations to the overall support of the innovation ecosystem.

We were a constant part of the discussions about the future of the Competence Centre for Social Innovations.

Our director, Martina Kolesárová, was appointed to lead the Advisory Committee for Social Innovations at the Ministry of Labour, Social Affairs and Family of the Slovak Republic. The committee comprises external experts in social innovations, social inclusion, and education, as well as internal staff from the ministry. Martina Kolesárová focuses on supporting the social innovation ecosystem and promoting innovations in education within the advisory committee.



Senior policy manager Romana Kanovská represented the Pontis Foundation in the Monitoring Committee for the Slovakia Programme 2021 – 2027.

Open Future

Open Future is a unique three-year educational programme for lower secondary school pupils, focusing on entrepreneurship, digital skills, and soft skills. We create opportunities for children to develop their abilities and talents. We encourage them to observe their surroundings, think differently about the world, solve problems they see around, and not be afraid to approach them proactively. The programme also includes the creation of after-school centres where children have access to modern technologies and a makerspace workshop. Currently, centres operate under the Pontis Foundation in Zvolen and Trnava.

Open Future in 2023



2

centres



127

participants



120

university students
trained



30

people with
expertise involved

Excursions to companies are highly beneficial for children

In the programme, we combine entrepreneurial and innovative thinking with sensitivity to human needs, awareness of surrounding problems, sustainability, responsibility, professionalism, and social skills. Therefore, we collaborate with experts from the business sector, non-governmental organisations, and public administration who share their work experiences with the children, guide them in project creation, or support their transition to secondary school.

As part of these connections, in 2023, the children visited various places, including the ARES Centre in Kováčová, where they had the opportunity to try out aids for people with disabilities and ful-

ly understand the daily challenges they face. A significant experience for the children was also visiting a McDonald's restaurant and seeing how things operate directly in the kitchen. On this occasion, our programme participants learned that more and more employers are using virtual reality in their training processes. Another beneficial visit was to AfB, Europe's largest social enterprise in the field of used IT hardware recycling. The children learned about the amount of CO₂ and water consumed in manufacturing a new computer, why refurbishing a laptop is more sustainable, and they even got to disassemble, repair, and assemble their own keyboard.



Expert advisors of the Open Future programme (from left to right): Arnold Kiss (soft skills), Eva Klimeková (digital skills), Marián Holienka (entrepreneurial skills)

Visits of experts to the centres

Experts from the business sector are always welcome at the Open Future centres in Trnava and Zvolen. For example, Martin Basila, CEO and founder of the startup Sensoneo, which develops smart waste management solutions, spent time with the children. "It's a great opportunity for the children when someone from the industry comes directly to them," says Dominika Gerháťová, the coordinator of the Trnava centre. Martin inspired our participants to persevere even with difficult projects. "Martin explained that it's okay if someone gets a low grade in physics because life sometimes brings us challenges that make us frustrated, and we push through them."

"Martin beautifully conveyed to the children that no matter what background a person comes from, they can achieve great things if they have enough courage," described Dominika.

Jozef Halaj from ING introduced the topic of financial literacy to the children during his visit to the Open Future centre. In school, pupils acquire

various forms of literacy, such as reading, mathematical, scientific, linguistic, and communicative. However, at Open Future, we also focus on financial literacy while guiding young innovators. Jozef explained to the children how financial literacy helps us plan and manage our own money and make meaningful financial decisions. Jozef clarified how banks and current accounts work. He also discussed cryptocurrencies, their advantages and disadvantages, why their value fluctuates, and why they pose significant risks for investors.

One of the outcomes of the programme is the participants' own projects, through which they improve something in their surroundings by designing their own small social innovation and then presenting it at the Open Future Expo event. They had the opportunity to consult their ideas with external experts. Visiting Trnava were Petra Zaťková, Project Manager at Lenovo Slovakia, Katarína Ostržlíková, Head of Shared Operations at ING Hubs Slovakia, and Veronika Šoltinská from our PR Department at the Pontis Foundation.



Signing of the Memorandum of Cooperation with the Faculty of Education at Comenius University.

Collaboration with the Bratislava City Council and universities

The City Council of Bratislava expressed interest in the Open Future programme, and following pilot testing, its full version was launched at the Fortuna Municipal Hostel in October 2022. Unlike our main centres in Trnava and Zvolen, the city council ran the programme independently. The city provided the facilities, staffing, and additional necessary financial and non-financial support. The Pontis Foundation supplied the hostel with a unique educational curriculum, along with training and support for the coordinator, participating university students, and industry experts. Our collaboration concluded in 2023.

An integral part of our concept is the education and involvement of university students from faculties focused on pedagogy, social work, and technical fields. In 2023, we initiated a collaboration with the Faculty of Education at Comenius University in Bratislava, formalised by signing a memorandum.

The Bratislava faculty thus joined the universities in Trnava and Banská Bystrica, which already offer their students the opportunity to participate in the Open Future programme.

The educational programme for university students ran for the sixth time during both the autumn and spring semesters. After completing the programme, students have the opportunity to work in our centres as support for coordinators, gaining valuable practical experience and becoming an integral part of the programme. A total of 36 students participated in the short-term educational programme, which consists of six online workshops.



We discussed the issues of environmentalism and sustainability with the children directly in nature, during a hike around Zvolen.

Universities involved in the Open Future programme in 2023

Faculty of Education,
Comenius University in Bratislava

Faculty of Education,
Matej Bel University in Banská Bystrica

Faculty of Health Care and Social Work,
Trnava University in Trnava

Faculty of Education,
Trnava University in Trnava

Faculty of Ecology and Environmental Sciences,
Technical University in Zvolen

Sustainability and ecology directly in nature

At the start of the school year, we took the participants on a "teambuilding retreat" to the village of Slatinka near Zvolen. The shared time between the children and their coordinators was centred around community living – what the children did not do themselves simply did not get done. They stayed in the building of the former school at the local eco-centre, without internet, heating with wood stoves, and washing dishes in basins with heated water. For the retreat to function smoothly, everyone had to contribute. Some washed dishes, others chopped wood, fetched water from the well for handwashing, swept, or served food. Sustainability was also a focus, as the third-year students in our programme were tasked with creating a menu within a budget. The retreat was enlivened by a walk to a lookout point in the nearby natural area of Pyramída.



The individual stands at the Open Future Expo were a success.

Open Future Expo

The three-year programme culminated in the event called Open Future Expo, which took place in June 2023. It connected people from business and public administration with primary school pupils. At the event, participants presented their innovative projects that they had been working on throughout the school year. The children showcased a dance workshop for preschoolers as a prevention against obesity, an idea to improve the waste separation system, and a comic book that used illustrated characters to introduce primary school students to further study opportunities.

The Expo also featured a creative space, a maker-space, which fosters creativity and entrepreneurship. Attendees could make candles and soaps, code Lego robots, and experience virtual reality. We discussed the past year, presented our vision for expanding the clubs to other Slovak towns, and interviewed our third-year students, for whom it was the final year in Open Future. A total of 12 students, who received certificates and a small gift, graduated from the programme.

We launched a new Open Future website

In 2023, we launched a new website for the Open Future programme at www.buducnostinak.sk. We revamped the content, and the graphic design was handled by the agency VisualCom. The new website provides a clearer presentation of the people behind the programme and those contributing to the unique education of the children. The website makes it easy to find instructions on how to join us or support us. It also includes regularly updated news from our centres, educational updates, and interviews with mentors and experts.



We aim to continually advance the content of education and the programme itself, extending it to more towns.



Children could build a robot in the makerspace zone at the Expo.



The programme provides children with a safe space for self-realisation, talent development, and skill acquisition.

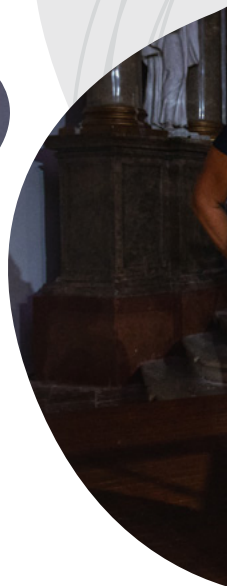


Graduates of 2023 together with the Open Future team in Trnava



Children shared what they learned in the programme during a discussion at the Expo.

Philanthropy





Strategic philanthropy

We understand strategic philanthropy as a tool for positive change. This requires the effective use of donated funds to support systemic changes and address root causes, not just mitigate symptoms. Philanthropy has a real impact when it relies not only on intuition but also on expertise and a thorough understanding of the environment. Our activities in 2023 were directed towards this goal.

Impact Talks: Philanthropic Evenings

The Impact Talks are informal social evenings focused on philanthropic stories, social innovations, and strategic perspectives on helping others. In 2023, we organised two Impact Talks evenings and added a special bonus event for legal professionals.

In March, at the Impact Talks, we focused on the theme of family philanthropy. Held at the Pálffy Palace in Bratislava, which was saved and renovated by the Pavlů family, we spoke with the Ondáš family from Košice. In the early 1990s, they began their philanthropic journey by donating two bicy-

cles to a children's home, and today they run the DEDO Foundation and Dorka centres. Father and son Kiska also shared their perspectives on helping others. Andrej Kiska Jr., one of the founders of the startup scene in Slovakia, spoke about philanthropy as an opportunity to live a deeper life. The founder of the Good Angel and former President of the Slovak Republic, Andrej Kiska, highlighted the importance of talking about helping others.

In early October, we discussed women and philanthropy in the former women's monastery of the



Andrej Kiska Jr. and Sr.
at Impact Talks



The October evening of Impact Talks was dedicated to the topic of Women and Philanthropy.

Order of St. Clare. Although men are often the faces of philanthropy, the decision to help frequently lies with women, who are often overlooked. The guests in the discussion, moderated by Milan Zimnýkova, were former diplomat, politician, and honorary president of the women's association Živena, Magda Vášáryová, and investment manager Terézia Jacová, co-founder of the Lumus Investment Collective.

We were joined also by Zuzana Ceralová Petrofová, co-owner and director of the family business Petrof, whose pianos resonate on prominent concert stages worldwide. The recipient of the Manager of the Year and Entrepreneur of the Year awards, she spoke about how she supports young talented artists and helps to place pianos in art schools.

Milan Zimnýkova is interviewing Zuzana Ceralová Petrofová.



Pro Bono Talks

At the end of November 2023, we organised another informal discussion evening on social responsibility in the field of law, called the Pro Bono Talks, held at the Municipal Library in Bratislava. We invited lawyers who incorporate helping into their work, changing our country through strategic pro bono cases and saving human lives through smaller, yet equally important, cases.

We discussed how to make pro bono work an everyday part of a law firm with Mária Havelková from the Institute of Clinical Legal Education at the Faculty of Law, Comenius University, Peter Jedinák, counsel at Allen & Overy Bratislava, and Pavol Poláček, partner at Poláček & Partners.



At the informal discussion evening titled the Pro Bono Talks on helping in legal practice, practitioners and those who address this topic in academia participated in the discussion. From left to right: Pavol Poláček, Peter Jedinák, and Mária Havelková.

Lucia Berdisová, a lecturer and member of the Judicial Council, Peter Kubina, a partner at Dentons Europe, and Radovan Pala, a partner at Taylor-Wessing, shared their views on balancing legal practice with pro bono activities. They discussed

how to approach the selection of specific cases, including high-profile media cases and pioneering cases that can establish valuable precedents. The discussion was hosted by Katarína Batková, director of VIA IURIS.

Impact Talks: A Podcast on Philanthropy

In April 2023, we launched the first Slovak podcast on philanthropy, in collaboration with Aktuality, hosted by Milan Junior Zimnýkovaľ, a well-known radio and television personality. In the Impact Talks podcast, we feature figures from business, culture, and sports who challenge conventional notions of philanthropy.

Throughout the year, we released eight episodes, where inspirational individuals from Slovakia and beyond share their stories and journeys towards helping others. Each episode averages 3,600 listeners.



The first guests of our podcast, Irma and Andrej Kiska, with host Junior.

Published episodes

Irma and **Andrej Kiska** spoke about how they guide their children towards charity and that sometimes it is easier to donate money than time.

The **Ondáš couple**, whose philanthropic story has almost Hollywood-like potential, shared how they were inspired by business principles and why they initially did not want to talk about their charitable efforts.

Renowned chef **Michal Kordoš** explained how a charitable pop-up tasting dinner works and that philanthropy is not just about money; know-how can also be a form of help.

The artistic couple, visual artist **Ivana Šáteková** and rapper **Branislav Kováč**, also known as **Vec**, were the guests of the summer episode. The duo supports many fundraisers and events through their work.

Martina Kolesárová, Executive Director of the Pontis Foundation, discussed whether philanthropy is solely a male domain.

In October, **Renáta** and **Milan Dubec** took us to Camp Žilina, a temporary refuge for families created shortly after the outbreak of the war in Ukraine. They also introduced the Milan Dubec Foundation, which supports the renewal of public spaces.

We welcomed **Zuzana Ceralová Petrofová** in the November episode of the podcast. The owner of the world-renowned Petrof company talked about her family tradition of piano making and helping others.

Evangelical pastor **Anna Polcková** delivered her Christmas message, concluding the 2023 series of discussions on philanthropy.

Popularisation of philanthropy

Part of our activities includes promoting philanthropy itself. We believe that helping others should be discussed more in the public sphere. Therefore, we collaborate with media outlets such as Denník N and the Forbes magazine.

In collaboration with Denník N, we publish a series of articles about 19th and 20th-century philanthropists. Together with historian Lukáš Krajčír and journalist Pavol Lacko, we explore Slovak history to find inspiring stories of people who cared deeply about their communities and surroundings.

In 2023, we published the story of Pavol Blaho, a physician from Skalica who supported hundreds of students and aimed to help poorer people through so-called temperance societies. Together with historians from the Betliar Museum, we explored the story of the Andrásy couple, whose legacy still resonates in Gemer even after a hundred years. Their donations supported an orphanage, a hospital, and several schools, including a girls' school. Count Andrásy was also known as a patron of the arts and the founder of the first pension fund in Hungary.

We also collaborate with the Forbes manazine. In June, we were guests at the Forbes Family Business Conference, where we spoke about the essence of philanthropy being joy. In the first half of the year, we wrote two commentaries for Forbes online – one about inspirations from the current

list of American philanthropists and another about the young people from the 30 Under 30 list who demonstrate that entrepreneurship can drive good deeds and make a positive impact.



Count Dionýz Andrásy



A vintage photograph of philanthropist Pavol Blaho



Ivana Kompasová at the Forbes Family Business discussion with the Ondáš couple.

#GivingTuesday

The Day of Good Deeds, held in Slovakia on the 28th of November 2023, once again showcased the humanity and empathy all around us. A record amount for charitable purposes was collected, the highest in the past seven years. This achievement was made possible through partnerships with donation and volunteer portals Ludiaľuďom, Donio, Darujme.sk, and Growni.

In 2023, #GivingTuesday saw the participation of 339 organisations, 48 companies, and thousands of individual donors and volunteers. Good deeds took place in more than 54 towns. Alongside financial collections, this year also featured food and clothing drives, benefit concerts, and volunteer activities.

The partnership with donation and volunteer portals resulted in four hundred fundraising campaigns and 22 volunteer opportunities. This collaboration between the Pontis Foundation and dona-

tion portals culminated in an impressive sum of 405,000 EUR contributed by generous donors for #GivingTuesday.

The portal Donio.sk, in its tally of 50 different collections, recorded a total of 68,714 EUR. The portal Darujme.sk raised 217,764 EUR for #GivingTuesday, and an additional 107,081 EUR were donated to campaigns published on the portal Ludiaľuďom.sk. These contributions supported not only individual appeals but also aided numerous non-profit organisations.



Projects to support Ukraine

Pioneering Slovak-Ukrainian Partnerships in Fields of Infrastructure Reconstruction, Humanitarian Aid and Civic Society Development

Total amount allocated for the project: 4.6 million EUR
(of which the Pontis Foundation distributed 2.3 million EUR)

The Pontis Foundation and the Open Society Foundation, in collaboration with the Taipei Representative Office in Slovakia, launched a joint project in August 2023 to aid in the reconstruction of destroyed civilian infrastructure in Ukraine.

With this project, the two largest Slovak foundations are joining the existing efforts of the state and non-profit organisations in Ukraine. Thanks to a generous donation from Taiwan valued at 5 million US dollars, the scope of reconstruction work will be the largest contribution from Slovakia to the restoration of destroyed civilian infrastructure in Ukraine to date.

The project brings investments in line with the priorities defined by the State Agency for Reconstruction and Development of Infrastructure in Ukraine or other relevant institutions in Ukraine. In 2023, humanitarian activities of Slovak non-profit organisations operating in our eastern neighbour were supported with 2.2 million EUR from the total donation.

Part of the donation was used to increase the financial collections carried out in Slovakia aimed at supporting Ukraine. Organisations supported in this way included A Smile as a Gift (10,000 EUR), which helps build new homes for families with minor children affected by the war; Integra Foundation (21,000 EUR), which is restoring dental clinics in Ukraine; and People in Peril (30,000 EUR), which provides educational supplies to displaced children. A matching donation of 10,000 EUR from Taiwan also helped kickstart a fundraising campaign to purchase ambulances for Ukrainian healthcare workers. The remaining portion of the donation, amounting to 2.4 million EUR, will be used in 2024 for the reconstruction of schools and hospitals, primarily in the Chernihiv region.



Ambulance drivers before departing for Ukraine. Among the volunteers were war photographer Vladimír Šimíček, Pohoda festival director Michal Kaščák, and Czech singer Michael Kocáb. Photo: Tomáš Benedikovič

UNICEF Cash Assistance for UNICEF Emergency Cash Assistance

Total amount allocated for the project in 2023: 104,845 EUR

After the outbreak of the war in Ukraine in 2022 and the arrival of refugees to Slovakia, UNICEF, at the request of the Slovak government, began distributing financial aid to refugee families in cooperation with UNHCR, IOM, and ICRC. The Pontis Foundation was approached by UNICEF to act as an independent evaluator of the impact of this aid.

In collaboration with UNICEF, the FOCUS agency, and CreditCall, we developed a methodology and conducted telephone surveys (both quantitative and qualitative) among recipients of this financial aid. Subsequently, we organised a workshop for representatives of international and Slovak organisations providing assistance to Ukrainian families, as well as representatives of the state administration. Based on the outputs from the telephone surveys and the workshop, we prepared a comprehensive report on the impact of financial aid for Ukrainians in Slovakia, titled "Providing a Lifeline for Ukrainian Refugee Children | UNICEF Europe and Central Asia."

In 2023, our collaboration with UNICEF expanded. Together with UNHCR, we developed methodologies and engaged Miloslav Bahna, the director of the Institute of Sociology at the Slovak Academy of Sciences (SAV), as an expert consultant. The report for 2023 is currently being prepared.

In addition to the two major reports and the workshop, we prepared interim PDM (Post Distribution Monitoring) reports after each payment made by UNICEF and UNHCR (approximately every 1-2 months). These reports assessed the recipients' satisfaction with the processes and evaluated the additional needs of vulnerable groups of refugees.

National Project EU-CARE

Total amount allocated for the project: 9.5 million EUR
(of which the Pontis Foundation distributed 1.6 million EUR)

As part of the national project EU-CARE, 110 Slovak organisations received financial support to assist Ukrainians who arrived in Slovakia following the outbreak of the war in Ukraine. The national project "Assistance to Persons from Ukraine in Their Entry and Integration into the Territory of the Slovak Republic" was implemented thanks to the collaboration between the government and a consortium of respected foundations led by the Open Society Foundation Bratislava.

The consortium members included the Ekopolis Foundation, the Pontis Foundation, SOCIA - Foundation for Social Change Support, the Centre for Philanthropy Foundation, and the Children of Slovakia Foundation. The funds were provided by the European Union under the Operational Programme Human Resources.

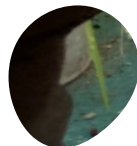
In 2023, the six members of the consortium distributed over 9.5 million EUR to a total of 110 non-profit non-governmental organisations. These organisations responded quickly and effectively to the crisis situation at the borders following the outbreak of the war in Ukraine and later focused on integrating Ukrainian refugees into society.

The Pontis Foundation signed contracts with 21 organisations, to which it sent monthly contributions for humanitarian and integration activities. The total amount of these contributions was nearly 1.6 million EUR. These included both small and larger non-profit organisations, as well as churches and local governments, which were among the first to offer assistance in the initial days and weeks.

The Pontis Foundation supported various organisations in this manner, including the Bratislava Archdiocesan Charity, the Family Centre in Nitra, the Diocesan Charity Nitra, the League for Mental Health, the Evangelical (ECAV) Mission Centre Matejková, the DEDO Foundation, the Slovak Red Cross Košice City Branch, the Prešov Music Association Súzvuk, and other organisations.

Endowment funds and donation programmes

In 2023, the Pontis Foundation manage 34 endowment funds and donation programmes, through which it supported more than 1,300 projects over the year.





Donation programmes

Philip Morris International Donation Programme

The Philip Morris International (PMI) Donation Programme at the Pontis Foundation was established in 2016. From the beginning, it has supported activities focused on social inclusion and the protection of homeless people. In 2023, the fund supported public-benefit activities in the field of social assistance.

Tesco's "You Choose, We Help" Donation Programme

The Tesco's "You Choose, We Help" donation programme was established in 2016. In 2023, we managed two editions of the "You Choose, We Help" grant call, in which we supported local projects in Slovakia.

A total of 462 ideas were supported, contributing to the improvement of life in Slovak communities. Thanks to financial support, new community spaces, gardens, parks, theatres, and sports facilities were created, monuments were restored, and various sports and cultural events, courses, and educational activities were implemented.

In Good Hands from the Start

The "In Good Hands from the Start" project involved families with children up to four years old with disabilities. The project was initiated by Lidl in collaboration with the Pontis Foundation.

In 2023, projects approved in 2021 and 2022 were completed. The assistance primarily consisted of contributions for rehabilitation and therapies for children with central nervous system disorders, as well as medical aids such as sensory toys and speech therapy tools. The project also supported children with hearing problems by providing hearing aids and related accessories. Additionally, we provided several families with fuel subsidies.

As of 2023, the Pontis Foundation concluded its management of the programme, which was taken over by the Foundation for Children of Slovakia.

Lively Community with Opavia Programme

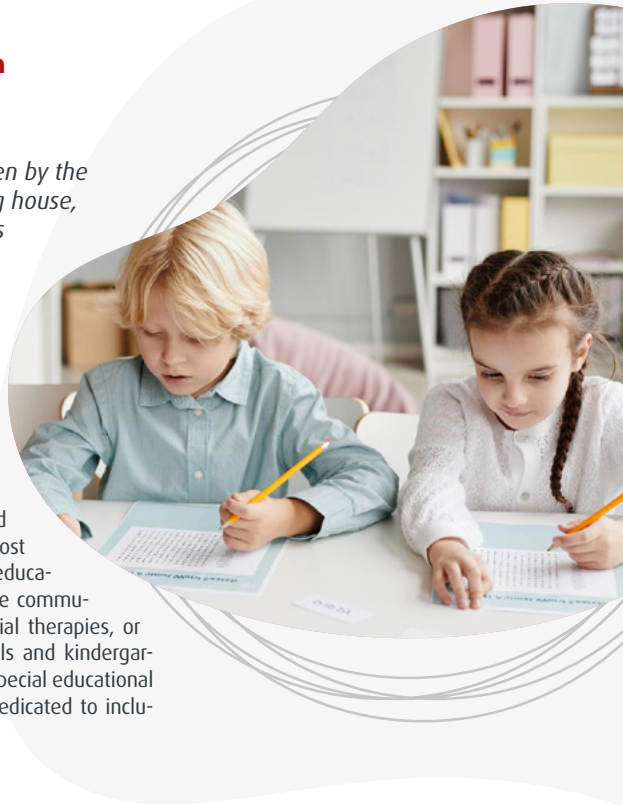
In the Lively Community with Opavia programme at the Pontis Foundation, projects focused on families with children, inclusion, and social innovations that contribute to the development of local communities are supported in collaboration with Mondelez.

In 2023, three projects that received support in 2022 were completed. These projects focused on groups of children with disabilities, marginalised Roma communities, seniors, and intergenerational connections. Our collaboration concluded in 2023.

Heart for Children Donation Programme

The charitable project Heart for Children by the Ringier Axel Springer Media publishing house, which we have managed at the Pontis Foundation for thirteen years, helps children with health and social disadvantages. In 2023, it continued to support inclusive education.

Heart for Children does not provide direct financial aid but rather non-financial assistance. The project's strategy aims at inclusive education for children with disabilities or those from socially disadvantaged backgrounds. Support from the project is most often directed towards purchasing special educational aids for alternative and augmentative communication or sensory aids, co-financing special therapies, or funding the salaries of assistants in schools and kindergartens. Through the project, we also provide special educational programmes and training for institutions dedicated to inclusive education.



Public Collection Fund: Heart for Children in 2023 – Overview (in EUR)

Title	Status as of 1 st January 2023	Income	Expenditures	As of 31 st December 2023	Note
Public Collection Fund: Heart for Children 01/06/2021 – 30/04/2022	17,469.55	-	17,469.55	-	From the public collection
Public Collection Fund: Heart for Children 01/05/2022 – 31/03/2023	39,865.12	10,134.64	45,798.29	4,201.47	From the public collection
Public Collection Fund: Heart for Children 01/04/2023 – 29/02/2024	-	11,428.50	-	11,428.50	From the public collection
Balance	57,334.67	21,563.14	63,267.84	15,629.97	

Endowment funds

Accenture Endowment Fund at the Pontis Foundation

The Accenture Endowment Fund at the Pontis Foundation was established in 2004. The core focus of the Fund is on building skills that enhance employability or facilitate integration into social and economic life.

In 2023, the Accenture Endowment Fund continued to support diverse projects addressing current issues, including the promotion of education and entrepreneurial skills for children and adults, social assistance for people without homes, the acquisition of 21st-century skills, and IT education for women from Ukraine. The fund supported a total of six projects.

Adient Endowment Fund at the Pontis Foundation

Since 2017, the Adient Endowment Fund at the Pontis Foundation has addressed a wide range of societal needs, from supporting children with disabilities and improving the spaces in Slovak towns and villages to developing sports activities for clubs.

In 2023, no call for proposals was announced within the endowment fund.

The main goal of the Scratch Match competition, organised by the civic association Aj ty v IT, is to motivate primary school girls to explore the world of technology. This project was supported by the Accenture Endowment Fund.

ARRIVA Endowment Fund at the Pontis Foundation

The ARRIVA Endowment Fund at the Pontis Foundation was established in 2016. Since its inception, it has focused primarily on activities related to community development, health improvement and prevention, sports development, and safety.

In 2023, the fund supported the after-school programme Open Future, which operates innovative clubs for primary school students in selected towns. The aim of the programme is to develop children's entrepreneurial, digital, and soft skills. The fund also helped clean, beautify, and improve the environment in our towns through volunteer support, and supported the Neighbourly Help for Ukraine programme run by Smile as a Gift.

Bekaert Helps Endowment Fund at the Pontis Foundation

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

From the Bekaert Helps Endowment Fund, public-benefit and non-profit projects focused on health improvement, raising safety awareness, and supporting education with an emphasis on innovative teaching methods were supported.



BNP Paribas Personal Finance SA Endowment Fund at the Pontis Foundation

The BNP Paribas Personal Finance SA Endowment Fund at the Pontis Foundation was established in 2017.

In 2023, the fund did not have any financial resources, and therefore, it did not support any public-benefit activities.

Continental Automotive Endowment Fund at the Pontis Foundation

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

In 2023, the fund did not have any financial resources, and 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 youth education in information technology.

In 2023, the fund supported public-benefit activities as well as employee engagement and their involvement in activities of non-profit organisations and local governments. These areas include health protection and support, social assistance, preservation of cultural values, support for education, and environmental protection.

dm drogerie markt Endowment Fund at the Pontis Foundation

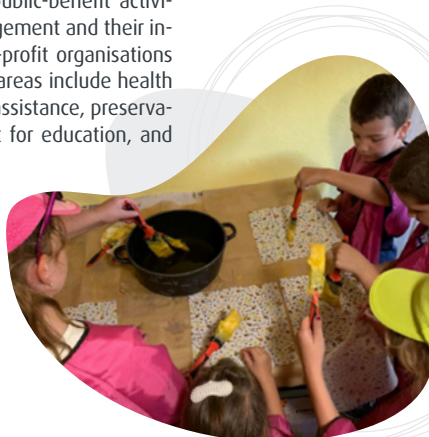
The dm drogerie markt Endowment Fund at the Pontis Foundation was established in March 2013. The purpose of the fund is to support public-benefit activities through grant programmes and direct support of projects, primarily in the areas of community quality of life, sports, education, culture, environment,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

In 2023, the fund supported public-benefit activities as well as employee engagement and their involvement in activities of non-profit organisations and local governments in the following areas: environmental protection and creation, organisation and facilitation of volunteer activities, and assistance to individuals in the context of health protection and support, and social assistance.

In 2023, within the activities of the dm drogerie markt Endowment Fund, we supported 34 projects.

The employee grant programme titled dm {together} focuses on supporting education, environmental protection, volunteering, and community development. In 2023, it supported nine organisations.

The Green Schools grant programme focused on supporting innovative use of resources for operations. The programme also includes support for education aimed at resource conservation and sustainable forms of energy.



Activities at the Bee Educational Centre, which received support from the dm drogerie markt Endowment Fund.

Embraco Endowment Fund at the Pontis Foundation

The Embraco Endowment Fund at the Pontis Foundation was established in 2015. The fund directly supports organisations in the Spišská Nová Ves district that focus on sports activities, education, health, and the environment. Through its activities, it enhances entrepreneurial skills and supports innovative thinking among secondary school students.

In 2023, the fund supported public-benefit activities in the areas of sports promotion, health protection, safety of healthcare workers, education, and environmental protection.

Fund for the Support of the LGBT+ Community at the Pontis Foundation

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

In 2023, the fund supported public-benefit activities of civic associations and individuals in the areas of human rights protection, organisation and facilitation of volunteer activities, education support, and sports promotion and development.

As part of the activities of the Fund for the Support of the LGBT+ Community at the Pontis Foundation, we supported five projects in 2023.



In 2023, we supported the PRIDE Košice 2023 festival.

Fund for Transparent Slovakia

The Fund for Transparent Slovakia (FpTS) was established as a unique initiative of responsible companies, unparalleled in neighbouring countries. Since 2012, companies have been contributing both financially and non-financially to watchdog and analytical organisations, aiding in the enforcement of laws and ethical standards, and reducing the scope for corruption and state capture.

In 2023, grant calls were announced under the Impact Lab programme, which develops the skills of civic organisations and enhances their innovative potential. The Fund for Transparent Slovakia supported projects in the areas of democracy promotion and the rule of law with a total amount of 50,000 EUR.

In addition, the Academy of Investigative Journalism was held again in 2023, with the aim of supporting and developing professional investigative journalism that provides diverse perspectives and socially significant information.

In collaboration with the Open Society Foundation, we conducted the third year of the academy, which provided intensive professional training to 10 Slovak journalists, led by experienced instructors. Three graduates of the academy received a grant to carry out an investigative project, which also included mentoring.

Thanks to the Fund for Transparent Slovakia at the Pontis Foundation and the Investigative Journalism Fund at the Open Society Foundation, three investigative projects were realised:

Budilding Development around the Veľká Domaša Reservoir: Illegal Constructions, Property Legalisation, by Michal Frank, Korzár, SME

Child Pornography in Slovakia:
by Jakub Paulík, REFRESHER

Real Estate Boom under the Tatras:
by Jaroslav Vrábeľ, Korzár, SME



A total of 10 journalists participated in the Academy of Investigative Journalism.

Generali Endowment Fund at the Pontis Foundation

The Generali Endowment Fund at the Pontis Foundation was established in 2018. Since its inception, it has focused on helping people from disadvantaged groups as part of the global initiative The Human Safety Net, which aims to protect and improve the lives of individuals, their families, and entire communities. Within this initiative, the fund also supports the Union of Maternity Centres and its free programme Learning for Life, which is designed for disadvantaged and socially vulnerable families with children aged 0-6 years.

In 2023, the fund supported public-benefit activities in the areas of: support for education, health protection and promotion, as well as the organisation and facilitation of volunteer activities.

As part of the activities of the Generali Endowment Fund at the Pontis Foundation, we supported four projects in 2023.

Jaguar Land Rover Slovakia Endowment Fund at the Pontis Foundation

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

In 2023, the fund supported public-benefit activities primarily in the areas of volunteering, education support, sports development, and social assistance. It continued to support the integration of people who fled the war in Ukraine, helping children from Ukrainian families to integrate into society.

Johnson Controls Endowment Fund at the Pontis Foundation

The Johnson Controls Endowment Fund at the Pontis Foundation has been operating since 2009 and supports projects in the areas of education, child and youth development, and social support. It also implements employee programmes focused on volunteering and support for the socially and health-disadvantaged relatives of company employees.



Footage from the Union of Maternity Centres, supported by the Generali Endowment Fund

In 2023, no call for proposals was announced within the endowment fund, and therefore no projects were supported.

Mercedes-Benz Financial Services Endowment Fund at the Pontis Foundation

The Mercedes-Benz Financial Services Endowment Fund at the Pontis Foundation was established in June 2017. The fund primarily focuses on supporting projects by organisations that help people without homes or those at risk of losing their homes, as well as organisations involved in increasing transparency and social inclusion in Slovakia. Through support from its endowment fund and corporate volunteering, Mercedes-Benz Financial Services is dedicated to the theme of social inclusion in the Bratislava region.

In 2023, the fund supported public-benefit activities of non-profit organisations in areas such as support for education, social assistance, and the preservation of cultural values.

METRO Endowment Fund at the Pontis Foundation

The METRO Endowment Fund at the Pontis Foundation was established in 2018. From the beginning, it has supported activities focused on environmental protection and creation.

In 2023, the METRO Endowment Fund focused on supporting non-profit organisations in the areas of environmental protection and creation, education support, and 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 hospitals.

In 2023, the Mobis Endowment Fund supported public-benefit activities as well as employee engagement and their involvement in the activities of non-profit organisations and local governments in areas such as health protection and promotion, education support, sports promotion and development, and environmental protection. As part of



Resin - The Centre for Environmental and Ethical Education received support from the METRO Endowment Fund for the project titled Food from Soil to Carbon Footprint.

the employee grant call titled Helping the Community, it supported 36 projects.

PIXEL FEDERATION Endowment Fund at the Pontis Foundation

The PIXEL FEDERATION Endowment Fund at the Pontis Foundation was established in 2016. The purpose of the fund is to support public-benefit activities through grant programmes and community projects.

In 2023, no call for proposals was announced within the endowment fund, and therefore no projects were supported.

Help for Helpers Fund

The Help for Helpers Fund was established on the 22nd of April 2020. The primary mission of the fund was to assist civic organisations, working mainly with the most vulnerable groups of the population, to overcome the difficult period associated with the loss of financial resources and to support strategic solutions to problems that arose or will arise due to the COVID-19 pandemic.

In 2023, the fund did not carry out any activities. By a decision of the Board of Directors of the Pontis Foundation on the 12th of June 2023, it was dissolved.

PricewaterhouseCoopers Endowment Fund at the Pontis Foundation

Since 2010, the PricewaterhouseCoopers Endowment Fund at the Pontis Foundation has supported transparent and beneficial projects and initiatives by PwC employees who want to help their community and engage in activities of various civic associations.

In 2023, the fund supported public-benefit activities, as well as employee engagement and their involvement in the activities of non-profit organisations and local governments in areas such as health protection and support, social assistance, preservation of cultural values, support for education, and science and research.

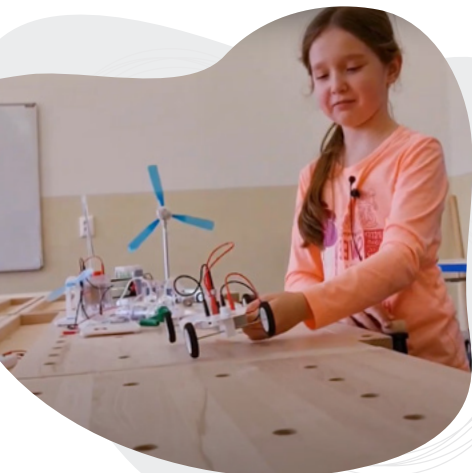
PSA Slovakia Endowment Fund at the Pontis Foundation

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 distributes funds through grant programmes, primarily in the areas of community quality of life, sports, education, culture, environment, health, and social assistance.

In 2023, no call for proposals was announced within the endowment fund, and therefore no projects were supported.

SEPS Endowment Fund at the Pontis Foundation

The Slovak Electricity Transmission System (SEPS) Endowment Fund at the Pontis Foundation was established in 2021. It focuses on supporting education, science and research, and environmental protection. In 2023, the SEPS Endowment Fund supported public-benefit activities, as well as employee engagement and their involvement in the activities of non-profit organisations, primarily in the areas of environmental protection, science and research, and education support.



Education on energy under the auspices of the SEPS Endowment Fund

As part of the activities of the Slovak Electricity Transmission System (SEPS) Endowment Fund at the Pontis Foundation, we supported nearly 40 projects in 2023.

In 2023, the SEPS Endowment Fund supported the organisation of competitions to popularise science and technology, the establishment of physics popularisation centres, and education in energy literacy.

Primary schools created videos about electrical energy thanks to the SEPS Endowment Fund, which are available on the YouTube channel titled Energy for Schools.

Slovenské Elektrárne Endowment Fund at the Pontis Foundation

Since 2011, the Slovenské Elektrárne Endowment Fund at the Pontis Foundation has supported projects focused on the energy efficiency of towns and villages, the integration of people without homes into society, community activities of Slovenské Elektrárne employees, and the education of employees' children whose families are in adverse life situations.

In 2023, no public-benefit activities were supported.

STRABAG Endowment Fund at the Pontis Foundation

The STRABAG Endowment Fund at the Pontis Foundation was established in 2016. The purpose of the fund is to support public-benefit activities through grant programmes and community projects.

In 2023, no call for proposals was announced within the endowment fund, and therefore no projects were supported.



Telekom Endowment Fund at the Pontis Foundation

The Telekom Endowment Fund at the Pontis Foundation was established in 2007. The aim of the fund is to bring and support social innovations, thereby improving society. The fund helps develop digital skills in education and, through the use of useful technologies, strives to support inclusion and diversity in society. It has long supported the hard of hearing community in Slovakia, the development of civil society, a transparent Slovakia, and the fight against corruption.

In 2023, the Telekom Endowment Fund at the Pontis Foundation continued implementing the educational programme ENTER, which allows schools to use the latest innovations in teaching computer science. Through grants, 151 schools were supported, purchasing hundreds of educational kits called micro:bits. The ENTER workshops and microtours were attended by 4,715 students and teachers from all over Slovakia.

The third edition of the call to support the digital skills of seniors, titled Ready for the Digital Age, also took place. The aim of the grant programme was to support organisations and their activities that improve the relationship of seniors with digital technology.

The Telekom Endowment Fund supported the education of seniors in digital skills.

In response to the worsening situation in the online space (hate speech), projects aimed at moderating the environment were also supported. The goal of the grant call was to better equip non-governmental organisations to combat disinformation and to help cultivate the online space. The purpose was to provide applicants with a grant for moderating discussions on their social media by removing vulgar and hateful comments, identifying fake accounts, highlighting comments, proposing responses to followers' questions, and participating in the Elfovia.sk project.

Systematic funding of organisations with which long-term partnerships have been established continued. Two employee calls for proposals were also announced, in which evaluation committees selected nearly 40 organisations, schools, sports clubs, as well as municipalities, towns, and villages. The financial support will be used to implement projects focused on volunteerism, restoration of cultural monuments, sports, children, seniors, and other areas.

As part of the activities of the Telekom Endowment Fund at the Pontis Foundation, we supported more than 230 projects in 2023.



Children learned more about renewable energy sources through the Energy for Schools project, initiated by the SEPS Endowment Fund.

ENERGIA
PIE
ŠKOLY

Tesco Endowment Fund at the Pontis Foundation

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

The fund focuses on public-benefit activities, including support for education, health, sports activities, preservation of cultural monuments, assistance to women in need and disadvantaged children, improvement of local environments in villages, and provision of material equipment for smaller local organisations and schools.

In 2023, the endowment fund supported two smaller community projects.

Unilever Endowment Fund at the Pontis Foundation

The Unilever Endowment Fund at the Pontis Foundation was established in 2016. The fund supports activities focused on responsible entrepreneurship practices, inspirational local examples, and achieving sustainable development goals.

In 2023, the fund supported the Impact Lab project, which aids civic organisations through modern tools from the startup community (incubator, accelerator), workshops, and mentoring. The key themes of the project are the quality of education, eliminating injustice, and reducing inequality in society.

UNIQA Endowment Fund at the Pontis Foundation

The AXA Endowment Fund at the Pontis Foundation was established in March 2017. In January 2021, the endowment fund was renamed the UNIQA Endowment Fund. Its mission is to support mental health.

In the past, the AXA Endowment Fund supported young talents, enabling young people to secure funding for meaningful projects in the fields of education, natural sciences, and humanities.

In 2023, the fund focused on health protection and support, which falls under public-benefit activities.

Vrba Wetzler Endowment Fund at the Pontis Foundation

The Vrba Wetzler Endowment Fund was established in 2017. Its aim is to raise awareness of the heroic act of two prisoners of the former Auschwitz-Birkenau concentration camp who escaped to deliver a report to the world about the reality of mass murder. The fund supports activities intended to prevent the rise of hatred and antisemitism.

In 2023, no call for proposals was announced within the endowment fund, and therefore no projects were supported.

Endowment funds in 2023 - Overview (in EUR)

Fund Name	at 1/1/2023	Income	Expenditures	at 31/12/2023	Note
Slovak Electricity Transmission System Endowment Fund at the Pontis Foundation	452,086.21	295,371.22	487,086.21	260,371.22	2% tax assignment
Telecom Endowment Fund at the Pontis Foundation	1,406,016.10	1,134,711.29	1,075,834.78	1,464,892.61	2% tax assignment & contributions
Slovenské elektrárne Endowment Fund at the Pontis Foundation	685.77	0	0	685.77	contributions
Arriva Endowment Fund at the Pontis Foundation	21,960.20	23,725.10	21,960.20	23,725.10	2% tax assignment & contributions
Mercedes Endowment Fund at the Pontis Foundation	24,858.50	23,183.08	25,858.50	22,183.08	2% tax assignment & contributions
Tesco Endowment Fund at the Pontis Foundation	430.00	0	430.00	0	contributions
Accenture Endowment Fund at the Pontis Foundation	94,631.61	123,982.57	129,129.44	89,484.74	2% tax assignment & contributions
Transparent Slovakia Endowment Fund at the Pontis Foundation	40,000.37	94,671.72	126,614.39	8,057.70	2% tax assignment & contributions
Dell Endowment Fund at the Pontis Foundation	59,745.30	66,924.52	53,291.12	73,378.70	2% tax assignment & contributions
Embraco Endowment Fund at the Pontis Foundation	99,334.37	73,399.06	106,789.37	65,944.06	2% tax assignment
PwC Endowment Fund at the Pontis Foundation	36,537.05	39,502.79	48,787.05	27,252.79	2% tax assignment
dm drogerie markt Endowment Fund at the Pontis Foundation	17,971.74	174,102.29	157,971.22	34,102.81	2% tax assignment & contributions
Mobis Endowment Fund at the Pontis Foundation	131,365.41	102,166.73	131,365.41	102,166.73	2% tax assignment
Bekaert Endowment Fund at the Pontis Foundation	53,187.89	149,819.70	22,447.19	180,560.40	2% tax assignment & contributions
Unilever Endowment Fund at the Pontis Foundation	11,492.90	11,152.55	11,492.90	11,152.55	2% tax assignment
Metro Endowment Fund at the Pontis Foundation	49,691.31	51,698.11	19,420.94	81,968.48	2% tax assignment & contributions
Generali poisťovňa Endowment Fund at the Pontis Foundation	205,601.16	130,948.88	206,599.96	129,950.08	2% tax assignment & contributions
Jaguar Land Rover Endowment Fund at the Pontis Foundation	42,188.87	15,185.92	36,861.74	20,512.65	2% tax assignment & contributions
LGBT+ Community Support Fund at the Pontis Foundation	17,070.89	30,574.91	35,278.87	12,366.93	2% tax assignment & contributions
TOTAL	2,764,855.65	2,541,120.44	2,697,219.29	2,608,756.40	

Association of Corporate Foundations and Endowment Funds (ASFIN)

The purpose of establishing the Association of Corporate Foundations and Funds (ASFIN) was to bring together significant corporate endowment entities and create a space for their meetings, communication, collaboration, and experience exchange.

Our goal is to help association members achieve their public-benefit purposes effectively and transparently, to cultivate the endowment environment, and to support corporate philanthropy in Slovakia. Since 2020, ASFIN has been a full member of the Chamber of NGOs at the Government Council of the Slovak Republic for Non-Governmental Non-Profit Organisations.

The Association provides data and analyses on the use of funds from the share of paid taxes (known as the assignment mechanism) and annually recognises corporate foundations and endowment funds that adhere to the Transparency Code. It also

encourages them to be good donors according to the principles of the Ten Commandments of Good Donorship.

In 2023, when the issue of the assignment mechanism was reopened, due to its potential endangerment, ASFIN joined the initiative called "2% - Helping Together" to protect and defend the non-profit sector.

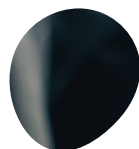
In 2023, ASFIN had 16 members, and at the December general meeting, two additional members were approved - the Volkswagen Slovakia Foundation and the Tipsport Foundation.



In 2023, 16 member corporate foundations and endowment funds received Transparency Certificates.



Finance





Independent Auditor's Report

To the Owner and Statutory Representative 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 2023, 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 2023, and of its financial performance for the year then ended in accordance with the Act on Accounting No 431/2002 Coll., as amended by later legislation ("the Act on Accounting").

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

THIS IS A TRANSLATION OF THE ORIGINAL SLOVAK REPORT

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Foundation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Foundation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Foundation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements including the presented information as well as whether the financial statements capture 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 2023 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.

20 May 2024
Bratislava, Slovak Republic

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

Ing. Peter Uram-Hrišo statutory auditor
Licencia UDVA No. 996

Balance Sheet at 31 December 2023 (EUR)

Table 1

ASSETS	Current accounting period			Preceding accounting period
	Gross	Correction	Net	Net
A. TOTAL NON-CURRENT ASSETS	716,094.54	416,577.69	299,516.85	279,850.78
1. LONG-TERM INTANGIBLE ASSETS	252,106.11	184,727.41	67,378.70	35,678.43
Software	195,118.93	183,167.41	11,951.52	7,316.85
Small long-term intangible assets	1,560.00	1,560.00	0	0
Acquisition of long-term intangible assets	55,427.18	0	55,427.18	28,361.58
2. LONG-TERM TANGIBLE ASSETS	456,685.43	231,850.28	224,835.15	236,869.35
Buildings	414,736.75	193,536.67	221,200.08	231,568.44
Individual moveable assets and groups of moveable assets	16,445.40	12,810.33	3,635.07	5,300.91
Small long-term tangible assets	25,503.28	25,503.28	0	0
3. LONG-TERM FINANCIAL ASSETS	7,303.00	0	7,303.00	7,303.00
Long-term investments in equity securities of subsidiary companies	7,303.00	0	7,303.00	7,303.00
B. TOTAL CURRENT ASSETS	7,940,146.88	0	7,940,146.88	6,380,833.51
2. LONG-TERM RECEIVABLES	920,823.72	0	920,823.72	1,754,163.67
Other receivables	920,823.72	0	920,823.72	1,754,163.67
3. SHORT-TERM RECEIVABLES	1,041,542.18	0	1,041,542.18	138,748.28
Trade receivables	5,095.45	0	5,095.45	32,368.68
Other receivables (donors)	1,033,616.06	0	1,033,616.06	106,379.60
Tax receivables	2,900.67	0	2,900.67	0
Other receivables	-70.00	0	-70.00	0
4. FINANCIAL ACCOUNTS	5,977,780.98	0	5,977,780.98	4,487,921.56
Cash on hand	2,323.82	0	2,323.82	2,436.04
Bank accounts	5,975,457.16	0	5,975,457.16	4,485,485.52
C. TOTAL ACCRUALS AND DEFERRALS	5,309.12	0	5,309.12	11,418.04
1. Deferred expenses	5,309.12	0	5,309.12	5,227.79
2. Accrued revenues	0	0	0	6,190.25
TOTAL ASSETS	8,661,550.54	416,577.69	8,244,972.82	6,672,102.33

EQUITY AND LIABILITIES	Current accounting period	Preceding accounting period
A. TOTAL EQUITY	3,068,183.36	3,224,337.88
1. Equity and funds	2,779,414.04	2,977,217.99
Equity capital	155,027.67	155,027.67
Funds created under special regulation	2,624,386.37	2,822,190.32
3. Profit/loss for past periods	247,119.89	163,971.47
4. Profit/loss for current accounting period	41,649.43	83,148.42
B. TOTAL LIABILITIES	489,973.97	28,540.70
1. PROVISIONS	22,614.02	18,967.08
Short-term provisions	22,614.02	18,967.08
2. LONG-TERM PAYABLES	1,838.47	1,348.30
Social fund payables	1,838.47	1,348.30
3. SHORT-TERM PAYABLES	465,521.48	8,225.32
Trade payables	3,191.17	2,399.23
Employee paybles	0	0
Settlement with social security institutions	431.43	0
Tax payables	95.00	5,817.45
Payables - government and regional authorities	461,803.88	0.00
Other payables	0	8.64
4. BANK ASSISTANCE AND LOANS	0	0
Current bank loans	0	0
C. TOTAL ACCRUALS AND DEFERRALS	4,686,815.52	3,419,223.75
Deferred revenues short-term	3,765,991.80	1,665,060.08
Deferred revenues long-term	920,823.72	1,754,164
TOTAL EQUITY AND LIABILITIES	8,244,972.85	6,672,102.33

Profit and Loss Statement at 31 December 2023 (EUR)

Account number	Expenses	Activity			Preceding accounting period
		Main non-taxable	Taxable	Total	
501	Material consumption	57,596.89	0	57,596.89	60,055.65
502	Energy consumption	3,301.52	0	3,301.52	2,135.76
511	Repairs and maintenance	49,297.55	0	49,297.55	2,613.57
512	Travel expenses	6,846.71	0	6,846.71	6,558.35
513	Representation expenses	59,707.62	0	59,707.62	42,217.14
518	Other services	775,312.02	404,867.57	1,180,179.59	999,596.13
521	Payroll expenses	457,742.24	0	457,742.24	411,092.68
524	Statutory social and health insurance	160,412.31	0	160,412.31	144,260.92
527	Statutory social expenses	16,190.04	0	16,190.04	13,658.18
532	Real estate tax	526.00	0	526.00	526.00
538	Other taxes and fees	3,558.02	0	3,558.02	1,406.24
541	Contractual penalties and fines	0	0	0	50.00
542	Other penalties	0	150.00	150.00	38.40
544	Interest	0.15	0	0.15	0
545	Exchange rate losses	26,605.73	0	26,605.73	183.42
546	Donations	1,337.64	0	1,337.64	5,996.57
547	Special expenses	2,615.44	0	2,615.44	0
549	Other expenses	4,004.51	0	4,004.51	5,231.15
551	Depreciation of long-term intangible and tangible assets	18,247.81	0	18,247.81	24,578.37
556	Creation of funds	22,086.14	0	22,086.14	59,814.84
562	Contributions provided to other accounting units	3,455,941.49	0	3,455,941.49	1,004,182.11
563	Contributions provided to individuals	50,702.93	0	50,702.93	136,645.05
565	Contributions provided from tax assignment	1,813,752.63	0	1,813,752.63	2,872,104.14
567	Contributions provided from public collection	63,267.84	0	63,267.84	75,025.51
Accounting class 5 in total, total expenses		7,049,053.23	405,017.57	7,454,070.80	5,867,970.18

Account number	Expenses	Activity			Preceding accounting period
		Main non-taxable	Taxable	Total	
602	Revenues for invoiced services	67,703.14	421,156.21	488,859.35	469,691.65
622	Internal services capitalized (volunteers)	1,811.13	0	1,811.13	0
644	Interest	0	28,748.88	28,748.88	0
645	Exchange rate gains	9,177.52	0	9,177.52	299.11
646	Received donations	15,892.64	0	15,892.64	3,727.70
648	Rounding differences	0	0	0	0.02
649	Other revenues	0	112.98	112.98	128.78
651	Revenues for sale of long-term tangible assets	0	7.00	7.00	0
656	Revenues from the use of the funds	504,497.97	0	504,497.97	531,761.85
662	Contributions received from other organizations	2,642,136.69	0	2,642,136.69	1,624,405.01
663	Contributions received from individuals	150,723.45	0	150,723.45	226,146.36
665	Contributions received from tax assignment	1,934,615.71	0	1,934,615.71	3,044,588.01
667	Contributions received from public collections	21,563.14	0	21,563.14	59,193.84
691	Subsidies	1,709,153.00	0	1,709,153.00	0
Accounting class 6 in total, total revenues		7,057,274.39	450,025.07	7,507,299.46	5,959,942.33
Profit/loss before tax		8,221.16	45,007.50	53,228.66	91,972.15
591	Income tax	0	11,579.23	11,579.23	8,823.73
595	Additional income tax levies	0	0	0	0
Profit /loss after tax		8,221.16	33,428.27	41,649.43	83,148.42

Overview of Expenses Broken Down by Activities (EUR)

Table 3

Expenses	2023	% var.
Grant programmes		
Grant programmes from the Funds, other grants/Endowment Funds	4,201,636.61	56%
Grants to Slovak NGOs/Building partnerships SK-Ukraine	330,200.00	4%
Grants for innovative approaches in education/Impact Lab	711,692.49	10%
Grant programmes - In Good Hands from the Start, Lively Community	29,750.00	0%
Grants to children - In the Heart for Children project	75,468.96	1%
Grants to Slovak NGOs/Campaign I want to stay here	78,000.00	1%
Grants to Slovak NGOs/Our Town, Companies to the Community	55,969.65	1%
Direct programme expenses		
Conference BLF Summit	56,936.02	1%
Via Bona Slovakia Awards	82,705.61	1%
Business Leaders Forum - administration, website, other activities, corporate volunteering	95,660.67	1%
Diversity Charter	32,273.90	0%
Programme Our Town, Companies to the Community, Giving Tuesday	141,508.04	2%
Programme Who will help Ukraine	26,333.88	0%
Grant programmes - administration, monitoring, development/Endowment Funds	351,423.67	5%
Impact Lab	502,057.86	7%
Association of Corporate Foundations (ASFIN)	27,253.94	0%
The Heart for Children public collection - fund creation/statutory accounting regulation	21,563.14	0%
Open Future	276,337.17	4%
Administrative expenses		
Administrative and development expenses	362,761.47	5%
Total	7,459,533.08 €	100%

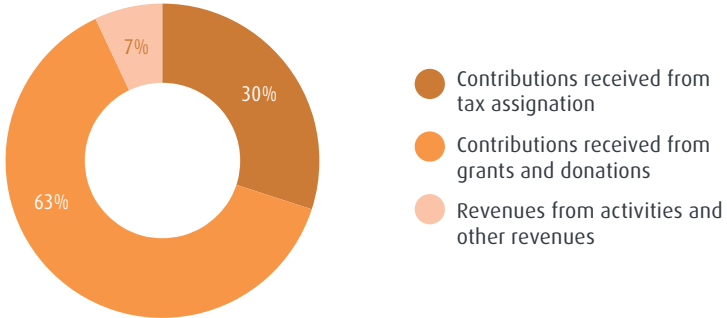
Corporate Social Responsibility	267,576.20	4%
Community	197,477.69	3%
Endowment Funds and Grant Programmes	4,733,430.20	63%
Administration	440,761.47	6%
Impact Lab	1,543,950.35	21%
Open Future	276,337.17	4%
Total	7,459,533.08 €	100%

Overview of Revenues Broken Down by Type (EUR)

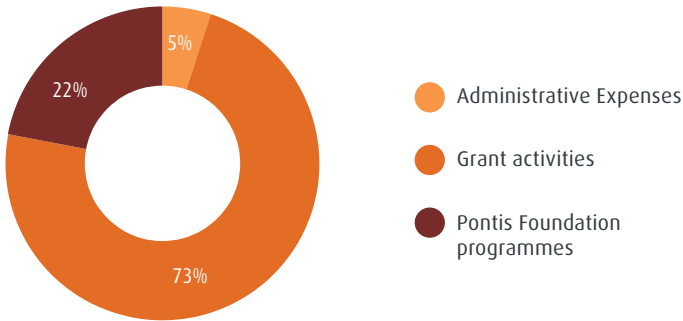
Table 4	2023	2022	% var.
"2%" tax assignation received - used for projects and grants			
2% tax assignation received - used for projects and grants	1,934,615.71	3,044,588.01	25.80%
Received contributions - grant donations from organizations and individuals			
Contributions received to endowment funds at the Pontis Foundations from sources outside the 2% tax assignation	454,089.38	364,303.89	6.00%
Grant from Ministry of Education, Research, Development and Youth of the Slovak Republic /NIVAM for Open Future	85,078.00	15,000.00	0.00%
Contributions received for Open Future (grants, donations made by companies and individuals)	75,448.49	95,238.54	2.10%
Grant from Operation Programme EU Human Resources for Open Future	32,915.28	79,172.87	0.40%
Contributions received for Impact Lab/Generation 3.0 (grants, donations made by companies and individuals)	92,974.67	219,978.86	1.20%
Grant from UNICEF for Impact Lab	104,845.78	57,595.09	1.40%
Impact AS Grant from EU for Impact Lab/Generation 3.0	968,297.63	11,735.61	12.90%
Grant from EU and Ministry of Labour, Social Affairs and Family of the Slovak Republic for support NGOs	1,621,075.00	17,334.12	21.60%
Grant from Taipei Representative Office	343,589.53	128,105.71	4.60%
Contributions received for ASFIN activities	38,753.94	723,407.74	0.50%
Contributions and donations received for The Fund for Transparent Slovakia	15,341.10	65,996.58	0.20%
Contributions received for administration of grants, other donations from companies and individuals	416,808.08	44,070.03	5.50%
Contributions received for projects Via Bona Slovakia, BLF Summit, Diversity Charter	81,449.64	0	1.10%
Contributions received for Community and Our Town projects and activities	41,739.07	0	0.50%
Contributions received for administration of grants, other donations from companies and individuals	83,187.50	27,190.63	1.10%
In-kind contributions used for grants and projects	15,892.64	3,727.70	0.20%
Revenues for activities			
Revenues for activities: BLF, BLF Summit, Corporate Volunteering, Our Town, Strategic Philanthropy	451,724.46	385,652.00	6.50%
Revenues for activities: Fund and grant programmes administration	37,134.89	84,039.65	1.40%
Revenues for other activities	1,924.11	128.80	0.00%
Other revenues for activities			
Exchange rate gains	9,177.52	299.11	0.10%
Revenues from sales of tangible assets	7.00	0	0.00%
Credit interest on bank accounts	28,748.88	0	0.40%
Revenues from the use of funds:			
Fund administration fee from 2% tax assignation	234,442.28	283,980.10	3.10%
Fund administration fee from donations	38,711.24	23,222.34	0.50%
Projects from funds - 2% tax assignation	88,918.50	138,654.83	1.20%
Projects from funds - donations	125,578.16	12,300.77	1.70%
Statutory accounting of Public collection, revenues from use of funds	63,267.84	75,025.51	0.80%
Contributions received - to the public collection			
Contributions received to the Heart for Children	21,563.14	59,193.84	0.30%
REVENUES TOTAL	7,507,299.46	5,959,942.33	100.00%

Overview of Revenues in 2023 Broken Down by Type

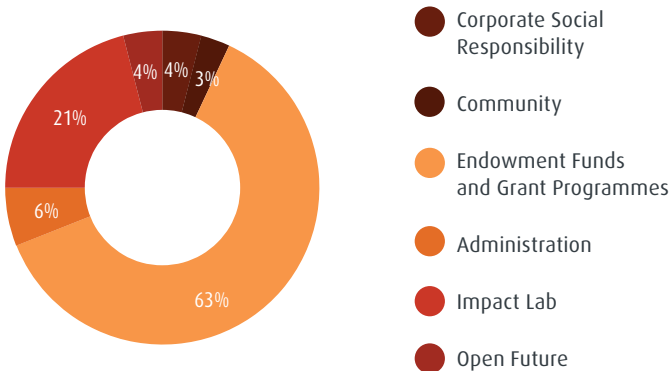
Table 5



Overview of Expenses in 2023 Broken Down by Type



Overview of Expenses in 2023 Broken Down by Activity



Overview of Donors in 2023 - Corporate Donors, Institutions, Organisations

Table 6

365.nadácia	HMH, s. r. o.	NAY a. s.
Accace k.s.	ING Bank N.V., pobočka zahraničnej banky	News and Media Holding a.s.
Accenture Services, s. r. o.	Jadrová a vyradovacia spoločnosť, a. s.	NN Životná poisťovňa, a. s.
Accenture Technology Solutions Slovakia, s. r. o.	Kaufland Slovenská republika v. o. s.	Občianske združenie Myslite na...
Accenture, s. r. o.	Komerční banka, a. s., pobočka zahraničnej banky	Philip Morris International
Accounting ATLAS s. r. o.	Lenovo (Slovakia) s. r. o.	Philip Morris Slovakia s. r. o.
Beiersdorf Slovakia, s.r.o.	Lidl Slovenská republika, v. o. s.	PIXEL FEDERATION, s.r.o.
Bekaert Hlohovec, a.s.	Magna PT s. r. o.	Pontis n.o.
Bekaert Slovakia, s. r. o.	Mercedes-Benz Financial Services Slovakia s. r. o.	Reklamná spoločnosť McDonald's s. r. o.
British Embassy	Mesto Trnava	SAIA, n. o
Cargo Wagon, a. s.	METRO Cash&Carry SR s. r. o.	Slovenská agentúra pre rozvojovú spoluprácu
Center for International Private Enterprise	Microsoft Slovakia, s.r.o.	Slovak Telekom, a.s.
Colonnade Insurance S.A., pobočka poisť. z iného člen. štátu	Ministerstvo hospodárstva SR (SBA)	Slovenské elektrárne a. s.
ČSOB nadácia	Ministerstvo práce, sociálnych vecí a rodiny SR	SLOVNAFT, a. s.
Dell, s. r. o.	Ministerstvo školstva, vedy, výskumu a športu SR	SMZ a.s. Jelšava
Deutsche Telekom Services Europe Slovakia s. r. o.	Mondelez Europe Services GmbH	Subin & Partners, a.s.
dm drogerie markt s. r. o.	Mondelez European Business Services Centre s. r. o.	Swiss Re Foundation
Ernst & Young s. r. o.	Nadácia Allianz	Swiss Re Management AG, organizačná zložka
ESET, s. r. o.	Nadácia ESET	Taipejská reprezentačná kancelária
European Commission	Nadácia KIA Motors Slovakia	Tatra banka, a.s.
Férová nadácia O2	Nadácia Milana Dubca	TaylorWessing e/n/w/c advokáti s. r. o.
FONDATI & PARTNERS, s. r. o.	Nadácia Orange	TESCO STORES SR, a. s.
FORTUNA SK, a. s.	Nadácia Otvorenej spoločnosti	UNICEF Europe and Central Asia Regional Office
Generali Česká poisťovňa a.s.	Nadácia Slovenskej sporiteľne	vacuumlabs s. r. o.-
Generali Slovenská distribúcia, a. s.	Nadácia SPP	VÚB, a. s.
GEOMATIX, s.r.o.	Nadácia Televízie Markíza	Yes, For help n.o.
HENKEL SLOVENSKO, s. r. o.	Nadácia Tesco	
Hillbridges, s. r. o.	Nadácia VÚB	

Contributions Received from Tax Assignment in 2023

Table 7

Accenture Technology Solutions Slovakia, s. r. o.	DXC Technology Slovakia s. r. o.	Mercedes-Benz Financial Services Slovakia s. r. o.
Accenture, s.r.o.	Embraco Slovakia, s. r. o. (NIDEC)	METRO Group Properties SR s. r. o.
Allen & Overy Bratislava, s.r.o.	Foxconn Slovakia, s. r.o.	Mobis Slovakia s.r.o.
Amazon /Slovakia/ s.r.o.	Generali Česká pojišťovna a.s.	O2 Slovakia, s.r.o.
ARRIVA Liorbus, a. s.	Generali Slovenská distribúcia, a. s.	Orange Slovensko, a.s.
Arriva Michalovce, a.s.	Gestamp Nitra, s. r. o.	PricewaterhouseCoopers Legal, s.r.o.
ARRIVA Nové Zámky, akciová spoločnosť	Heineken Slovensko Distribúcia, spol. s r.o.	PricewaterhouseCoopers Slovensko, s. r. o.
Arriva Service s.r.o.	Heineken Slovensko, a.s.	PricewaterhouseCoopers Tax, k.s.
Arriva Slovakia a.s.	IFT InForm Technologies, a. s.	Prvá stavebná sporiteľňa, a. s.
ARRIVA Trnava, a.s.	ING Business Shared Services B.V.	SAD INVEST, s.r.o.
Bekaert Hlohovec, a. s.	JABLOTRON SECURITY Slovakia s.r.o.	Slovak Telekom, a.s.
Bekaert Slovakia, s.r.o.	Jablotron Slovakia, s.r.o.	Slovenská elektrizačná prenosová sústava, a.s.
Colonnade Insurance S.A., pobočka poisť. z iného člen. štátu	JOHNSON CONTROLS INTERNATIONAL spol. s r.o.	SPORT.SK, s.r.o.
DELL, s. r. o.	Lear Corporation Seating Slovakia s.r.o.	Unilever Slovensko, spol. s r.o.
dm drogerie markt, s.r.o.	Majerník & Miháliková, s. r. o.	WellTec SK, 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 2023 - Individual Donors

- We would like to sincerely thank for financial support for Impact Lab to Ondrej Smolár and Mária Smolárová and other individual donors.
- We would like to thank all the donors who contributed to the Heart for Children collections.
- We would like to thank Martin Kerekáč, Dušan Sadloň and other individual donors for financial support of the Pontis foundation's projects.
- We would like to thank all the volunteers who helped us with our boards and supervisory boards, advisory committees, evaluation committees, or volunteered in one of the foundation's projects.



ANNUAL REPORT 2023

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