THE MOST PROFITABLE IT COMPANY IN SLOVAKIA

SOITRON AMONG 5 MOST STABLE IT PLAYERS IN CENTRAL EUROPE

TOTAL SALES REVENUE (SOITRON GROUP)

537 EMPLOYEES
Year 2011 was not the Olympic one. However, as evaluation always comes later, instead of many words, I am tempted to use the well-known motto “Citius – Altius – Fortius”, resounded in London recently. It applies not only to sport, but very often to corporate life as well.

“Citius” (Faster) mainly due to new products and competencies, which we introduce to our customers faster and more and more often. The finalization of multivendor strategy in Unified Communications was certainly the most important one in 2011. We have extended our traditional Cisco competency by adding Avaya and Microsoft Lync and thus significantly strengthened our market leader position in this area.

“Altius” (Higher) especially for strategic goals which are set high. However, we reach them gradually thanks to our day-to-day effort. It is Datanet heading towards fulfilling its strategy of wider competencies and supplier base. These are also our activities leading to signing Letter of Intent with Sekom – one of the leading Cisco integrators on the Turkish market. Through these steps we will be reaching higher and higher in the future.

“Fortius” (Stronger), considering how we have coped with the changed outsourcing strategy of our customer – Hewlett-Packard. And we have expanded, among other things, by strengthening our activities in commercial segment. Looking at the number of innovative projects in this segment, it’s clear we are on the right step to go.

What shall I add to the Olympic motto? To continue in Latin, the word “Meliorate” (Improve) comes to my mind. It describes well, what we are striving for. To improve our services, improve customer satisfaction and improve our competencies, so we can offer the greater additional value to our clients. However, we are doing this well. And we will do our best to keep it in the future.

Ondrej Smolár

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Ondrej Smolár
SOITRON is a leader in introducing new technologies and innovative solutions. We operate on the European market as a system integrator for IT Infrastructure, Unified Communications, Customer Interaction, Content Management and Security.

**OUR VISION**
Our vision is to be recognized as a worldwide partner exceeding today’s boundaries with its approach towards IT.

**OUR MISSION**
Thanks to our competence, overview and creativity along with the ability to understand the clients’ business, we innovate and push their IT projects to the forefront. Our advantage becomes our clients’ advantage.

**OUR VALUES**
Constant improvement is not a necessity in Soitron, but a way of life. We always want to know more and be the best. Fair partnerships and reliability in relation to partners and colleagues alike are crucial to company’s success. We care about our employees and make it our business to contribute to satisfaction in their personal and family lives.

- Education (in general) and high degree of expertise (in the field)
- Innovation and creativity
- Flexibility and open-mindedness
- Reliability and responsibility
- Fairness and openness
- Amity and understanding

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**COMPANY PROFILE**

**Name:** SOITRON, a.s.

**Goal:** Plynárenská 5, 820 75 Bratislava 25, Nové Brno

**Statutory body:**
- Board of Directors:
  - Ing. Ondrej Smolár – Chairman of the Board of Directors
  - Ing. Marián Skákala – Deputy Chairman of the Board of Directors

**Bank account:** Tatra banka, a.s.
- Bank account number: 262 583 2658
- IBAN: SK401 1000000002625832658
- BIC (SWIFT): TATRSKBX

**Company ID:** 35 871 636

**Tax ID:** 202 177 47 99

**Company ID:** 35 871 636

**Telephone number:** +421 2 5822 4111

**Fax:** +421 2 5822 4520

**E-mail:** info@soitron.com
Our company was formed via the fusion of the activities of two companies - Tronet and Soitron. Stemming from the long-standing experience of Tronet on the Slovak ICT market and the know-how obtained via two years of collaboration between Soitron and Soitsa SA – the Spanish selective outsourcing specialists. In 2005 Soitron Inc. obtained Soitsa SA shares, therebyestablishing itself as a leading IT service provider.

Today Soitron is one of the largest info-communication integrators and IT service providers with more than 500 employees and consolidated annual turnover of more than 65 million EUR. Soitron inherited all activities, know-how and the market position held by Tronet in its 15 year existence whilst also adding dynamic growth in the area of outsourcing services. In 2010, Soitron has been awarded the IT Company of the Year in Slovakia.

In accordance with our long-term expansion strategy, Soitron today operates also outside the Slovak market. The Czech Republic branch founded in 2005 has been expanded by two acquired companies – Caiacom and also Clarionet in 2009. Datanet Systems, which is the biggest Cisco partner in Romania, has become part of Soitron Group in 2009.

Soitron continued with its acquisition activities also in 2011. These will lead to geographical expansion in the following year.

Soitron provides ‘a very high level of cooperation, from the initial communication about the project to the actual implementation and a follow-up support to delivered solution’ - Radúz Juraško (Orange Slovensko).

SOITRON, s.r.o.
Czech Republic
VLADIMÍR ŠIKURA
General Director
• completed his studies of electronic computers at the Faculty of Electrical Engineering, SVŠT (at present STU) and during 1986-1987 he completed postgraduate studies in Computer and Terminal Networks at the Institute of Applied Cybernetics
• until 1989 he worked as a Head Technician of the Computer Center in Hydrostav, a.s.. He founded the company Tronet in 1991
• in 2003 he stood behind the birth of joint-venture Soitron with Soitsa and in 2005 when shareholders acquired 100% of Tronet’s shares, he managed the process of business activities integration into a single company, Soitron, a.s. In his position of a Chairman of the Board of Directors and General Director he currently holds a position of a General Director

ONDREJ SMOLÁR
Chairman of the Board of Directors and Executive Director
• graduated from SVŠT (at present STU) in 1986, Robotics Department
• until 1996 he was working for Hydrostav, a.s. in its Computer Center
• in 1991 he co-founded the Tronet Company and later held a position of a Deputy Chairman of the Board of Directors and Technical Director, he was also building the technical department as well as the first IT delivery center in Slovakia
• at present, he holds a position of the Chairman of the Board of Directors and since 2007 he is also an Executive Director

MARIÁN SKÁKALA
Deputy Chairman of the Board of Directors
• graduated from the Faculty of Electrical Engineering, SVŠT (at present STU), Department of Microelectronics
• went through different management positions in the Slovak and international IT companies, one of the most important roles was the position of Regional Manager for Cisco Systems in the Slovak and Czech Republics, which he left in order to take up a position of the Sales and Marketing Director in Soitron
• currently, he holds the position of a Deputy Chairman of the Board of Directors
MICHAL MALIČEK  
Sales Director  
- graduated from the Faculty of Economics, the Matej Bel University in Banská Bystrica with a focus on management and marketing  
- until 2008 he worked for Cisco Systems, where he from the position of the Regional Business Director responsible for development of business strategy for segment of small and medium enterprises joined Soitron.

PAVOL NÉMETH  
Technical Director  
- graduated from the Slovak University of Technology in Bratislava  
- has worked for Soitron since 1994 in various technical positions  
- since 2003 he worked in the outsourcing division of the company, from 2005 as Head of Department and later as General Manager for Outsourcing division  
- currently he holds the position of Technical Director responsible for solutions supply management for Soitron customers, and technology and direction of the company in information and communication technologies.

ZOLTÁN VAŠŠ  
Financial Director  
- graduated from the University of Economics in Bratislava, where he also finished his doctorate degree in 2000  
- from 2005 he worked for the Ardaco, a.s. company as a Financial Director. Prior to that he was working for the Kappa Dunatrade Kft as a Financial Auditor for Slovakia and Hungary, and at the same time served as a Managing Director for its subsidiary in Hungary – Kappa Dunatrade Kft.  
- since 2008, he has been working for Soitron as a Financial Director responsible for efficient financial management of the company where he applies his expertise from Slovakia as well as international financial markets.

MARTIN LOHNERT  
Presales and Marketing Director  
- graduated from the Faculty of Management at the Bratislava Comenius University and holds the highest certifications from Cisco and Microsoft  
- his previous work experience was primarily acquired from technically oriented positions in companies ABB (Slovakia) and Integra IS and Dimension Data (Australia)  
- has worked for Soitron since 2002 and was involved in various activities from planning and implementation of solutions, technical support to pre-sales activities, consulting and training  
- in 2007 he became Head of the Communication Technologies Department, in February 2009 he joined the company’s top management and filled the position of a Presales and Marketing Director responsible for product management, marketing strategy and communication.

TOMÁŠ TURKOVÍČ  
Human Resources Director  
- graduated from the University of Economics in Bratislava  
- before joining Soitron in 2006 he was working in the area of personnel outsourcing of a company in telecommunications  
- he joined the Soitron in 2006, initially as a Head of Recruiting Department and later as a Head of an administrative section of the Human Resources Department  
- participated in several projects in the area of Human Capital Management. The most important projects include implementation of Talent Management program and the Development of Internal Communication

PETR HORNÍK  
Mergers and Acquisitions Director  
- has been working for Soitron since 2001  
- initially a Project Manager, later he transferred from the position of a Head of the Project Management and Communication Technologies Department to a position of a Technical Director and member of top management  
- currently he is the Mergers and Acquisitions Director and member of the Board  
- his main goal is to seek out new opportunities to advance growth of the Soitron Group’s entities local and international markets  
- is a certified PMP (Project Management Professional), member of PMI.

PAUL HORŇÁK  
Mergers and Acquisitions Director  
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ŠTĚPÁN BENYOVSKÝ  
General Director  
- after graduating in geodesy and cartography at VAAZ Brno, he has held various positions associated with performing and managing geodetic and cartographic assignments. Between 1986 and 1992 he worked as a chief analyst/programmer for digital processing and map creation while heading the automatic map creation technology development.  
- as of 1992 he has worked as a systems engineer, solution architect, as well as the Director of Technical and Managing Director in SAS Praha which later transformed into ClarioNet, s.r.o. He is also a graduate of the Faculty of Electrical Engineering, Czech Technical University in Prague.

MICHÁL NOVÁK  
Technical Director  
- a graduate of the Faculty of Electrical Engineering, Czech Technical University in Prague, specializing in telecommunications. Previously he held primarily technical positions in A-Power and Core Computer.  
- in 2005 he joined Soitron as a systems engineer and became Head of the Cisco Infrastructure Department. The positions of Technical Director and member of management followed afterwards. Currently he is in charge of implementing customer solutions delivery as well as setting the technology trends for the company.

JIRÍ DINTER  
Sales Director  
- gained his first work experience in Telefonica O2 as a business consultant. Then he worked for AutoCont as a manager of the sales team, followed by a Sales Manager for enterprise segment in EuroTel.  
- sudden change in Jiří’s career came in 2001, when he co-founded Caiacom company. In Caiacom, he was responsible for development of sales activities built on AVAYA solutions.  
- as a Sales Director, he is responsible for sales activities of Soitron in Czech Republic.
VASILE VELICU
Managing Director
• is a graduate of “Politehnica” University of Bucharest, Faculty of Automatic Control and Computers. He has a Ph.D. in Enterprise Management
• until 1992 he worked in Computing Consultancy and Training Center as Expert Trainer and Deputy Director
• he is a Multiple Project manager of the companies and institutions in: Onco-România. Public Sector & Service Providers Sales Manager, Alcatel Business Systems Romania I Data Communications Manager, Chamber of Commerce and Industry of Romania, Business Information Center – Deputy Director
• he has been the Managing Director of Datanet Systems since 1998

GABRIEL MUSAT
Executive Director
• graduated from the “Politehnica” University of Bucharest, Faculty of Telecommunications in 1991. He is a graduate of the Didactic and Research Program organized by ASEBUSS
• is one of the co-founders of Datanet Systems in 1998
• from 1998 he was the General Director, subsequently the Executive Director of Datanet Systems
• currently he is responsible for marketing, sales and business development activities

DRAGOS STROESCU
Sales Manager
• is a graduate of “Politehnica” University of Bucharest, Faculty of Telecommunications, 1994 and a Master degree in 1995
• is one of the co-founders of Datanet Systems in 1998
• from 1998 he was Technical Manager, then Sales Manager of Datanet Systems
• is a certified CCIE engineer for 11 years

MIHAELA GEORGHIU
Financial Manager
• is a graduate of University of Economics in Bucharest
• since 2009 she has been the Financial Manager of Datanet Systems
• has previously worked as a Partner Manager for Microsoft Romania and Oracle Romania as Financial Senior Consultant, Project Manager and Program Director for implementation of financial models of customers business in ERP applications
• has previously worked as a Financial Director for Loto – Pronoporn, responsible for controlling and auditing activities, financial and salary reports

ODIUDU LIUSAC
Technical Director
• is a graduate of “Politehnica” University of Bucharest, Faculty of Telecommunications, 1994
• has been working for Datanet Systems since 1998. He started as a System Engineer and then became Technical Manager, then Technical Director. He has previously worked as a senior Project Manager for the previous 4 years and currently he is the Technical Manager of Datanet Systems
• is a CCIE and also a certified PMP (Project Management Professional)

DANIELA VELICU
Operations Manager
• is a graduate of “Politehnica” University of Bucharest, Faculty of Automatic Control and Computers. She graduated the Didactic and Research Program organized by ASEBUSS
• is one of the co-founders of Datanet Systems in 1998
• held the position of Sales & Logistics Manager until 2004
• since 2005 she has been the Operations Manager and is responsible for controlling the purchasing activities, controlling inventory, handling logistics and supervising training and support activities

DATANET SYSTEMS COMPANY MANAGEMENT
ORGANIZATIONAL STRUCTURE

Shareholders

Supervisory Board

Board of Directors

Management CZ

Management SK

Management RO

General Director

Executive Director

Mergers and Acquisitions Director

Financial Director

Human Resources Director

Technical Director

Presales and Marketing Director

Sales Director
ISO 9001 and Information security - we passed Quality management integrated management system and these companies also implemented is in compliance with ISO 20000. Both management system of the company Soitron had passed common ITIL technical resources. Slovak and Czech competencies and share human and Romanian Datanet had been financial controlling. Slovak Soitron was fully consolidated in terms of continued intensively. Soitron Group In 2011, our international activities will be focused primarily on cooperation within the Soitron Group and integration of the newly-acquired company into the Soitron Group.

In the private sector, the market has continued to grow and has witnessed reduced amount of IT spending. As a result, the IT spending for the year was $37 million, which was a significant contribution to an increase in turnover of Soitron in 2012.

In Soitron, a.s.

In Soitron Czech Republic, 2011 was another year of changes heading to prove feasibility and efficiency, including simplification of the organizational structure. New business and product strategy for the next years has been signed the year. The aim is to specialize and focus on dominating the markets in the areas of contact centers and IT Service Management.

In Slovakia, 2011

Despite strong restrictions on state spending and a difficult economic situation, the Slovakian Datanet achieved very good results. The company has a strong position in designing and delivering network solutions for Telco service providers with several successful projects in 2011. It has formulated and started executing a new product and business strategy with the aim to build new activities in the area of small and medium-sized enterprises. We have formulated and started executing a new product and business strategy with the aim to build new activities in the area of small and medium-sized enterprises. We have formulated a strategy and focused on marketing to support our activities in this segment. Series of seven business leaders meetings called Speech and Brunch was organized to support our relationship with the local communities and accelerate the business in the regions. Also special seminars and product conferences had been prepared.

Considering the economic situation in general, the outlook for 2012 in our segment is cautious with little or no tendency to open new projects. In the following year, we expect to see two trends - increase in government expenditures and worsening business environment in Slovenia.
ECONOMIC REPORT

Organizational changes

Segmentation of the sales team in the Slovak Soitron into three business groups - public, enterprise and commercial was created. This enables to better focus on the individual needs of each market segment.

Organizational changes related to in-sourcing of employees involved in the project for HP took place as expected and according to the plan.

We have opened the analytical phase in the project for HP in the Slovak Soitron. This enables us to better focus on the individual needs of each market segment.

CUSTOMER APPRECIATION

Big ideas for CEE

Big ideas for CEE was a pilot project of a unique business conference, the first of its kind in Central and Eastern Europe. In this first year of conference, which took place between October 3 and 14 in Bratislava, eight avoid monotonous personality from business, sport, sport and personal development, share their stories and ideas, present successful projects and bold visions. Soitron welcomed the opportunity to host this unique event and proudly supported the conference, which was managed through the latest technology Cisco Telepresence, managed through the latest video technology Cisco Telepresence.

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EMPLOYEE APPRECIATION

Kick off

In January the traditional event kick off took place. As an important happening it again also not only summarized our previous year, but also set up goals for 2011. Although kick off was full of new information it proved once again that the much delight of all present the whole Soitron Group.

LET’S CELEBRATE!

We opened the year 2011 by Gala evening “Let’s Celebrate!” dedicated to 20th anniversary of Soitron. Audience of the Slovak National Theatre in Bratislava was filled with our most important clients and business partners who had an opportunity to address special performance of the people Slovak singer Jana Kirschner and two famous Czech actors Jan Sůra and Martin Chodúr.

Sports day for Soitron CZ employees

Sporty before Christmas, all employees of the Czech Soitron have traditionally gathered in Prague to sum up the planned results and hear about plans for the next year. During the trip all employees were delighted that we had the opportunity to play squash, table tennis, bowling galore with a number of other activities. The program was enlivened by special exhibitions, the Agapepe concert as well as a handful of surprises from employee themselves.
Soitron provided SPP and Eustream a secure, future-proof solution.

Secure e-mail communication represents main communication of the key tasks. For these companies, Soitron team provides “very fast solution of non-standard situations arisen during the implementation; provided high-level professional support”.

Implementation of action recording system for SEPS helped increasing availability of users of IP telephony in Bratislava and further expand the use of active recording to other locations like Žilina, and approximately 20 licenses were provided for main control centers in Bratislava and Žilina, and approximately 20 licenses were provided for Vodohospodárska výstavba (VVB), Žilina. The project was designed to implement a Retia product – a secure voice data is automatically sent from call (Voice over IP) and in case of a failure has also been provided. The project in VVB was unique in integration of Cisco IP telephony with Microsoft Lync environment of the customer.

For VVB, we have implemented a project of Cisco IP telephony with Microsoft Lync and Retia telephony with Microsoft Lync collaboration tool. It concerned 200 users of IP telephony in Bratislava and Gabčíkovo. Over the IP telephony, we have implemented further extension applications – Tariff and NetFax. The project in VVB was unique in integration of Cisco IP telephony with Retia telephony with Microsoft Lync collaboration tool that has contributed to further increase in work efficiency in the work environment of the user.

Increasing applications availability for Nemak Slovakia, s.r.o.

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The virtual server infrastructure has brought the company more efficient use of processors and disks, shorter project implementation time, lower maintenance and lower operating costs. Increasing applications availability has increased availability of users of IP telephony in Bratislava and Gabčíkovo, Gabčíkovo. The project for Steiger has consisted of designing, installation and configuration of virtual server infrastructure. The infrastructure was built within ProLiant servers with a virtualization solution – VMware vSphere and with a central disk array HP 3PAR. Part of the project has involved supply and installation of switchgear. With the project, not only the hardware has been replaced that also was switched to the new versions of operating systems that has been automated. It was also necessary to ensure the switch to Microsoft 2010 servers as well as migration of existing services.

 Server virtualization for Steiger, a.s.

The brewery project of Steiger Brewery, established in 1473, with a production of beer up to 10,000 hectoliters per year. The project for Steiger has consisted of designing, installation and configuration of virtual server infrastructure. The infrastructure was built within ProLiant servers with a virtualization solution – VMware vSphere and with a central disk array HP 3PAR. Part of the project has involved supply and installation of switchgear. With the project, not only the hardware has been replaced that also was switched to the new versions of operating systems that has been automated. It was also necessary to ensure the switch to Microsoft 2010 servers as well as migration of existing services.

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syrup, equipment disruptions have occurred rather frequently.

Extension of virtualized infrastructure enables a smooth transition of applications and thereby increases the availability of the hospital applications. Within its activities, ÚVN provides emergency calls through several phone lines. Given the introduction of the organization, it is essential to ensure recording of all incoming calls. It is a must, that no calls will be lost. We have implemented a software solution of Avaya Office 500 with an integrated recording and software management system Avaya Communication Manager and Avaya IP Office 500, which provides complete equipment and software management of 400 computers and servers and network infrastructure.

The delivery also included 200 software products that allow remote administration of 400 computers and a tool for administration of physical and virtual desktop environments – Novell Cloud Manager and Novell PlateSpin. It was the first installation of this solution within the European Union and second in the world. In the context of security solutions, the active network components and the complete management of data center including active network components and the complete management of data center including virtualized infrastructure.

Building a backup data center is the military hospital – the main objective of the project for Ústredná vojenská nemocnica (ÚVN) Ružomberok was to build a backup data center in another building within the hospital premises and thereby increase the availability of hospital applications. Originally, the infrastructure of servers and disk systems was located on the first floor of the building within the hospital premises.

A part of the delivery was 7 racks, IBM Blade Center, Microsoft licenses and complete management of the data center including virtualized infrastructure.

for VWFS SK is a specialized leasing and insurance products prepared for vehicle financing in Slovakia.

Dalkia a.s., where it offers efficient and economical operation of the heating facilities and industrial boilers.

The purpose of the Microsoft Lync project was to provide the collaboration services and synchronize them into the MiX Exchange communication platform. Client was facing the business need to integrate communication and collaboration, between the Czech Dalkia subsidiary and Slovak Dalkia subsidiary. As these communication platforms are managed separately in each country, we have proposed Dalkia a collaboration tool – MS Lync.

The combination of recording and encryption of phone calls is a unique situation in Volkswagen Financial Services Slovakia. It offers branded leasing, credit products for vehicle financing in Slovakia annually. It is a bracingly large organization, specially for financing vehicles of the brand Škoda, Seat, Volkswagen and Audi.

Effective communication between Czech and Slovak Dalkia subsidiaries via Microsoft Lync.

Dalkia is European leading provider of energy services to local authorities and businesses. Dalkia International is active at Slovak market via Dalkia Slovakia.

Dalkia Slovakia gained the possibility of conference-calls, online meetings, desktop sharing and other additional features. In principle, the solution provided new flexibility, better management and saved travel cost.

In order to improve the quality of customer services, Dalkia implemented the method of recording from passive to active. The combination of recording and encryption of phone calls is a unique situation in Volkswagen Financial Services Slovakia. This solution allows recording of all phone calls, while maintaining encryption, thanks to software modules provided by the company Avaya Communication Manager and recording systems handled by changing the method of recording from passive to active.

Dalkia Slovakia is active at Slovak market via Dalkia Slovakia.
The offered solution is based on the utilizes the power of the Cisco Unified Communications Manager to provide reliability and high availability for all the voice communication needs of the company. The solution was implemented on the VMware vSphere platform. The virtualization of the Cisco Unified Computing System (UCS) servers was proposed along with the virtualization on the VMware platform. These models meet the demands of the John Manville global concern which became the first within the Johns Manville plant in Trnava, Slovakia, to implement this unique, effective Telecommunications System on the VMware vSphere platform. Cisco Unified Contact Center Express was also integrated into the solution for additional service of voice mail routing services (IVR) and a server management suite. This technology with a new solution was ready to be used immediately upon implementation. The solution included the new platforms, planned new sites in the communication network, routers in the airports and the addition of new services in the communication network.

First IP telephony on virtual platform for John Manville Slovakia

John Manville Slovakia is the biggest European manufacturer of materials for the John Manville worldwide group. It deals with the production and processing of glass fibers and employs nearly 2000 people at the facility in Trnava. Given the size and nature of the facility, it really needs reliable communication not only towards the external environment, but also within the company.

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Facet-to-face meetings with no travel needs in Železiarne Podbrezová

Železiarne Podbrezová (ŽP) operates a European manufacturing facility which interconnects the general headquarters and subsidiaries in five European countries. The Group is managed from Podbrezová and for the same time, what also significantly increases the work efficiency and human resources utilization across the world. Implemented solution enables IT department to process user responses and minimize outages.

After solving the availability of other substations, the company Železiarne Podbrezová plans to implement devices in the other six, originally proposed locations.

Centralized system for user support across wide premises in Devro

Devro is a traditional manufacturer and supplier of a wide range of packaging for meat, poultry and dairy products. Apart from Czech Republic, Devro also owns manufacturing plants in Scotland, Australia and USA. The solution we have proposed included the implementation of LANDesk Management Suite and LANDesk Security Suite, leading to higher availability and reliability of IT resources as well as with the general headquarters.

We have delivered and implemented a video conferencing solution for Kraft Foods company in 7 countries across the region. This solution enabled local managements and also other employees to facilitate long-distance discussions, operative meetings, distance learning and other activities with minimizing travel costs. Video solution is based on Cisco TelePresence technology with utilization of the facilities and infrastructures implemented by our customer.
**2011 EVENTS**

**January**
- **Let’s Celebrate** – traditional gala evening for Soitron business partners in the Slovak National Theater in Bratislava.
- **Kick off** – strategic New Year’s get-together of the integration part of the Soitron team in Vysoké Tatry resort.
- **Wine tasting** – event for customers in Wines Home, Prague.

**February**
- **Blood donation** – company initiative followed by 18 employees.

**March**
- Speech and Brunch in Žiroľa – a seminar event performed via the videoconference technology on effective people management with Mr. Martin Drbohill, managing partner of Antibas Investments Group.
- Speech and Brunch in Trenčín – an interactive event in media communication with Mr. Igor Čekirda, co-founder of FTV television.
- Speech and Brunch in Žilina – an interactive Slovak breakfast with Mr. Peter Krupa, managing director of Hribu, LLC.
- Speech and Brunch in Štrbské Pleso – on growth strategies in times of crisis with Mr. Peter Zálešák, founder of company NAY.

**April**
- Speech and Brunch in Košice – on philanthropy with Mr. Andrej Kiska, founder of companies Triangel and Quatro and charity organization Dobrý anjel.
- **Borderless Networks Challenges and Solutions** – expert seminar organized by Datanet Systems.
- **Infotrends 2011** – the 15th annual expert conference – Ondrej Smolár, CEO, Soitron, presented the technological trends that can change business.
- **Cisco Expo Czech 2011** – Soitron as a main partner of the 12th annual conference in Prague.

**May**
- **Cisco Enterprise Partner of the Year** – Soitron was awarded by Cisco for previous year.
- **Trend TOP 200 biggest nonfinancial Slovak corporations** – Soitron at top positions in several categories.
- **“Consultants at Soitron have the expertise but also a helpful attitude to customers. We have great experience in implementing network infrastructures.”**
  
  **Miloš Predmeský**
  
  (Tax Directorate of the Slovak Republic)

**June**
- Speech and Brunch in Nitra – on power of Slovak brand with Mr. Viliam Matušek, marketing director of Obchod obchodu Poprad.
- **Anytime, anywhere and on any device communication and collaboration** – expert seminar organized by Datanet Systems.
- **IPv6 Day** – Soitron part of 24-hour live test operation of servers and application on the new protocol.
- **Devín – Bratislava run** – participation of the Soitron running team at the 64th annual event.

**July**
- **Trend TOP 200 biggest nonfinancial Slovak corporations** – Soitron at top positions in several categories.
- **Audit of integrated management system to confirm Soitron's ISO 9001 (Quality) and 27001 (Information Security) compliance for both Slovakia and Czech Republic.**
September
New video-conference rooms in Banská Bystrica and Košice – deployment of two new locations with Telepresence rooms following those in Bratislava, Prague and Bucharest

September 24
System for Selling – launch of new external initiative to support sales activities by employees

September 25
Let’s improve in technology – afternoon with golf rehearsal and introduction to video technology usage in business

September 26
KMMF Forum 2011 – Soitron participating in the annual conference in Prague

September 28
E-Media with Startex – seminar organized by Outsourcing Systems

Sports day for the members of the outsourcing team in sport club Šlnka Agrofert in Bratislava

October
Big Ideas for CEE – pilot project of unique conference in Central and Eastern Europe with 8 worldwide known speakers for CEOs of European companies

October 6
Delloite Technology Fast 50 – Soitron again placed in the Big Five category

October 13
SharePoint seminar – expert seminar in cooperation with Microsoft Slovakia on effective communication for clients in Bratislava

October 13
Seminar on Management and Security – seminar dedicated to management and security in mobile devices organized by Soitron s.r.o. in Prague

October 15
How much do your data cost? – firm’s own expert seminar about complex protection of devices for clients in Prague

October 18
Reducing costs by automating IT infrastructure – major Datanet Systems event

October 21
Identity management – good investment in hard times – firm’s own expert seminar for clients in Bratislava

October 25
New videoconference room in branch office at Galvaniho in Bratislava

October 26
LEO Golden Tour – participation of Soitron football team – Soitron Reds in international football match in Ostrava

October 28
Student job fair – participation of the HR department at autumn Day of opportunities of FEI STU

November
Telco Cup 2011 – participation of Soitron football team – Soitron Reds in 8th annual of benefit tournament of leading telecommunication and IT companies in indoor football

November 2
Attention with Santa – event for employees organized in Hotel Lennon

Sports Day – sport event for Soitron CZ employees

December
Afternoon with Santa – event for employees organized in Hotel Lennon

Sports Day – sport event for Soitron CZ employees

SOITRON MARKET POSITION

The Economy and Business weekly – Trend, annually publishes in its “TOP Infotechnology” ratings in Slovakia.
The number states ranking of Soitron in each category.

<table>
<thead>
<tr>
<th>Category</th>
<th>2010</th>
<th>2011</th>
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<tbody>
<tr>
<td>ICT Companies with the Highest EBITDA</td>
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<td>6</td>
</tr>
<tr>
<td>The Most Profitable IT Companies in Slovakia</td>
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<td>4</td>
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<tr>
<td>Service Centers in Slovakia</td>
<td>2</td>
<td>9</td>
</tr>
<tr>
<td>IT Service Providers in Slovakia</td>
<td>4</td>
<td>6</td>
</tr>
<tr>
<td>Suppliers of Information Technologies in Slovakia Ranked by Added Value</td>
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<td>6</td>
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<tr>
<td>Suppliers of Information Technologies in Slovakia Ranked by Sales</td>
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<tr>
<td>One Billion IT Companies</td>
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<tr>
<td>TOP IT Suppliers for Private Financial Sector</td>
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<td>TOP IT Suppliers for Utility Companies</td>
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<tr>
<td>TOP IT Suppliers for Service Providers</td>
<td>3</td>
<td>3</td>
</tr>
</tbody>
</table>

Source: Trend Top in Infotechnology, TREND 19/2012, 16 May 2012

*Very professional approach, very interesting personal meetings, immediate response to our demands - price quotes, new contracts etc." Pavol Kern (Pepsi-Cola SR s.r.o.)
PRODUCT PORTFOLIO

We provide complex solutions in the following areas:
- IT Infrastructure
- Unified Communications
- Customer Interaction
- IT Security
- Content Management

We understand the areas follow:

IT INFRASTRUCTURE

Definition

IT infrastructure are the logical and physical assets used for the creation, delivery, and consumption of information. IT infrastructure include the following areas:

- Data networks (LAN and WAN, fixed and wireless)
- Data centers (connections, HVAC, OS platforms, applications etc.)
- Workstations and peripherals
- Virtual data centers, work stations and applications
- Structured cabling networks
- User, computer and application management systems
- Automated application and security policy distribution

Benefits

Reliable end user services and applications are impossible without a reliable infrastructure. Once independent but now converging new services require ever greater capacity and thus make reliability of infrastructure even more necessary.

Investments in IT infrastructure and administration contribute to approximately 40% of all IT-related expenses (according to Gartner study “IT Key Metrics Data 2009”), thereby making optimization a priority of every IT department.

Examples

- eHealth pilot infrastructure creation
- Wireless access implementation and administration
- Migration of Exchange solution for Ministry of the Slovak Republic
- Implementing Cisco TelePresence
- FTTx upgrade for Orange

IT Infrastructure

Definition

Definition

Content Management

Definition

IT Security

Definition

Customer Interaction

Definition

Unified Communications

Definition

Example

- Content management
- Security policy distribution
- Monitoring and administration of all communication channels
- Reliable communication makes work easier and not more complicated.
- "Work and service quality was performed on professional level. We look forward to further cooperation."
- “IT Key Metrics Data 2009”), thereby making optimization a priority of every IT department.
- "Life-like" communication makes work easier and not more complicated.
- "Just like the Just-In-Time approach in supply management focuses on stock minimization and accurate timing of delivery of what is ordered, Unified Communications focuses on Just-In-Time communication — simple and instantly available to all involved."
CUSTOMER INTERACTION

Definition
Includes all customer contact solutions aimed at common contact center for all inquiries. Enables to utilize any communication channel (voice, email, web, fax) with equal level of service independent of the channel being selected.

Offerings
• Contact centers
• Interactive voice solutions – IVR
• Connection to CRM and information systems
• Workforce Management – control options and operator load optimization
• Recording & Reporting – quality measurement and assessment tools

Benefits
Contact center plays a key role in developing loyalty of customers through their experience with customer service. The usual rule applies, i.e. understanding the customer means being in charge. Earning customer’s loyalty is much more difficult than losing it. Therefore it is essential to constantly offer high quality service and to keep looking for new ways of how to improve both quality and efficiency of communication with the clients. How to achieve crisp-combat customer service? Elaborate and efficient company processes, stable and modern technology background and qualified staff are essential for success.

Examples
• E.ON IS – customer contact center for Západoslovenská energetika
• Contact center for Tatrabanka (Raiffeisen Group) – Dialog
• First IP contact center in Central and Eastern Europe – Ferona Slovakia
• Contact center for Cetelem, Hungary (BNP Paribas Group)
• Contact center for ŽU NO bank (Raiffeisen Group)
• Contact center for Slovenská sporiteľňa (Erste Group)
• Contact center for J&T
• RWE – Workforce Management for contact center
• Campaign Manager for Cetelem Romania

SECURITY

Definition
Essential part of all our solutions and projects. Protects information systems as well as data from abuses, and ensures confidentiality, availability and trustworthiness.

Offerings
• Process security
• Network security
• End user security measures
• Complex building protection systems
• Identity and access management
• Single sign-on and unified user access

Benefits
Data stored within information systems are often the most precious assets of a company. Protecting these from security threats and abuse while ensuring their availability is a priority of every company. Correctly defined and followed security policy enabled via technology solutions is a necessary condition for maintaining high process efficiency and company management.

Examples
• Implementing the Self-Defending Network concept for Splodna plodná pošta, s.r.o.
• Security as an internal part of network infrastructure for the Ministry of Justice of the Slovak Republic
• Closed circuit TV (motion detection) for OC Mlyny
• Protection against DDoS attacks for Lightstorm Communication
• Optimisation of operation and access over web services portals of the tax office for the Tax Directorate of the Slovak Republic
• Solution of Anti-X services on the network perimeter level for OMS

“I appreciate their technical level, but especially their willingness and a broad scope of knowledge which has saved our company a considerable sum of money by shortening the downtime to a minimum and allowing the business to continue operation.” Jozef Šurka (ČSOB Leasing a.s.)
CONTENT MANAGEMENT

Definition
Digital content management involves streamlining and simplifying information and document flow within an organization. It prevents influx of unwanted emails and detects inappropriate content in electronic communication.

Offerings
• Intranet portals
• Electronic approval and documentation
• Spam and inappropriate content detection

Examples
• Approval process support in Orange and T-Com companies via using electronic document sharing with Microsoft Sharepoint
• Human resources agenda for more than 700 Soitron employees
• Spam detection solutions for the Ministry of Justice of the Slovak Republic

Benefits
Intranet portals such as Microsoft Sharepoint deal with storage and administration of growing amount of information generated as part of day-to-day intra-company communication. Increasing process efficiency in HR or finance departments is made possible by removing “paperwork” and digitalizing most of communication. Traditional approval processes, expense reporting, and inventory maintenance can be fully replaced via electronic documents and utilizing digital signatures.

Analysis and Consultancy
Analysis and consultancy services scrutinize technology strategies and their impact on business of our customers. The purpose of consultancy is to get acquainted and understand the needs of our clients, and help them reach their strategic as well as operational goals. This is usually done through series of recommendations and IT project studies.

Architectural Solution Design
Combining the analysis outcomes, our experience and modern technology knowledge with our clients’ requests, we try to design and deliver solutions that fulfill, and surpass their needs. Solution architecture might include a wide range of components, hardware and software infrastructure, applications, implementation and management services. Architecture is proposed with respect to performance, reliability, scalability, and, of course, price.

Outsourcing
Outsourcing is a widely used method of decreasing IT costs and improving service efficiency. It involves a comprehensive transfer of one or all activities carried out by internal IT-departments, with guaranteed qualitative and performance parameters, and a formalized Service Level Agreement.

Managed Services
Managed services include transferring client’s routine, day-to-day IT operations to us, in one or more areas, usually to improve service quality and efficiency. Relevant ITIL and ISO often part of the delivery, combined together as an Infrastructure as a Service offering.

Project Management
All projects carried out by us are directed by dedicated Project Management Office (PMO) using an unified set of tools and methods. Our project methodology is based on internationally recognized PMP, PRINCE2, ISO 9000 standards and Cisco project management guidelines. Combination of industry proven standards is further complemented by our experience with managing large-scale projects of diverse technological and disciplinary backgrounds.

Specialist Training
The main purpose of our training programs is to develop and maintain high standards of technical knowledge necessary for optimal product integration as well as complex solutions

*“Professional “user friendly” management. Fair long term cooperation. In fact since 1995. Quality team of specialists and experts in various fields. Ability to understand the problems and the needs of customers”* — Ján Vincúr (OSK SITB MV SR)
PARTNERSHIPS AND MEMBERSHIPS

HEWLETT-PACKARD

- HP Gold Preferred Partner
- HP Computer Systems Specialist
- HP StrateWorks Solutions Specialist
- HP Professional Networking Specialist
- HP Personal Computing Specialist
- HP Workstations Specialist
- HP ServerONE Specialist

CISCO SYSTEMS

- Cisco Gold Certified Partner
- Cisco ATP - Cisco TelePresence Value Added
- Cisco ATP - Cisco TelePresence Value Advanced Plus
- Cisco ATP - Cisco TelePresence Value Express
- Cisco ACP - Cisco TelePresence Value Master
- Cisco ACP - Data Center Unified Computing
- Cisco ATP - Identity Services Engine Partner
- Cisco ATP - Unified Contact Center Enterprise
- Cisco Advanced Data Center Networking Infrastructure Specialization
- Cisco Advanced Data Center Storage Networking Specialization
- Cisco Advanced Routing & Switching Specialization

MICROSOFT

- Microsoft Gold Server Competency Partner
- Microsoft Silver Independent Software Vendor (ISV) Competency Partner
- Microsoft Silver Learning Competency Partner

VMWARE

- VMware Solution Provider - Enterprise

SYMANTEC

- Symantec Silver Corporate Reseller

NOVELL

- Novell Silver Solution Provider

ZOOM

- ZOOM Gold Partner

TELEOPTI

- Teleopti Certified Partner

GWAVA

- Gwava Premier Partner

CHECKPOINT

- Checkpoint Bronze Partner

IVVOPORT

- Ivovo Gold Partner

NICE

- Nice Business Partner
- Nice Service Partner

ENTERAVALYS

- Professional Security Partner

JBMS

- Jetty TAM Advanced Partner
- Jetty NEVIA Advanced Partner
- Jetty OPI Advanced Partner
- Jetty CC Gold Partner

SYSTIMAX

- Authorised Symantec Engineer
- Symantec Trusted Installer
- Certified Symantec System Support Specialist

AUIYA

- Auiya Silver Partner

ORACLE

- Oracle Silver Specialisation

INTEL

- Intel Channel Partner

RAM

- IBM Certified Installation Manager
- IBM Certified Copper Installer
- IBM Certified Designer

BRAND-REX

- Brand-Rex International Partner

AWAYA

- Away Silver Partner

SYSTEMAX

- Authorised Systemax Engineer

KELINE

- Kinline XGiga Authorized Planner
- Kinline XGiga Authorized Expert

AMT NETWORK

- Installing and Configuring LAN/Cabling Systems

LANDESK

- LANDesk Silver Certified Partner
- LANDesk Expert Solution Provider

KELINE

- KeLine 10Giga Authorized Planner
- KeLine 10Giga Authorized Expert

brand-REX

- Brand-Rex Silver Partner

IBMV

- Lexavo Premium Business Partner

CITRIX

- Citrix Silver Partner

IB & IBM

- IBM Advanced Business Partner
- IBM Service Partner

LENOVO

- Lenovo Gold Partner

LANDesk

- LANDesk Silver Certified Partner
- LANDesk Expert Solution Provider

SYMANTEC

- Symantec Silver Corporate Reseller

Soitron has “friendly and helpful approach at all levels. Prompt and qualified response in the process of consultation and problem solving. We particularly appreciate a precise mapping of our environment and documentation keeping.” 
Peter Chutňák (NÚSCH, a.s. Bratislava)
Soitron considers its employees as being the key factor of its success. As a result, an initiative called “People” became one of the four key company strategic solutions which we have defined and are currently developing for the period of 2010 – 2015. The following areas have been determined as the key priorities within this initiative for 2011:

- **Project “Best employer”** – i.e. ranking among the best employers in Slovakia on the basis of assessments conducted by employees, and market comparision provided by relevant established consultancies
- **Create and support corporate culture that motivates to exceptional performance, creativity, responsibility and stimulates the initiative of employees**
- **Create an open and Motivating environment in the area of intra-company communication**
- **Continue to adopt English as a company language to enhance and accelerate integration of foreign divisions of the group and to prepare the ground to ensure foreign divisions of the group and accelerate integration of a company language**
- **Define the organizational structure, vertical management groups and international virtual teams**

**PROJECT BEST EMPLOYER**

Soitron wants to be viewed as an employer that provides environment that encourages self-realization and the sense of fulfillment to its employees, and stand as an Employer of Choice where to work and apply for a job. In order to measure this company goal, we have chosen the Best Employer Survey Index, organized by the Avon Hewitt Consultancy, which compares the result of satisfaction surveys conducted by many companies and annually announces the list of the best employers.

The survey conducted in 2010 identified the following four key areas in need of further development:

- **importance of people** – our employees appreciate engagement by increasing their awareness of what is happening in the company, and to increase the opportunity to express their opinions on what is happening and to contribute with their own ideas for improvement.
- **Remuneration and the sense of fulfillment** – we want to achieve an incentive based and transparent system of remuneration, based primarily on performance taking into consideration both intra-company justice and benchmarking against external market.
- **Annual and the sense of fulfillment** – we want to increase employee satisfaction with the remuneration system and with the teamwork of colleagues.
- **Processes and resources** – we want to promote employees self-realization in the area of intra-company communication, and to enhance employee satisfaction.

**Results**

- **Employees**:
  - Employees in the group, involved and providing feedback sessions, and strengthening awareness of what is happening.
- **Proposals**:
  - 9 innovative proposals, of which 5 were recommended for implementation in 2011
  - 1 innovative proposals, of which 1 was successfully implemented as a business opportunity, for which the employee received a remuneration incentive for adopting his idea.

The intention is to conduct the satisfaction survey again in 2012 in order to monitor progress in these areas.
ENVIRONMENT FOCUSED ON PERFORMANCE

We want to create a culture that motivates employees to achieve performance-based goals, encourages employees to be pro-active and innovative in their way of thinking, even beyond their assigned work. Our aim is to ensure that all employees understand their work objectives and realize their achievement goals as an integral component of the company strategy being created, by all employees, of company business plan outline with a priority to maintain and improve the initiatives launched in 2010. This encompasses:

- The high performance employees had the opportunity to obtain quarterly performance bonuses for demonstrating outstanding performance. Soon thereafter this step has been proved right by indicating that the difference between the highest and the lowest position in the team during the individual quarters increased significantly, and in some teams it doubled.

- An individual variable component usually being paid into quarterly bonus being a result of quarterly assessment appointment since 2011 greatly associated with achievement of company business plan. Thus our aim is to achieve that every employee is aware of their involvement in the overall business result.

- Regular reports from management meetings in the form of a "blog" where employees can add their comments and additional questions.

- Intra-company blogs published on the company intranet. In 2011 employees wrote more than 140 blogs and blogging is a tool of the "stand up & speak up" initiative has resulted in a change in the company benefits system.

- Quarterly Coffee talks with the company management have gone through a qualitative change, and resulted in a change of the respect company over their agenda publication in the advance. This resulted in an active involvement in discussions by the employees.

- We have continued to support intra-company blogs using the English language as an official language of communication in the company. In addition, a short internal communication campaign was conducted, explaining the need for adopting English as a company language. At the end of the year these steps were backed by the first internal group project – implementing a new ERP system within the group, when the use of English on a daily basis was utilized.

- Open and motivating environment and English as a company language.

In 2010, a migration of the company intranet into the English language was implemented, and informal communication rules so-called "house rules" have been established, with the Board’s activity being presented to the employees. In terms of group management, the management competences at the local subsidiaries level and their implementation and operations.

- Personnel changes have been realized:

  • In 2011, personnel changes have been characterized primarily by a massive insourcing of employees dedicated to the Hewlett-Packard project. Employees joining the Hewlett-Packard project, employees joining the Hewlett-Packard project with the remaining employees on the project. Our company has provided further opportunities for new employees with other projects. During 2011 we hired 110 new employees.

  • 47 new employees have been hired and, as a result, the structure has changed when the HR department took over management of the Hewlett-Packard project with the remaining employees on the project. Our company has provided further opportunities for new employees with other projects. During 2011 we hired 110 new employees.

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  • Approximately 350 employees.

  • This resulted in a significant reduction in staff for us, of the Outsourcing division, and enabled the firm to execute core projects on a more effective basis.

  • In 2011, the group organizational structure was substantially defined and grew to include the Board of Directors and the Strategic Board. A group of Supervisory Board with new members has also been re-defined.

  • In terms of group management, the management competences at the local subsidiaries level and their COO has been subsequently defined and strengthened, and for better coordination of activities the "group manager" have been defined for the area of business, marketing, technical implementation and operations.

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Our code of ethics formalizes all inter-company relationships from leadership to employees at the lowest level of management. It is related to relationships with the most potential clients, employees, suppliers and other business partners. The principles and values of the code of ethics have been created to reflect the real situation of working atmosphere within the company. That may be one reason why our code of ethics differs from the conventional form. In terms to four key areas.

EXPERTISE, QUALIFICATION AND VISION OF OUR PEOPLE

Our employees are the most valuable asset. We provide training environment where everyone can obtain the most up-to-date information that is essential for continuous growth. Our employees constantly increase their qualification and knowledge by following the most recent developments in their field. They always search for new opportunities and different ways to solve problems. Transformed by nature, our employees prefer an open and creative approach. As a result, they are justifiably considered experts in their respective fields.

TECHNOLOGICALLY SOPHISTICATED SOLUTIONS

It is not just about doing what the client wants. That is not enough. We deliver solutions that make maximum use of current knowledge, broaden horizons, and enrich the client in new ways. Equipping expectations requires competence, flexibility and creative spirit. We develop projects with an open mind, and are flexible to fulfill our client’s wishes. Looking forward, our solutions reflect excellence in every way while discovering new opportunities and moving forward. Our solutions are ahead of our time. We dismiss groupthink, inefficient solutions and individual backwaterers. We do focus, however, on innovative, simple, yet maximally efficient solutions based on creative team interaction. Our solutions are derived from rich technological background, international experience gained on large projects, local knowledge and global partnerships (CISCO, HP, Microsoft, Avaya, IBM, etc.).

UNUSUAL, UNORTHODOX SOLUTIONS

For cooperation among partners and commitment to business partners as well as collaboration and affiliation of our success. Team spirit can be felt in our work, so in our relationships, with clients and fellow colleagues. We nurture relationships with our clients because we want to build long-lasting partnerships. We strive to make processes as little formal as possible, thereby enhancing the notion of “friendship” between our clients and us. We can accommodate our clients’ wishes because we always listen and try to understand the problem at issue. Responsibility, reliability, fairness and openness are the foundations of our framework. To deliver, we often put in long hours. We always try to make our customer not only a good client, supplier, or business partner, but a true friend.

Our employees enjoy their work. Their motivation to achieve the best results while trying to solve all problems from the research stage as a prerequisite for functional multidisciplinary communication with our partners. We strive to understand processes within a deeper context so as to appreciate the very substance of a problem. We prefer relaxed and natural working environment to bureaucracy and formality. Brainstorming the problem is a proper problem-solving tool within our team. We focus on high quality long-term cooperation rather than short-sighted business. Our outputs are perfectly clear and understandable. When dealing with us, the client never comes across uncommunicative and hazy results, using the mantra “Do more for less”, we try to follow processes that are carefully customized and strictly conformed to. The logic is simple: only a happy and satisfied client wants. That is not enough for us, the client never comes across uncommunicative and hazy results, using the mantra “Do more for less”, we try to follow processes that are carefully customized and strictly conformed to.

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COMMUNITY SUPPORT

We have not directed our endeavours only to our clients. Number of volunteering activities, educational support, charity and foundations took place.

- In 2011 we purchased products from protected workshops in amount of 3.30€.
- We have donated 2% from taxes as well.
- We have not devoted our endeavors only to our clients. Number of volunteering activities, educational support, charity and foundations took place.

- In cooperation with non-profit organization Dobrý Anjel-Good Angel, which helps families with children suffering from cancer or other serious diseases, we helped 17-year-old Patrik to stay in contact with his friends and school. Thanks to our videoconference solution, Patrik is able to communicate with his teachers and schoolmates from his bed in Bratislava Children Oncology Center. The hospital school is the first patient who relieves memory using modern videoconference methods.
- To support school education, we cooperated in information campaigns called dobito, which took place in the beginning of November 2011. Competition was executed by Faculty of Informatics and Information Technologies (Slovak University of Technology in Bratislava) with the main intention to encourage interest in communication and technology studies among students of elementary and secondary schools. The 5th annual of Dobitok is considered a success with 362 participating schools.

In cooperation with other partners, we are not oblivious of the world around us. According to the values we follow, we strive to become a model for others. Therefore, our aim is to develop the principles of fairness and responsibility further in all areas – not only within the bounds of partnerships and colleagues, but in the local community and environment as well.

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As part of improving the working environment we have launched multimedia based Digital Media Signage (DMS) that will serve as another communication channel for our employees. Soitron offers the opportunity to take advantage of a variety of sporting facilities and massages (relaxation package) or wellness packages. The same budget also provides the opportunity to utilize all-year private healthcare services. The same budget also offers the opportunity to take advantage of a variety of sporting facilities and massages (relaxation package) or wellness packages.

Our employees were provided with an opportunity to become subscribers to the so-called Smart Cards. This introduction of paper-based administration of internal documents literally eliminated the need for paper-based administration of internal documents. Therefore, as a part of improving the working environment we have launched multimedia based Digital Media Signage (DMS) that will serve as another communication channel for our employees. Soitron offers the opportunity to take advantage of a variety of sporting facilities and massages (relaxation package) or wellness packages. The same budget also provides the opportunity to utilize all-year private healthcare services. The same budget also offers the opportunity to take advantage of a variety of sporting facilities and massages (relaxation package) or wellness packages.

The financial package includes the option of using the company cell phones for private purposes, environment and relaxation vouchers, contribution to the health pension plan, internet subsidy, employees’ insurance, hobby and sporting facility discounts, etc.

In the area of sports, the Soitron team has been actively participating in the Devon – Bratislava national tour. The end of the Soitron Cup, the employee football tournament, also took place in 2011 with 5 teams of employees participating. Our Soitron football team (Soitron friedos) participated in the 4th annual of beneficial indoor football tournament of the educational institution and IT companies.

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The loyalty package includes bonuses for employees who have been with the company for more than 10 years while the health package involves an option of using the company cell phone for private purposes and an eye specialist. The benefits package provides the opportunity to take advantage of all-year private healthcare services. The same budget also offers the opportunity to take advantage of a variety of sporting facilities and massages (relaxation package) or wellness packages.

In 2011, 5 projects were registered, of which one was also transferred to real business opportunity. In 2011, 5 projects were registered, of which one was also transferred to real business opportunity. In 2011, 5 projects were registered, of which one was also transferred to real business opportunity. In 2011, 5 projects were registered, of which one was also transferred to real business opportunity. In 2011, 5 projects were registered, of which one was also transferred to real business opportunity. In 2011, 5 projects were registered, of which one was also transferred to real business opportunity. In 2011, 5 projects were registered, of which one was also transferred to real business opportunity. In 2011, 5 projects were registered, of which one was also transferred to real business opportunity. In 2011, 5 projects were registered, of which one was also transferred to real business opportunity. In 2011, 5 projects were registered, of which one was also transferred to real business opportunity.

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Soitron, a.s. holds the primacy among the info-communication integrators and IT service providers on the Slovak market.

In 2011, Soitron, a.s. had a turnover of EUR 43.3 million. Revenues from service provision accounted for 52% of the turnover. Compared to the previous year, in which the revenues from service provision accounted for 65% of the turnover, this constitutes a slight decline. In terms of structure, outsourcing services, managed services, project delivery and technical support prevailed.

In 2011, the value added year-on-year decreased from EUR 27.2 million to EUR 15.5 million.

Soitron’s after-tax profit amounted to EUR 2.0 million. The before-tax profit reached EUR 2.5 million, representing a decline compared to the previous year. The year-on-year decline was caused by reducing the volume of outsourcing services, due to insourcing more than 300 employees of Soitron by end-customer.

Investments into internal development as well as into new areas of technology continued and therewith related expanding the product portfolio.

Soitron values stable supplier-consumer relationships and fulfills its obligations to state and other organizations regularly and without delay.

The financial situation of the company has remained stable throughout the year and the company’s activities have been largely financed from own resources. To ensure stable operational financing, the company has taken a loan of EUR 0.7 million. Financial stability and elimination of the exchange rate risk have been ensured through hedging.

In 2011, turnover of Soitron group was EUR 65.1 million. Revenues for service provision in 2011 accounted for 46.1% of the company’s turnover.

In 2010 – 2011 SOITRON, A.S. achieved the following results (in EUR) in the selected indicators:

<table>
<thead>
<tr>
<th>Indicator</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Share Capital</td>
<td>EUR 99,600</td>
<td>EUR 99,600</td>
</tr>
<tr>
<td>Equity</td>
<td>EUR 17,846,827</td>
<td>EUR 16,267,829</td>
</tr>
<tr>
<td>Liabilities</td>
<td>EUR 17,891,902</td>
<td>EUR 14,402,438</td>
</tr>
<tr>
<td>Total Assets</td>
<td>EUR 35,773,745</td>
<td>EUR 30,670,267</td>
</tr>
<tr>
<td>Revenue from Sales of Goods</td>
<td>EUR 20,412,581</td>
<td>EUR 20,949,275</td>
</tr>
<tr>
<td>Revenue from Sales of Own Products and Services</td>
<td>EUR 38,248,842</td>
<td>EUR 22,319,689</td>
</tr>
<tr>
<td>Total Sales Revenue</td>
<td>EUR 58,661,423</td>
<td>EUR 43,268,964</td>
</tr>
<tr>
<td>Total Income</td>
<td>EUR 60,324,132</td>
<td>EUR 44,745,088</td>
</tr>
<tr>
<td>Profit Before Tax</td>
<td>EUR 6,378,786</td>
<td>EUR 2,544,868</td>
</tr>
<tr>
<td>Profit After Tax</td>
<td>EUR 4,937,015</td>
<td>EUR 2,046,066</td>
</tr>
<tr>
<td>Return on Assets</td>
<td>13.8%</td>
<td>6.7%</td>
</tr>
<tr>
<td>Return on Sales</td>
<td>8.4%</td>
<td>4.7%</td>
</tr>
<tr>
<td>Debt to Equity</td>
<td>7.7%</td>
<td>7.0%</td>
</tr>
<tr>
<td>Receivables Collection in Days</td>
<td>9.1%</td>
<td>4.4%</td>
</tr>
<tr>
<td>Debt Turnover in Days</td>
<td>4%</td>
<td>4%</td>
</tr>
</tbody>
</table>

FINANCIAL RESULTS

SELECTED INDICATORS SOITRON, A. S.
Soitron Group achieved the following results in the selected indicators:

### SELECTED INDICATORS SOITRON GROUP

<table>
<thead>
<tr>
<th></th>
<th>2010 (in million EUR)</th>
<th>2011 (in million EUR)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equity</td>
<td>25</td>
<td>23.5</td>
</tr>
<tr>
<td>Revenue from Sales of Goods</td>
<td>31.2</td>
<td>35.1</td>
</tr>
<tr>
<td>Revenue from Sales of Own Products and Services</td>
<td>45.4</td>
<td>30.0</td>
</tr>
<tr>
<td>Total Sales Revenue</td>
<td>76.6</td>
<td>65.1</td>
</tr>
<tr>
<td>Operating Profit (Loss)</td>
<td>8.8</td>
<td>2.7</td>
</tr>
<tr>
<td>Profit Before Tax</td>
<td>6.2</td>
<td>2.9</td>
</tr>
<tr>
<td>Average Number of Employees</td>
<td>728</td>
<td>537</td>
</tr>
<tr>
<td>ROE - Return on Equity</td>
<td>24.1%</td>
<td>12.5%</td>
</tr>
<tr>
<td>Operating Profit (%)</td>
<td>11.8%</td>
<td>8.4%</td>
</tr>
<tr>
<td>Gross Profit (%)</td>
<td>48.0%</td>
<td>38.7%</td>
</tr>
</tbody>
</table>

### SELECTED INDICATORS SOITRON, S.R.O. (CZ) AND DATANET, S.R.L.

<table>
<thead>
<tr>
<th></th>
<th>Soitron CZ (in thousand EUR)</th>
<th>Datanet (in thousand EUR)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Sales Revenue</td>
<td>5,018</td>
<td>16,847</td>
</tr>
<tr>
<td>Revenue from Sales of Own Goods and Services</td>
<td>2,726</td>
<td>4,952</td>
</tr>
<tr>
<td>Revenue from Sales of Goods</td>
<td>2,292</td>
<td>11,895</td>
</tr>
<tr>
<td>Gross Profit</td>
<td>2,427</td>
<td>3,983</td>
</tr>
<tr>
<td>Operating Profit (%)</td>
<td>10.0%</td>
<td>10.0%</td>
</tr>
</tbody>
</table>
# BALANCE SHEET SOITRON, A. S.

<table>
<thead>
<tr>
<th>in EUR</th>
<th>2010</th>
<th>2011</th>
<th>Index 11/10</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TOTAL ASSETS (netto)</strong></td>
<td>35 773 745</td>
<td>30 670 267</td>
<td>0,86</td>
</tr>
<tr>
<td><strong>FIXED ASSETS</strong></td>
<td>8 760 769</td>
<td>5 359 866</td>
<td>0,53</td>
</tr>
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<td>8 760 769</td>
<td>5 359 866</td>
<td>0,53</td>
</tr>
<tr>
<td>Long-term Intangible Assets</td>
<td>3 916 029</td>
<td>3 724 293</td>
<td>0,60</td>
</tr>
<tr>
<td>Long-term Tangible Assets</td>
<td>800 866</td>
<td>547 839</td>
<td>0,68</td>
</tr>
<tr>
<td>Long-term Financial Assets</td>
<td>3 904 815</td>
<td>1 849 430</td>
<td>0,46</td>
</tr>
<tr>
<td>Long-term Receivables</td>
<td>889 865</td>
<td>474 215</td>
<td>0,53</td>
</tr>
<tr>
<td>Long-term Liabilities</td>
<td>3 994 815</td>
<td>3 849 906</td>
<td>0,96</td>
</tr>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td>26 923 725</td>
<td>26 228 096</td>
<td>0,97</td>
</tr>
<tr>
<td>Inventory</td>
<td>322 007</td>
<td>260 218</td>
<td>0,81</td>
</tr>
<tr>
<td>Financial Accounts</td>
<td>149 311</td>
<td>149 311</td>
<td>1,00</td>
</tr>
<tr>
<td>Accruals and Deferrals</td>
<td>140 311</td>
<td>120 301</td>
<td>0,86</td>
</tr>
</tbody>
</table>

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<thead>
<tr>
<th>in EUR</th>
<th>2010</th>
<th>2011</th>
<th>Index 11/10</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td>35 773 745</td>
<td>30 670 267</td>
<td>0,86</td>
</tr>
<tr>
<td><strong>EQUITY</strong></td>
<td>17 846 827</td>
<td>16 267 829</td>
<td>0,91</td>
</tr>
<tr>
<td>Registered Capital</td>
<td>99 600</td>
<td>99 600</td>
<td>1,00</td>
</tr>
<tr>
<td>Capital Funds</td>
<td>-4 400 077</td>
<td>-3 604 890</td>
<td>0,82</td>
</tr>
<tr>
<td>Capital Funds</td>
<td>-4 400 077</td>
<td>-3 604 890</td>
<td>0,82</td>
</tr>
<tr>
<td>Funds Created from Net Profit</td>
<td>9 940</td>
<td>9 940</td>
<td>1,00</td>
</tr>
<tr>
<td>Reserved Earnings</td>
<td>17 583 546</td>
<td>17 209 511</td>
<td>1,00</td>
</tr>
<tr>
<td>Net Profit (Loss) from Current Year</td>
<td>-4 257 813</td>
<td>-2 050 390</td>
<td>0,48</td>
</tr>
<tr>
<td><strong>PAYABLES</strong></td>
<td>15 591 962</td>
<td>14 922 419</td>
<td>0,90</td>
</tr>
<tr>
<td>Financial Accounts</td>
<td>4 628 114</td>
<td>3 725 352</td>
<td>0,79</td>
</tr>
<tr>
<td>Long-term Payables</td>
<td>277 699</td>
<td>194 721</td>
<td>0,70</td>
</tr>
<tr>
<td>Short-term Payables</td>
<td>11 506 089</td>
<td>11 537 732</td>
<td>1,01</td>
</tr>
<tr>
<td>Bank Loans and Bonds</td>
<td>2 080 010</td>
<td>749 937</td>
<td>0,36</td>
</tr>
<tr>
<td>Accruals and Deferrals</td>
<td>35 914</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
## PROFIT AND LOSS STATEMENT
**SOITRON, A. S.**

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<thead>
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<th>2011 EUR</th>
<th>Index 11/10</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenues from Sales of Goods</strong></td>
<td>20 412 581</td>
<td>20 949 275</td>
<td>1,03</td>
</tr>
<tr>
<td><strong>Expenses of Sales of Goods</strong></td>
<td>17 147 662</td>
<td>18 353 290</td>
<td>1,07</td>
</tr>
<tr>
<td><strong>Margin</strong></td>
<td>3 264 919</td>
<td>2 595 985</td>
<td></td>
</tr>
<tr>
<td><strong>Production</strong></td>
<td>28 246 842</td>
<td>22 710 058</td>
<td>0,81</td>
</tr>
<tr>
<td><strong>Production Consumption</strong></td>
<td>14 534 628</td>
<td>13 507 617</td>
<td>0,93</td>
</tr>
<tr>
<td><strong>Added Value</strong></td>
<td>27 518 133</td>
<td>19 122 441</td>
<td>0,70</td>
</tr>
<tr>
<td><strong>Personnel Expenses</strong></td>
<td>19 842 174</td>
<td>12 313 144</td>
<td>0,62</td>
</tr>
<tr>
<td><strong>Taxes and Fees</strong></td>
<td>1 465</td>
<td>1 104</td>
<td>0,75</td>
</tr>
<tr>
<td><strong>Depreciation of Intangible and Tangible Assets</strong></td>
<td>1 550 214</td>
<td>949 742</td>
<td>0,61</td>
</tr>
<tr>
<td><strong>Net Book Value of Fixed Assets and Materials Sold</strong></td>
<td>6 387</td>
<td>0</td>
<td>0,00</td>
</tr>
<tr>
<td><strong>Other Operating Revenues</strong></td>
<td>63 987</td>
<td>283 588</td>
<td>4,43</td>
</tr>
<tr>
<td><strong>Other Operating Expenses</strong></td>
<td>75 966</td>
<td>556 219</td>
<td>7,32</td>
</tr>
<tr>
<td><strong>Operating Net Profit (Loss)</strong></td>
<td>5 755 501</td>
<td>2 070 497</td>
<td>0,36</td>
</tr>
<tr>
<td><strong>Net Profit (Loss) from Long-term Financial Assets</strong></td>
<td>544 259</td>
<td>249 299</td>
<td>0,46</td>
</tr>
<tr>
<td><strong>Gains on Realization of Securities and Income from Derivative Transactions</strong></td>
<td>834 241</td>
<td>104 549</td>
<td>0,12</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2010 EUR</th>
<th>2011 EUR</th>
<th>Index 11/10</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Loss on Revaluation of Securities and Expenses Related to Derivative Transactions</strong></td>
<td>627 954</td>
<td>498 959</td>
<td>0,78</td>
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<tr>
<td><strong>Interest Income</strong></td>
<td>46 468</td>
<td>117 931</td>
<td>2,41</td>
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<tr>
<td><strong>Interest Expenses</strong></td>
<td>181 463</td>
<td>197 932</td>
<td>1,09</td>
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<tr>
<td><strong>Income from Rate of Exchange</strong></td>
<td>169 658</td>
<td>176 723</td>
<td>1,04</td>
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<tr>
<td><strong>Expenses from Rate of Exchange</strong></td>
<td>246 672</td>
<td>176 723</td>
<td>0,72</td>
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<tr>
<td><strong>Other Financial Income</strong></td>
<td>0</td>
<td>0</td>
<td>0,00</td>
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<tr>
<td><strong>Other Financial Expenses</strong></td>
<td>10 418</td>
<td>7 725</td>
<td>0,74</td>
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<tr>
<td><strong>Net Profit (Loss) from Financial Operations</strong></td>
<td>623 265</td>
<td>379 379</td>
<td>0,61</td>
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<tr>
<td><strong>Income Tax from Ordinary Activities - Payable</strong></td>
<td>3 162 436</td>
<td>3 012 773</td>
<td>0,98</td>
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<tr>
<td><strong>Income Tax from Ordinary Activities - Deferred</strong></td>
<td>79 571</td>
<td>109 287</td>
<td>1,38</td>
</tr>
<tr>
<td><strong>Net Profit (Loss) from Ordinary Activities</strong></td>
<td>4 027 815</td>
<td>2 043 356</td>
<td>0,51</td>
</tr>
<tr>
<td><strong>Extraordinary Revenues</strong></td>
<td>0</td>
<td>0</td>
<td>0,00</td>
</tr>
<tr>
<td><strong>Income Tax from Extraordinary Activities</strong></td>
<td>0</td>
<td>0</td>
<td>0,00</td>
</tr>
<tr>
<td><strong>Net Profit from Extraordinary Activities</strong></td>
<td>0</td>
<td>0</td>
<td>0,00</td>
</tr>
<tr>
<td><strong>Net Profit (Loss) for Current Period</strong></td>
<td>4 027 815</td>
<td>2 043 356</td>
<td>0,51</td>
</tr>
</tbody>
</table>
07 CONTACTS

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