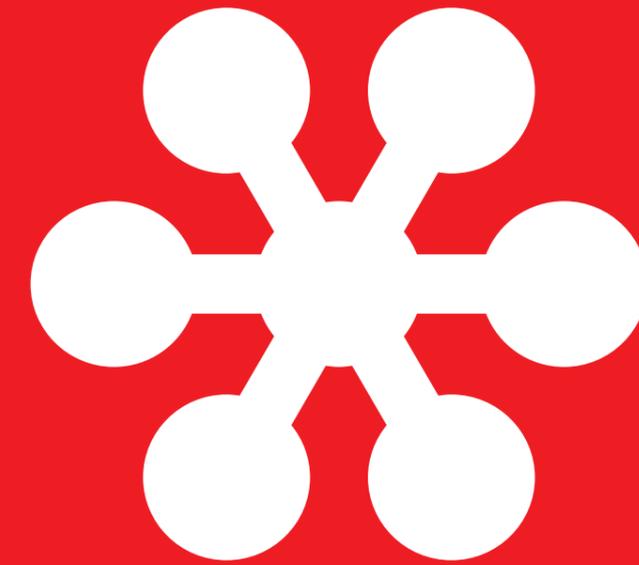




ANNUAL REPORT

SOITRON*

INSPIRE TO ASPIRE



Total sales revenue
Soitron Group in mil. EUR

113.312

Countries: Slovakia, Czech republic,
Romania, Turkey, Bulgaria

5

3rd the most profitable
Slovak IT company

3

Employees

459

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VISION, MISSION, VALUES AND GOALS

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, Security, IT Services and Outsourcing.

OUR VISION

Our vision is to be recognised 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

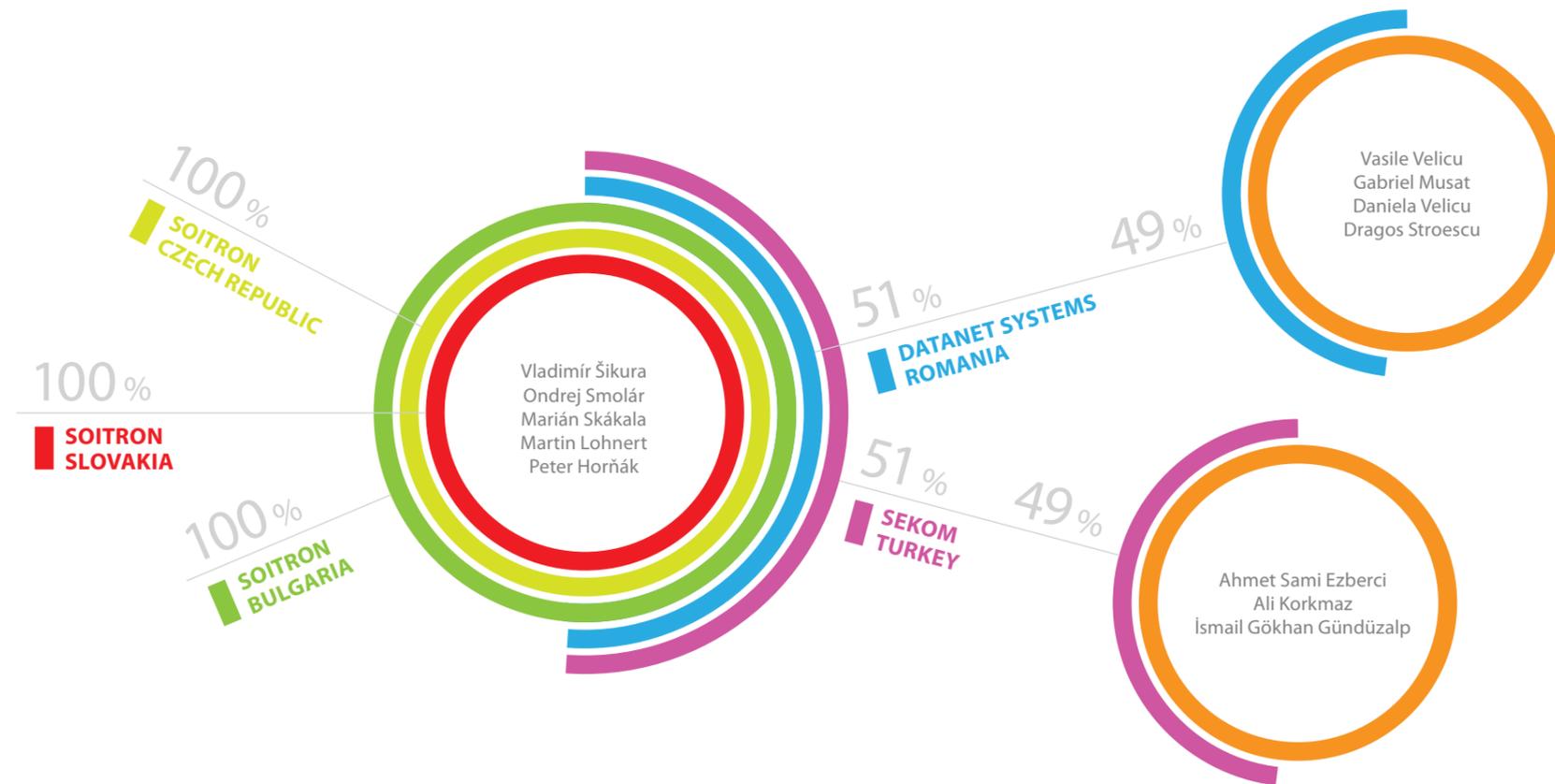
Constant improvement is not a necessity in Soitron, but a way of life. The company always wants to know more and be the best. Fair partnerships and reliability in relation to partners and colleagues alike are crucial to company's success. It cares about its employees and makes it its business to contribute 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

COMPANY PROFILE

Name:	SOITRON Group, a.s.
Seat:	Plynárenská 5, 829 75 Bratislava 25, Slovakia
Statutory body :	Board of Directors: Ing. Ondrej Smolár – Chairman of the Board of Directors Ing. Marián Skákala – Deputy Chariman of the Board of Directors
Bank account:	Tatra banka, a.s. Bank account number: 292 012 3440
IBAN:	SK53 11000000002920123440
BIC (SWIFT):	TATRSKBX
Company ID:	35 955 678
Tax ID:	202 206 69 37
VAT ID:	SK202 206 69 37
Telephone number:	+421 2 5822 4111
Web:	www.soitron.com
E-mail:	info@soitron.com

STRUCTURE OF SHAREHOLDERS



WHO WE ARE 1991 – 2013

Our company has been formed via the fusion of activities of Tronet with its rich experience on the Slovak ITC market, Soitron and the collaboration with Soitsa SA – the Spanish selective outsourcing specialists and the international expansion of Soitron Group.

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 113.300 million EUR.

In accordance with our long-term expansion strategy, Soitron today operates also outside the Slovak market. In 2005 Soitron Group opened its first branch outside Slovakia – in Czech republic, followed by acquisition of two Czech companies Caiacom and Clarionet in 2009. In the same year, Datanet Systems, which is the biggest Cisco partner in Romania, became part of Soitron Group. The biggest acquisition of all so far, was that of Turkish Sekom, which has been part of Soitron Group family since 2012.

In 2013, we expect, that for the first time in our company history, more than 50% of Soitron Group turnover will be created outside Slovakia.



COMPANY MANAGEMENT



VLADIMÍR ŠÍKURA
MANAGING DIRECTOR

- completed his studies of electronic computers at the Faculty of Electrical Engineering, SVŠT (at present STU) and postgraduate studies in Computer and Terminal Networks at the Institute of Applied Cybernetics.
- until 1989 he worked as a Head Technician of the Computer Centre in Hydrostav
Vladimír Šíkura co-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., as a Chairman of Board of Directors and General Director. He currently holds position of a Managing Director.



ONDREJ SMOLÁR CHAIRMAN OF THE BOARD OF DIRECTORS
AND EXECUTIVE DIRECTOR

- graduated from SVŠT (at present STU) in 1986, Robotics Department.
- until 1990 he was working with Hydrostav in its computer centre.
- in 1991 he co-founded the Tronet Company, and later held position of a Deputy Chairman of the Board of Directors and a Technical Manager. He is also one of the cofounders of Soitron, and as its Deputy Chairman and Technical Director, built its technical department as well as the first IT delivery centre in Slovakia.
- at present, he holds a position of Chairman of the Board of Directors and since 2007 he has been the Executive Director.
- Ondrej Smolár leads the Soitron Group holding and together with his team, he is responsible for all strategic and expansion activities of the company.



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 ones was the position of Regional Manger for Cisco Systems in the Slovak and Czech Republics, which he left in order to take up a position of the Business and Marketing Director in Soitron.
- currently, he holds the position of Deputy Chairman of the Board of Directors.
- Marián Skákala is responsible for business activities of the Soitron Group.



MICHAL MALÍČEK
SALES DIRECTOR

- he is a graduate of 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 position, responsible for development of business strategy for segment of small and medium enterprises, joined Soitron.
- as a Sales Director, he is responsible for business strategy development.



PAVOL NÉMETH
TECHNICAL DIRECTOR

- graduated from the Slovak University of Technology in Bratislava.
- has worked with Soitron since 1994 in various technical positions.
- since 2003 he worked in the outsourcing division of the company, first 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 technological direction of the company in information and communication technologies.



MARTIN LOHNERT
PRESALES AND MARKETING DIRECTOR

- graduated from the Faculty of Management, Comenius University in Bratislava 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 with 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 as a Marketing and Presales Director.
- as a member of Board and Soitron Group management team, he is responsible for consolidation of product management, marketing strategy and communication.



PETER HORŇÁK
MERGERS AND ACQUISITIONS DIRECTOR

- has been working for Soitron for more than 11 years.
- 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 the Technical Director and a member of top management.
- currently he holds the position of a Mergers and Acquisitions Director and member of the Board, being responsible for integration of new members of the Soitron Group holding.
- is a certified PMP (Project Management Professional), member of PMI.



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 with the Ardaco, a.s., company as a Financial Director. Prior to that he was working with the Kappa Obaly Štúrovo, a.s. 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 March 2008, as a Financial Director with Soitron, he has been responsible for efficient financial management of the company where he applies his experience from Slovak as well as international financial markets.



TOMÁŠ TURKOVIČ
HUMAN RESOURCES DIRECTOR

- graduate from the University of Economics in Bratislava.
- before joining Soitron in 2006 he was working in the area of personnel consulting.
- has been working for Soitron since 2006, initially as a Head of Recruiting Department and later as a Head of an administrative section of the Human Resources Department. He also participated in several projects in the area of Human Capital management. The most important ones include implementation of the Talent Management program and the Development of Internal Communication.
- presently he is the Human Resources Director.

SOITRON CZ COMPANY MANAGEMENT



ŠTĚPÁN BENYOVSZKY
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 automated map creation technology development. At the same time, Štěpán was studying information systems at the Department of Computers of the Faculty of Electrical Engineering, Czech Technical University in Prague. Moreover, he published in the field of object programming and systems engineering.
- as of 1992 he has worked as a systems engineer, solution architect, as well as the director of technology and managing director in SAS Praha which later transformed into ClarioNet, s.r.o.. In the past 10 years he has focused primarily on identity management.
- following the merger of Soitron CZ and ClarioNet, Štěpán has been the Chief Executive responsible for management of Soitron in Czech Republic.



MICHAL NOVÁK
TECHNICAL DIRECTOR

- is a graduate of the Faculty of Electrical Engineering, Czech Technical University in Prague, specializing in telecommunications. Previously he held primarily technical positions in Azlan and Core Computer.
- in 2005 he joined Soitron as a systems engineer and became a department head of Cisco Infrastructure. The positions of the director of technology and member of management followed afterwards.
- currently, Michal is in charge of complete customer solutions delivery as well as setting the technology trends for the company.



JIŘÍ DINTER
SALES DIRECTOR

- Jiří Dinter gained his first work experience in Telefonica O2 (formerly SPT Telecom), as a business consultant. He then 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.
- later, he held some strategic positions within the companies and institutions as: Oracle Romania - Public Sector & Service Providers Sales Manager, Alcatel Business Systems Romania - Data Communications Manager; Chamber of Commerce and Industry of Romania, Business Information Center - Deputy Director.
- is one of the co-founders of Datanet Systems in 1998 and since 2008 he has been the Managing Director of Datanet Systems.



GABRIEL MUSAT EXECUTIVE DIRECTOR, TECHNICAL,
OPERATIONS AND MARKETING DIRECTOR

- graduated from the "Politehnica" University of Bucharest, Faculty of Telecommunications in 1991. He is a graduate of the EMBA program organized by ASEBUSS.
- one of the co-founders of Datanet Systems in 1998.
- from 1998 he was the General Director, subsequently the Executive Director of Datanet Systems.
- he is currently responsible for marketing, presales and business development activities.



DRAGOS STROESCU
SALES MANAGER

- graduate of "Politehnica" University of Bucharest, Faculty of Telecommunications, 1994 and a Master degree in 1995.
- one of the co-founders of Datanet Systems in 1998.
- since 1998 he was Technical Manager, then Sales Manager of Datanet Systems.
- a certified CCIE engineer for 11 years.

DATANET SYSTEMS COMPANY MANAGEMENT



MIHAELA GHEORGHIU
FINANCIAL MANAGER

- graduate of University of Economics in Bucharest.
- since 2009 she has been the Financial Director of Datanet Systems.
- has previously worked as a Partner Manager with Microsoft Romania and Oracle Romania as Financial Senior Consultant, Project Manager and Program Director for Analysis and implementation of financial models of customers business in ERP applications.
- previously has worked as a Financial Director for Loto - Pronosport, controlling and leading accounting, financial and salary activities.



OVIDIU LILIAC
TECHNICAL MANAGER

- graduate of "Politehnica" University of Bucharest, Faculty of Telecommunications, 1994.
- has been working with Datanet Systems since 1998. He started as a System Engineer and then became Multiservice consultant.
- worked as a Project Manager for the previous 4 years and currently he is the Technical Director of Datanet Systems.
- is CCIE and also a certified PMP (Project Management Professional).



DANIELA VELICU
OPERATIONS MANAGER

- graduate of "Politehnica" University of Bucharest, Faculty of Automatic Control and Computers. She graduated the EMBA program organized by ASEBUSS.
- 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 conducting the purchasing activities, controlling inventory, handling logistics and supervising training and support activities.

SEKOM COMPANY MANAGEMENT



SAMI EZBERCI
BOARD MEMBER, GENERAL MANAGER

- graduated from Middle East Technical University-METU in 1987 with a B.Sc. in Electrical & Electronics Engineering.
- started at Aselsan as an R&D Engineer and moved into Account Management role at Biltam (1987-1992).
- in 1993, he founded Sekom and has been Sekom's General Manager since then.



GOKHAN GUNDUZALP BOARD MEMBER, ASSISTANT
GENERAL MANAGER-SERVICE PROVIDER SOLUTIONS

- graduated from Middle East Technical University – METU in 1989 with a B.Sc. in Electrical & Electronics Engineering.
- completed his M.BA at METU in 1994.
- started at Biltam as Systems Engineer and moved to METU as a research assistant (1990-1993).
- joined Sekom in 1993 as Systems Engineer and assumed various roles as Technical Manager and CTO.
- is now heading the Service Provider Solutions Group as Assistant General Manager.



ALI KORKMAZ BOARD MEMBER, ASSISTANT GENERAL
MANAGER-ENTERPRISE SOLUTIONS

- graduated from Middle East Technical University – METU in 1987 with a B.Sc. in Industrial Engineering.
- completed his M.BA. at Bilkent University in 1989.
- started at Bilkent University as a research assistant (1987-1990).
- assumed various roles in sales at NCR, DEC, Schlumberger, Cisco & Juniper Networks (1990-2004).
- joined Sekom in 2004 as Assistant General Manager, Sales.
- is now heading the Enterprise Solutions Group as Assistant General Manager.



COŞKUN GÖKTAŞ
BOARD MEMBER

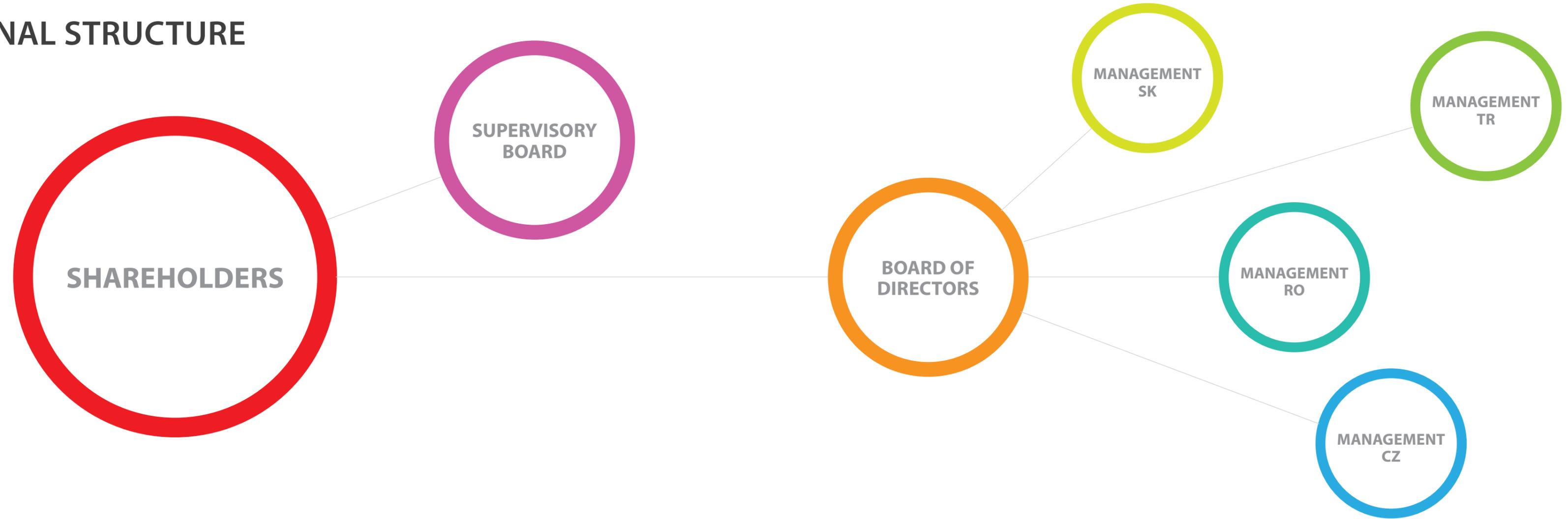
- graduated from Middle East Technical University – METU in 1988 with a B.Sc. in Electrical & Electronics Engineering.
- completed his M.BA at METU in 1990, M.Sc. at Missouri University of Science & Technology in 1992.
- started at Thomson CSF as Systems Engineer and moved to Anixter as Sales Manager (1992-2001).
- managed Check Point Software's Turkey & Gulf Region for 12 years (2001-2013).
- joined Sekom in March 2013 as board member.



AHMET ARIN ASSISTANT GENERAL MANAGER, OPERA-
TIONS AND TECHNICAL SERVICES/PROJECT MANAGEMENT

- graduated from Istanbul Technical University-ITU in 1982 with a B.Sc. in Electronics & Communications Engineering.
- completed his M.Sc. at ITU in 1985 and completed a certificate program in International Management at Istanbul University in 1989.
- assumed various engineering, sales and marketing roles at Northern Telecom and Nortel Networks/Netas (1989-2001).
- has been the managing partner of Tria Group during 2001-2009.
- joined Sekom in 2009 as Assistant General Manager, Istanbul Region and Business Development.
- is now heading Operations and Technical Services/Project Management Groups as Assistant General Manager.

ORGANIZATIONAL STRUCTURE



REPORT ON ECONOMIC ACTIVITY

Soitron Group

Major activities continued in Soitron group in 2012. A joint-stock company Soitron Group, a.s. was founded and management team appointed to lead the group while its members continue their work in daughter companies' management. The main role of Soitron Group is to lead strategic decisions and operate controlling. Apart from the organisational changes, Soitron Group grew to form development strategy and welcomed new member – Turkish Sekom. The acquisition process initiated in 2011 concluded on 1 July 2012, being our biggest acquisition so far, which equals 30% of total Soitron Group revenue.

Regarding the size and consolidation work needed to be executed within the Soitron Group, we do not plan to realise new acquisitions in 2013. However, we continue to build our expansion strategy.

Soitron SK and the market situation in 2012

In 2012, macroeconomic situation in the Slovak market began to stabilize. Although we cannot say the crisis is over, the companies seemed to find their market place and adapt to the situation. This helped to “unblock” the market and companies started to re-invest again. In these difficult times, companies found a new way of operation, what enhanced the activities and investments realization – we have noticed opening of the new projects in the private sector.

Soitron still sees the highest potential for its growth in Slovakia in the commercial segment. In the enterprise segment, which we consider the strongest, we expect Soitron's dynamics similar to the market.

Although we expected higher number of projects and opportunities in the public sector, the change of the government has decreased the amount of the public projects. After the new government formation, one of our most significant projects, with 2-year duration and 30 million EUR turnover, has been launched. We have formed special project team dedicated to ensure the successful implementation of this project.

At the European Union level, budgeting period for the years 2007-2013 is finishing, which means that in the next 2 years, planned projects will have been completed, where we also see the opportunity for our solutions implementation.

Sekom

Sekom operates at a very perspective, big and growing market. With an estimated average ICT growth

rate of 9% for the past 3 years, and an expected growth rate similar for 2013, Turkey ranks as one of the fastest growing markets in the world. With a population of 75 million and half of the population being under 30 years of age, the market is ideal for targeting ICT services and products. Since Sekom has become part of Soitron Group, competition transfer and post-acquisition audit have been realised. We are starting to exploit the synergic effects of our cooperation, and first mutual projects have been prepared in cooperation with Sekom and Soitron experts. There is still a lot of work to be done in unifying the processes, getting to know each other and developing new competencies, call centres as a good example of competence, which is very well developed in Soitron.

Sekom has a very ambitious plan to grow in the following 5 years.

Datanet

In 2012, Romanian market was very complicated, demanding, decreasing and restrictive in the government segment, also from our main vendors' point of view. Nevertheless, Datanet has reached better results than it was planned, sustaining the balance operation, what we rate very positively and above expectations.

The main goal of Datanet is to diversify the competencies, portfolio expansion and cooperation with new vendors.

Soitron CZ

Results of the Czech Soitron were affected by complicated competitive environment and personnel changes in the company. Despite several significant projects, ambitions to grow were not fulfilled. At the end

of 2012, we modified our strategy, and decided to focus on individual market segments, where our Czech branch has its core competencies. Thanks to this step we expect the return to the growing tendency.

Organisational changes

Soitron Group management team was appointed to lead the whole group. Ondrej Smolár as an executive director, Marián Skákala responsible for business activities of the holding, Peter Horňák leading the mergers and acquisition activities and competition transfer and post-acquisition activities within the group and Martin Lohnert responsible for consolidation and leading the pre-sales and marketing activities of the whole group.

In Soitron Slovakia, segmentation of sales team into public, enterprise

and commercial business lines, which began in 2011 was concluded. In pre-sales and marketing departments new team-leader roles were set-up, to enable Martin Lohnert take over the Soitron Group pre-sales and marketing role.

New Products and competences

Videonet is a new managed service in Soitron portfolio, enabling our customers use business video in their companies without the need to purchase and maintain the solution.

Soitron again strengthened its partnership with Cisco by gaining Cisco Identity Services Engine (ISE) Authorized Technology Provider (ATP) competition, and thus proved competency to sell, implement and support Cisco ISE products and solutions.

In 2012 we achieved TelePresence Video Master Authorized Technology Provider (ATP) status from Cisco. This designation recognizes Soitron as having fulfilled the training requirements and program prerequisites to sell, deploy and support Cisco TelePresence Video products and solutions at the Master level.

The project of common ERP platform for whole Soitron Group developed very intensively in the past year. After the analytical phase in 2012, it was launched in Slovakia and Czech Soitron into full production phase. In Datanet its launch is planned for July 2014 and Sekom will be fully integrated into common Soitron Group CRM in January 2015.

In 2012 Datanet started new partnerships with Dell, Verint, Nuance, Aruba, MobileIron, AirWatch, LanDesk.

IMPORTANT PROJECTS OF 2012

Server infrastructure upgrade for TPA Horwath, s.r.o.

TPA Horwath is one of the leading tax advisory, consulting, accounting and audit services companies operating across Central and Eastern Europe with offices in 11 countries. The offices in Slovakia have approximately 75 employees in Bratislava and Košice.

The solution for TPA Horwath consisted in the design of a new server infrastructure which replaced the previously used, already outdated server system.

The server infrastructure being one of the first projects we have prepared for TPA Horwath, consists of two DL380 G7 rack servers that run on VMware ESX virtualization platform. The solution provides 100% data redundancy between the two servers, contributing to the efficient use of disk space.

Due to the absence of any desktop management, we have proposed to build a new Microsoft Active Directory (AD) infrastructure, which consists of two MS Windows R2 servers. An efficient user management, access rights management as well as management of network printers was ensured by means of the Active Directory.

We proposed the employment of Microsoft Exchange 2010 to be the communication server which integrates mail, calendar and voice functions, where the employees of TPA Horwath have access to various functions of a broad portfolio of devices (not only PC). The benefit of the offered solution is among other things a single access account to AD and mail system.

Microsoft Exchange 2010 for Cetelem, s.r.o.

Cetelem Slovakia a.s. is a leading financial services company specializing in consumer lending. The company operates on the Slovak market since 2000 and during its existence has provided more than 1.2 million loans.

In 2012, we proposed Cetelem to migrate their mailboxes from the employed Linux environment to Exchange 2010. The reason for migration was the need of our client to ensure reliability and high availability of mail services in two locations of the company, in Bratislava and Žilina.

There are two servers ensuring high availability of client services, delivering messages inside and outside the organization and access

to mailboxes, and because of the requirement for high availability of mailbox a replication of mail databases is ensured between both these servers. Outlook users are primarily redirect to their own mailboxes stored on the server in Bratislava. In the event of server failure in Bratislava, users are being connected to the secondary server in Žilina.

During the migration, it was necessary to create a temporary "migration" domain with Exchange 007 first. Linking the Postfix - Exchange 2007 systems and transferring mailboxes was carried out by means of the IMAP protocol. A follow-up interconnection of Exchange 2010/2007 allowed the transfer of mailboxes to the Exchange 2010 production environment.

Installation of Office 2010 in Johns Manville

Johns Manville Slovakia is the biggest European manufacturing facility of the Johns Manville worldwide group. It deals with the production and processing of glass fibers and employs nearly 900 people at the facility in Trnava.

The Slovak branch of Johns Manville previously used an older MS products SMS for desktop and software management. Desktop management software was operated from its German subsidiary what caused considerable delay in case of need to install new software or newer software versions.

However, in the first half of October 2012 our client contacted us requesting the reinstallation of the new MS Office 2010 on all workstations in Trnava branch, i.e.

230 workstations. The reinstallation should be completed within the next two weeks; therefore it was necessary to address the project very swiftly but at the same time carefully and accurately.

We proposed Johns Manville the installation of a new SSCM server, by means of which the original MS Office was uninstalled and the new MS Office 2010 installed. In the past, the employees of Johns Manville used various versions of MS Office what was by the migration taken into account.

The creation of installation scripts, installation and configuration of SSCM server was carried out within the first days. During the test phase we migrated the first 20 workstations. Migration of the remaining workstations was accomplished by the client under their management; however, we provided technical support during

the whole process. The test phase was in this case crucial; the whole process had to be well planned and prepared so that the migration of the remaining number of workstations could be carried out by the client without any technical problems.

Redesign of network infrastructure and centralized management for the company Ringier Axel Springer

Ringier Axel Springer Slovakia, a. s. is the largest multimedia publishing house in Slovakia. The company is part of the media group Ringier Axel Springer Media AG also operating in Poland, the Czech Republic and Serbia.

Ringier Slovakia employs nearly 500 employees in Slovakia, of which mainly graphic designers and journalists tend to work with a large volume of data every day. The nature of their work requires the availability of all data,

images and documents in the shortest possible time. Since their previous network infrastructure solution was unsatisfactory, outdated and did not meet the necessary requirements, they have decided to redesign the entire network infrastructure.

We have proposed a reliable solution consisting of generational update of the entire network infrastructure (not only the network core but also the access layer) which meets high availability requirements as well as requested performance attributes. Within the project, an upgrade of the network infrastructure to 10 Gigabit was carried out what provided the employees of Ringier with a quick access to all data.

The entire solution built on Cisco components works under the supervision of a centralized management that is easily administered by our client's administrators.

Expanding server infrastructure for SCA Hygiene Products

SCA Hygiene Products is a subsidiary of the Swedish SCA Group based in Stockholm. The company is the manufacturer in hygiene and paper products such as feminine hygiene products, baby diapers or paper towels.

One of the first projects ever we have provided for the SCA Hygiene Products company was expanding the existing server infrastructure. Basically, the project involved the delivery, installation and configuration of 2 IBM X3650 servers, which replaced the previous, inefficient servers. Part of the delivery were the VmWare Enterprise licenses necessary for operation of servers in virtual environment.

Protection against spam and malware in Feron

Feron Slovakia, a.s. is a modern business organization dealing with purchase, storage, treatment and sale of metallurgical products, metallurgical secondary products and non-ferrous metals on a wholesale basis.

Like many other companies, Feron has also been trying to solve the problem with spam and malware entering the computers of their employees via email or the Internet. As a way out of this situation we have proposed our long-term client implementation of a complete IronPort solution, part of the Cisco product family, whose purpose is to protect the end devices of nearly 200 users.

Solution used in Feron in the past became insufficient and did not meet

all the client's requirements taking into account the constantly changing traps from the external environment. The essence of our project was its generation update with respect to current needs and current threats. Cisco IronPort uses reputation filters, what means that it examines the reputation of mail senders or websites in regularly updated databases and assesses whether the sender or the website is trustworthy or not.

Generally speaking, we enabled our client to manage Internet access in a simple and effective manner. Prepared solution was handed over to a local team of administrators, but technically speaking it is almost an automated solution. The most important benefit is that the users of end devices are not aware of the processes in the background but effects of these processes certainly facilitate their daily work.

Data center migration for Orange Slovensko, a.s.

Orange Slovakia is the leader in the Slovak telecommunications market. In addition to the mobile network provides optical Internet, digital TV and fixed phone line connection.

Project for Orange which we completed in 2012 consisted of the data center migration due to the relocation of the company to new premises. In the first phase of the project we proposed a new design of the network infrastructure which was built on the Cisco Nexus 7000 technology. The new infrastructure design was preceded by a large number of configuration analyses and data flows, so that the final solution was adjusted exactly to client requirements.

A reliable network infrastructure has become an essential prerequisite for the successful migration of all data being worked with by nearly 1 500 employees of Orange. It was necessary in this process to take into account the sensitive nature of migrated data including detailed information on nearly 2.8 million active users of Orange services.

We have actively cooperated with the technical team of Orange during the creation and modification of the new network infrastructure design, thanks to what the whole process was created and adapted on the basis of direct inputs from the client. The migration process and the functionality of the newly deployed infrastructure was ensured by our team of certified experts who were dedicated to this project for several months.

Expansion of video conferencing solution for Železiarne Podbrezová

Železiarne Podbrezová a.s. with its 170-year history belongs to the oldest metallurgical companies in Central Europe. Business activity of the company focuses on metallurgy, heavy engineering and tourism. The Železiarne Podbrezová Group is among the 15 largest businesses in Slovakia, employing nearly 7 000 people in Slovakia, the Czech Republic, Spain, Italy, Poland and Germany.

In 2011, we implemented in Železiarne Podbrezová a video-communication solution within 4 working days which in the first phase brought together eight locations. The second phase was launched in 2012 after the problem with varying quality and lack of capacity of the network connection was solved, without which the video-meetings

could not be put into practice. The solution was extended by further 8 locations in Slovakia, the Czech Republic, Spain, France, Poland and Italy. We delivered our client Cisco end-devices in two categories (personnel TP and TP for conference rooms) and at all locations the installation was carried out only in remote assistance of our technical consultant.

Connecting 16 locations through a video enables effective communication between the general headquarters, office management and technical teams. The new communication platform is a full substitute for live meetings even in case of the most important ones. People at ŽP can meet from multiple locations simultaneously with the possibility to share presentations. Another requirement of the client was to ensure interoperability with existing devices which should be moved to smaller branches.

Given the possibility of locations where the end-devices are installed, their connection was possible only through the public network - Internet. Nevertheless, the data communication is encrypted and therefore safe. There is no risk of intercepting calls.

The solution consisted of end devices delivery as well as of system administration software. The Cisco TelePresence Management Suite offers an overview, centralized control, management, deployment and planning of the entire video network. So the client can administer devices in all locations of the company directly from the ŽP informatics headquarters. The Cisco TelePresence Management Suite ensures managing as well as monitoring of the current devices status.

Providing videoconference transmissions

Besides providing comprehensive video solution in the form of a product or a video service, we have experience with providing live video-stream at various conferences, events or internal meetings.

As a first example we would like to mention the live stream of Igor Vida's (General Director at Tatra Banka) presentation being watched not only by the conference participants but also by the employees of Tatra Banka at headquarters and branches. From the technical point of view we have lent Tatra Banka the Cisco Content Server that enabled the live video transmission via the Internet.

A similar scenario was repeated in Volkswagen. In November 2012, we were approached with a request to

deliver the necessary technology to provide video call between four halls in Volkswagen thanks to which approximately 2 000 employees of the manufacturing VW plant in Bratislava were able to watch the presentation of trade associations. We have proposed a reliable solution to meet all the required criteria, which consisted of lending video conferencing equipment, installation and configuration of Cisco C-series (1x C60 + 3x C20).

As another example we can mention the Slovakia 2013 conference organized by Forbes magazine which took place on 13 November in Bratislava. The representatives of government, business and experts in various fields attended the conference. Thanks to Soitron video solution even Steve Forbes could participate in the conference via video sitting in the Cisco office in

Phoenix (in the U.S. state of Arizona). Besides other things he expressed his opinion of the introduction of a single-payer health care.

In all these cases we offered our clients a reliable solution providing live video transmission and on the day of transmission in the event of any problems they could rely on our technical support.

Building a core infrastructure for OMS

OMS is one of the leading lighting companies in Europe, the creator and producer of industrial and state-of-the-art luminaires and comprehensive interior and exterior lighting solutions.

In 2012, we implemented in OMS company a new network infrastructure. The main reason

for the project implementation was the client's dissatisfaction with their previous solution. Due to the company expansion, the old infrastructure did not have the sufficient capacity to handle demands of the increasing number of employees, it worked slowly and with low availability. The client's need to replace the old, not manageable switches and to build a new data center with quality infrastructure was ensured by delivering and configuration of 4 Cisco Catalyst 3750-X Series Switches.

Another request of the client was a wireless coverage of the central building. We met this request by delivering 6 access points and by creating several separate networks within the configuration. For example, one of them is reserved specially for mobile devices access, the next one is used as a free guest

Wi-Fi network that is used for connecting to the Internet only for a limited time.

Building a core infrastructure and setting up a Wi-Fi solution is the basis of a comprehensive project which is being delivered for OMS. The entire project will be completed in the second half of 2013.

IP Telephony for Transpetrol

Transpetrol is an oil pipeline company that operates and manages oil pipeline network in Slovakia, consisting of Druzhba and Adria transit oil pipelines.

The project for Transpetrol comprised of upgrading the existing communication infrastructure from a traditional digital technology to a modern technology based on IP protocol. The project consisted of the exchange of 6 separate telephone exchanges for a centralized telephone system based on AVAYA technology.

Due to the client demands for above-standard availability and reliability of communication network which covers the whole of Slovakia is the primary control location in Bratislava backed up by five additional backup control servers distributed along the whole pipeline route. Each of these servers is able to take control of the entire communication system in case of any interruption of the connection to the central location or between sites.

IP telephony is located in the premises of the company general headquarters, on five pumping stations and 80 power stations along the entire route of the Druzhba oil pipeline. Part of the solution was to ensure 7 control rooms with call recording. Cost control is ensured by a charging system TAS provided by 2Ring.

Central authentication system for VUB Bank

Thanks to nearly 30% market share and more than 1.3 million customers, VUB Banka is considered a second largest bank operating in Slovakia. VUB is represented in Slovakia by retail branches, commercial places, mortgage centers and Customer call center.

Our project for VUB Banka consisted of central authentication system ISE implementation, which was one of the first ISE installations in Slovakia overall. This system ensures the uniform access control to bank environment for all employees, external employees as well as visitors.

Lower level of control of bank environment accesses was the main reason why VUB Banka decided to implement this security policy. To increase level of control we provided our customer with centrally managed access policies, which were built on Cisco ISE technology.

Today, the only task for technical department is to define the access rules and policies, whole access management is being administrated by administrative assistants with low technical skills.

Access control to wireless network for Volkswagen Slovakia

Volkswagen Slovakia ranks among the largest companies in Slovakia and operates in the automotive industry since 1991. Cars and gearboxes are made in the plant in Bratislava and the car components in the plant in Martin. Volkswagen Slovakia employs approximately 9 400 people.

The essence of the project for VW was the implementation of a next-generation Cisco ACS policy server. The ACS policy server provides control and access management to production and administrative wireless network by securing the authentication and authorization of users who log on to it. It should be noted that the production in VW is completely dependent on the wireless network and access to it is controlled by the ACS system.

The problem of our client was that their original system included a number of outdated and unnecessary configuration what significantly worsened its transparency and work with it. Our client's requirement was to switch to a newer version ACS 5.4 with no impact first of all on the production and secondly on the administration.

By us suggested infrastructure consisted of three ACS 1121 servers, one of which acts as the primary server, the other two serve as backups. Moreover, another plus is the simplification of configuration for the future performed through one common web interface.

The telecommunications infrastructure transformation project for Orange Romania

The project consists in the modernisation of the entire telecommunications infrastructure in Romania's rural areas. Orange Romania installed equipment for aggregation of signalling, data and voice traffic in Romania's rural area, based on equipment ranges Cisco MWR and Cisco 7600, in approximately 250 locations.

The new network based on IP technology ensures the necessary capacity for mobile data services based on HSPA+ technology and allows the convergence of fixed and mobile services on the same infrastructure.

The main business objectives of the project were to extend the coverage for high-speed broadband services (3G+ Internet access at speeds up to 21.4 Mbps) for 98% of Romania's population and improve data and voice service quality. Orange, thus, became the operator with the largest coverage of mobile data services in Romania and currently provides its customers with the quickest mobile Internet connection.

Managed IP Telephony for Vodafone Romania

Vodafone Romania launched in cooperation with Datanet the Managed IP Telephony service – a full solution of fixed and mobile communication for enterprises.

Delivering DPI/service delivery/control solutions

Sekom delivers service delivery/control DPI solutions to Broadband Service Providers for their need of visibility into the usage patterns on their network. With the solutions we provide, operators have good visualization of the behaviour of their subscriber's applications and application types during peak usage times ensuring their subscribers have a good quality of experience.

Some of the clear benefits to Broadband Service Providers are:

- Full subscriber, topology, and service plan awareness with the ability to deploy policies dynamically to manage congestion and Quality of Experience 'QoE'
- Real-Time operational analysis on the network, users, and applications
- Traffic optimization and service creation functionality that generates customer satisfaction, customer loyalty and added-revenue opportunities

Delivering Cable TV Infrastructure Solutions

Sekom, in partnership with Ca-TV operators since 1999, provides a wide array of Ca-TV solutions including CaTV transmission systems, broadband access systems (Docsis), video acquisition and processing systems (Video Headends). These solutions enable operators to provide internet services, reliable high-speed data transmission with QoS, voice services (voice over IP), video-conferencing solutions, Video on Demand (VoD) services, digital broadcasting and digital radio, Pay TV, teletext, education programs and tele shopping services.

We provide Head End solutions facilitating for end-to-end management of all the components by deploying high quality analogue and digital broadcasting Head End solutions at subscriber aggregation points. Our analogue and digital IPTV Headend solutions include professional IRD, Statistical Multiplexer and Edge QAM systems.

2012 EVENTS

January	<p>Soitron Microsoft Silver Communication Partner – Soitron enriched the portfolio of its services in the area of UC with Microsoft solutions</p> <p>ISO 20000 Certification Audit – certification in IT service management. At the time of acquiring the certificate only three companies in Slovakia were a certificate holder</p> <p>Soitron Reds on Golden Tour - corporate football league</p> <p>Gala evening “Okná Jara Filipa” - traditional gala evening for Soitron business partners in the Slovak National Theatre in Bratislava</p> <p>Kick-off 2012 – strategic New Year’s get-together of the integration part of the Soitron team in the Kaskády hotel, Sielnica</p>
February	<p>360° feedback – employees evaluation of managers</p> <p>Soitron was named the fastest growing partner by HP</p> <p>We helped Patrik – in cooperation with the association “Dobrý anjel” which helps families with seriously ill children Soitron provided video solution for Patrik in order to study and communicate with his classmates directly from hospital</p>
March	<p>One-week cooperation with the practice of the Faculty of Informatics and Information Technologies STU - an event dedicated to information and network technologies - the most important technology trends of 2012 through the eyes of Soitron</p> <p>Cisco Expo 2012 in Romania</p>
April	<p>Academy of modern firm – a series of professional workshops on IT infrastructure and its optimization in Žilina</p> <p>X-PRAKTIKUM Conference – professional presentation of AVAYA, CISCO, LANDesk, Nuance, SailPoint and Symantec solutions in Prague</p> <p>National run Devín – Bratislava - participation of the Soitron running team</p>

May	<p>Forbes: Interview with Ondrej Smolár</p> <p>TEDx – Soitron as one of the conference partners</p> <p>Job Expo 2012 – Soitron attended the biggest job fair in Slovakia, held in Nitra</p> <p>Cisco TelePresence Video Master Authorized Technology Provider – ATP partnership confirms high professional competence of Soitron in the area of network services and unified communications</p> <p>Blood donation in Soitron</p> <p>Trend TOP in Infotechnologies – Soitron again at top positions in Trend TOP ranking</p> <p>Mentor Networking project - the purpose of this project is to enable future graduates to gain some experience through representatives of the business environment</p> <p>Speech & Brunch in Štrbské Pleso – a customer event performed via the videoconference technology - on the road to success in a world of rapid changes and new trends in business communication - Milan Dubec, founder of the community portal Azet.sk</p>
June	<p>Seminar New StorAge: Do not put money into scrap iron – a professional seminar on features and benefits of new server devices in Bratislava</p> <p>AmCham workshop on generation Y – workshop for university professors presenting modern trends and approaches in the educational process</p> <p>Soitron became a Cisco Identity Services Engine ATP partner for the South East Europe – Soitron strengthened its competence in the area of Cisco ISE products</p> <p>Academy of modern firm: Advanced Management – a series of professional workshops on IT infrastructure and its optimization in Bratislava</p> <p>Intercultural Project Management – Challenges and Benefits – lecture by Karin Brünnemann</p> <p>Executive Briefing - the integrated solution of telephony and collaboration provided by Datanet Systems</p> <p>International Children’s Day at Soitron – activities for employees’ kids</p> <p>Management Club - successful enterprise beyond the borders of Slovakia with Peter Horňák – an informal seminar of the Young Entrepreneurs Association of Slovakia</p>
July-August	<p>Another Soitron’s certified CCIE expert</p> <p>Soitron-Sekom partnership agreement signed</p>

SOITRON MARKET POSITION

TREND TOP IN INFOTECHNOLOGY

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

	2011	2012
ICT Companies with the Highest EBITDA	6.	3.
The Most Profitable IT Companies in Slovakia	4.	3.
Service Centers in Slovakia	9.	12.
IT Service Providers in Slovakia	6.	3.
Suppliers of Information Technologies in Slovakia Ranked by Added Value	6.	5.
Suppliers of Information Technologies in Slovakia Ranked by Sales	8.	6.
One Billion IT Companies	10.	7.
TOP IT Suppliers for Private Financial Sector	4.	3.
TOP IT Suppliers for Utility Companies	5.	9.
TOP IT Suppliers for Public Sector	5.	1.
TOP IT Suppliers for Industrial Production	4.	1.
TOP IT Suppliers for Service Providers	3.	3.

Source: Trend Top in Infotechnology TREND 21/2013, 30th May 2013

September	<p>Researchers' Night - Soitron as the supporter of the biggest scientific show</p> <p>Executive Briefing - Managed Services Proposals for Business video and BYOD Datanet</p>
October	<p>Cisco Expo Slovakia – Soitron as the main partner of the conference in Bratislava</p> <p>International congress ITAPA dedicated to the development of eGovernment - Soitron as a partner and presenter</p> <p>Soitron Best Partner of the Year 2012 – Cisco Slovakia</p> <p>Cisco Gold Audit – Cisco Gold Certification for Soitron, a.s. and Datanet Systems</p> <p>Sekom participated in Cisco Expo event with a theme of 'Contact Center Solutions'</p>
November	<p>How it (net)works – seminar on HP solutions in Bratislava</p> <p>Steve Forbes was a speaker at the Slovakia 2013 conference thanks to Soitron's video solution: Government and business in an open dialogue</p> <p>Soitron at the Days of Opportunities 2012 – an event organized by the Faculty of Electrical Engineering and Information Technology STU</p> <p>Soitron again the partner of informatics competition iBobor – informatics competition for pupils of primary and secondary schools</p> <p>Soitron Reds at Telco Cup – Team of Soitron made it to the 1/8 final in futsal tournament</p> <p>Management Club with Vladimír Šikura – the general director of Soitron discussed on the topic "Partners in the company"</p> <p>Donate your old first-aid kit – we donated discarded car first-aid kits to the night shelter de Paul in Bratislava</p> <p>Executive Briefing - Bring Your Own Device infrastructure, Managed Unified Communications, Video, Security solutions, IT as a Service</p>
December	<p>Zoltán Vašš, Financial Director of Soitron, gave a presentation at Forbes Executive Forum on the economic expectations of financial directors</p> <p>Košice/Prešov Invest – conference presenting investment opportunities in Eastern Slovakia (Košice)</p> <p>St. Nicholas Day 2012 – Christmas event for employees' kids</p>

PRODUCT PORTFOLIO

We provide complex solutions in the following areas:

- * **IT Infrastructure**
- * **Unified Communications**
- * **Customer Interaction**
- * **IT Security**
- * **Content Management**

We understand the areas bellow as following:

IT INFRASTRUCTURE

Definition

Set of all HW and SW components used for entry, storage, processing and transfer of data. It is a common factor in all IT solutions and a foundation for implementation and administration of all applications and services.

Offerings

- Data networks (LAN and WAN, fixed and wireless)
- Data centers (connections, HVAC, OS platforms, applications etc.)
- Workstations and peripheries
- Virtual data centers, work stations and applications
- Structured wiring 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 even greater capacity and thus make reliability of infrastructure ever more necessary.

Investments in IT infrastructure and administration contribute to approximately 60 % of all IT-related expenses (according to Gartner study „IT Key Metrics Data 2009“), thereby making optimization a priority of every IT department.

Examples

- IP/MPLS upgrade for Orange triple-play (Fibernet) implementation
- Network infrastructure upgrade for VUB Bank data center
- Data center for Spoločná zdravotná poisťovňa
- Desktop management for Dalkia
- Work station virtualization for Slovenská sporiteľňa
- IT infrastructure administration for international company Atrium European Management NV, Netherlands
- eHealth pilot infrastructure creation
- Wireless access implementation in Národný ústav srdcových a cievnych chorôb (The national institute of cardiovascular diseases)
- Building of the backup data center for Spoločná zdravotná poisťovňa
- Two data centers for Debt and Liquidity Management Agency (ARDAL)
- Data center for Ministry of Interior of the Slovak Republic
- Implementation of Microsoft Exchange solution for Ministry of Interior of the Slovak Republic
- Upgrade of the WLAN infrastructure for Faculty of Natural Sciences, Comenius University
- Technology network for Nafta, a.s.
- Virtualization of the IT environment for Swedwood Slovakia, s.r.o.
- Network infrastructure solution for Comenius University in Bratislava
- Increasing applications availability for Nemak Slovakia, s.r.o.
- Server virtualization for the brewery Steiger a.s.
- Building a backup data center for Central Military Hospital, Ružomberok
- Server and network infrastructure for The Jessenius Faculty of Medicine, Comenius University
- Upgrade of server infrastructure for TPA Horwath, s.r.o.
- Upgrade of server infrastructure for CSA Hygiene Products
- Redesign of network infrastructure and centralized management for Ringier Axel Springer
- Migration of data center for Orange Slovakia, a.s.
- Core infrastructure for OMS
- Management of accesses to wireless network for Volkswagen Slovakia

UNIFIED COMMUNICATIONS

Definition

All forms of voice, video and multimedia communication among users, both on intra- and intercompany level. Simple and unified administration of all communication channels. To make sure communication makes work easier and not more complicated.

Offerings

- IP Telephony
- Unified Messaging – consolidation of voice, fax and email messages into one inbox
- Audio and video conference solutions – speak to and see participants in distant locations and watch conference presentations, use applications interactively with the audience, share documents or the entire desktop or even create results together
- Presence – consolidation of all communication channels, email integration, Instant Messaging
- Mobility – equal access via the entire range of mobile and land line networks
- TelePresence – new form of conference, which uses the most advanced technologies to create a feeling of meeting at one table, in another words “life-like“

Benefits

Increases efficiency and simplifies communication. Enables communication via a single contact, regardless of the number of phone numbers, email or chat addresses. Monitors presence status and preferred communication channel. Simplifies technically complex activities such as conference and/or video calls.

Just like the Just-In-Time approach in supply management focuses on stock minimization and accurate timing of delivery to where it is needed, Unified Communications focuses on Just-In-Time communication – simple and instantly available to all involved.

Examples

- Country-wide voice network for the SEPS (Slovak Electrification and Transmission System)
- Communication infrastructure in the Crowne Plaza Bratislava Hotel
- New voice network for Slovenská sporiteľňa
- Interactive video transmission and conferencing for the Security Conference of NATO Defense Ministers in Bratislava
- IP Telephony in Tatra banka
- Implementation of Cisco TelePresence in Tatra banka
- Implementation of Cisco TelePresence for Comenius University in Bratislava
- Implementation of Cisco IP Telephony on a virtual platform for Johns Manville Slovakia
- Interactive video conferencing of business meetings “Soitron Speech & Brunch” in Žilina, Košice, Poprad, Trnava, Trenčín, Nitra and Banská Bystrica
- Implementation of active recording for control centers of SEPS
- Integration of Cisco IP telephony with Microsoft Lync for Vodohospodárska výstavba
- Recording of emergency phone line for patients of OLUP, Predná Hora
- Recording of encrypted phone calls in Volkswagen Financial Services Slovakia
- Effective communication between Czech and Slovak Dalkia subsidiaries via Microsoft Lync
- First IP telephony on virtual platform for Johns Manville Slovakia
- Video solution for Železiarne Podbrezová
- Video solution for Kraft Foods
- Microsoft Exchange 2010 for Cetelem, s.r.o.
- Microsoft Office 2010 installation for Johns Manville
- Videoconference live-stream for Tatra banka, Volkswagen and Forbes
- IP Telephony solution for Transpetrol

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 services – IVR (interactive voice response)
- 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 client. How to achieve a top-notch 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 Tatra banka (Raiffeisen Group) – Dialog
- First IP contact center in Central and Eastern Europe – Ferona Slovakia
- Contact center for Lion Teleservices SK (Teleperformance), Žilina
- Contact center for Cetelem, Hungary (BNP Paribas Group)
- Contact center for ZUNO 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

- Implementation of the Self-Defending Network concept for Spoločná zdravotná poisťovňa, a.s.
- 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
- Pilot project of Cargo train car identification using the RFID technology for Cargo Slovakia
- Protection against DDoS attacks for LightStorm Communication
- Optimization of operation and accesses over web services portals of the tax office for the Tax Directorate of the Slovak Republic

- Redesign and implementation of complex security network perimeter and corresponding management for Dexia bank
- Solution of Anti-X services on the network perimeter level for OMS
- Secure e-mail communication in Slovenský Plynárenský Priemysel (SPP) and Eustream
- Protection against spam and malware for Ferona Slovakia, a.s.

CONTENT MANAGEMENT

Definition

Digital content management involves faster and simplified 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

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.

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

IN THE ABOVE MENTIONED AREAS, WE PROVIDE THE FOLLOWING SERVICES:

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.

Implementation Services

When implementing proposed architecture to production, we try to minimize associated risks by detailed planning and professional project management. Delivering on the agreed scope, deadlines and goals defined by the design is of utmost importance for us.

Managed Services

Managed services include transferring clients' routine, day-to-day IT operations

to us, in one or more areas, usually to improve service quality and efficiency. Relevant HW and SW is often part of the delivery, combined together as an Infrastructure as a Service offering.

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 Agreements.

Specialist Training

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

design. The official Cisco and Microsoft training programs are complemented with an option to become officially certified in our authorized test center.

Project Management

All projects carried out by us are directed by dedicated Project Management Office (PMO) using a unified set of tools and methods. Our project methodology is based on internationally recognized PMI, IPMA, 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.

PARTNERSHIPS AND MEMBERSHIPS

CISCO

- Cisco Gold Certified Partner
- Cisco Advanced Borderless Network Architecture Specialization
- Cisco Advanced Collaboration Architecture Specialization
- Cisco Advanced Content Security Specialization
- Cisco Advanced Data Center Architecture Specialization
- Cisco Advanced Routing & Switching
- Cisco Advanced Security
- Cisco Advanced Unified Communications
- Cisco Advanced Wireless LAN
- Cisco IP Next Generation Networks Architecture Specialization
- Cisco Master UC Specialization
- Cisco Cloud Infrastructure Partner
- Cisco Registered Partner
- Cisco Learning Partner - Associate
- Cisco Customer Satisfaction Excellence
- Cisco PSPP Cisco Central Government
- Cisco PSPP Education
- Cisco PSPP Healthcare
- Cisco ATP - Cisco TelePresence Video Master
- Cisco ATP - Identity Services Engine
- Cisco ATP - Unified Contact Center Enterprise

HP

- HP Gold Specialist
- HP Advanced Storage Specialist
- HP Professional Computing Specialist
- HP Professional Storage Specialist
- HP Professional Networking Specialist
- HP Personal Computing Specialist
- HP Workstations Specialist
- HP ServiceONE Specialist

MICROSOFT

- Microsoft Gold Server Competency Partner
- Microsoft Silver Learning Competency Partner
- Microsoft Silver Communications Partner
- Microsoft Silver Messaging Partner
- Microsoft Authorized Education Reseller

IBM

- IBM Advanced Business Partner
- IBM Service Partner

AVAYA

- AVAYA Gold Partner

SYMANTEC

- Symantec SMB Gold Partner

ORACLE

- Oracle Solaris specialization

LENOVO

- Lenovo Premium Business Partner

VMWARE

- VMware Solution Provider - Enterprise

R&M

- R&M Freenet Certified Copper Installer
- R&M Freenet Certified Designer
- R&M Freenet Certified Installation Manager

NICE

- Nice Business Partner
- Nice Service Partner

KELINE

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

ENTERASYS

- Professional Security Partner

CHECKPOINT

- Checkpoint Bronze Partner

NOVELL

- Novell Silver Solution Provider

LANDESK

- LANDesk Expert Solution Provider
- LANDesk Silver Certified Partner

AMP NETCONNECT

- Installing and Conectorizing LAN Cabling Systems (NDI)

ZOOM

- Zoom Gold Partner

TELEOPTI

- Teleopti Certified Partner

GWAVA

- Gwava Authorized Partner

SAILPOINT

- SailPoint Solution Integrator

NUANCE

- Nuance Premium Partner

CITRIX

- Citrix Silver Partner

INTEL

- Intel Channel Partner

BRAND-REX

- Brand-Rex International Partner

SYSTIMAX

- Authorised Systemax Engineer
- Systemax Trained Installer
- Certified iPatch System Support Specialist

IRONPORT

- Ironport Gold Partner
-

2RING

- 2Ring TAS Advanced Partner
- 2Ring NetFAX Advanced Partner
- 2Ring IPPS Advanced Partner
- 2Ring CC Gold Partner

SAFENET

- SafeNet Silver Partner

REFERENCES

STATE ADMINISTRATION

- Central Office of Labour, Social Affairs and Family
- City District of Prague 1
- City of Hranice na Moravě
- City of Olomouc
- City of Rožnov pod Radhoštěm
- Debt and Liquidity Management Agency (ARDAL)
- Facilities Administration of the Government Office of the Slovak Republic
- Government Office of the Czech Republic
- Government Office of the Slovak Republic
- Ministry of Defense of the Slovak Republic
- Ministry of Foreign and European Affairs of the Slovak Republic
- Ministry of Health of the Slovak Republic
- Ministry of Interior of the Slovak Republic
- Ministry of Justice of the Slovak Republic
- Ministry of Local Development CZ
- Municipal Police of the Capital City of Prague
- National Council of the Slovak Republic
- National Forest Center
- National Medical Info Center
- Olomouc Region
- Regional School Administration Office in Banská Bystrica
- Statistical Office of the Slovak Republic
- State Treasury of the Slovak Republic
- State Veterinary and Food Administration of the Slovak Republic
- Tax Administration of the Slovak Republic
- The Czech Statistical Office
- The Czech Supreme Supervisory Office
- The Czech Telecommunications Office
- The Romanian Air Traffic Services Administration (ROMATSA)
- The Romanian Chamber of Commerce
- The Romanian Ministry of Finance
- The Romanian National Trade Register
- The Supreme Audit Office of the Slovak Republic

FINANCE AND INSURANCE

- Alpha Bank
- Banca Românească
- Bancpost
- BCR Erste
- Cetelem
- Czech Export Bank
- Československá obchodní banka, a.s.
- EFG Eurobank
- Emporiki Bank
- First Data Slovakia
- ING Bank România
- Interamerican
- Intesa SanPaolo Bank
- J&T Finance group
- National Bank of Romania
- OTP Bank
- Piraeus Bank
- Prima Banka Slovakia
- Privatbanka
- Provident Financial
- Raiffeisen Bank
- RBS Bank
- Santander Consumer Finance
- Slovenská sporiteľňa, a.s.
- SMART Financial
- Spoločná zdravotná poisťovňa, a.s.
- Stabilita d.d.s., a.s.
- Tatra banka
- UniCredit Bank
- UniCredit Bank România
- UniCredit Leasing Slovakia
- Všeobecná úverová banka, a.s.
- Všeobecná zdravotná poisťovňa, a.s.
- Všeobecná zdravotní pojišťovna
- Wüstenrot pojišťovna
- ZUNO Bank

INDUSTRY

- Alas Slovakia
- Alfa Plastik
- Belar, a.s.
- Calsonic Kansei
- Cement Hranice
- Ceragon Networks s.r.o.
- Cutisin
- ČNES dopravní stavby
- Daikin Industries Czech Republic
- DEVRO
- Doosan Bobcat Manufacturing
- Doprastav
- DURA Automotive Body & Glass Systems Components
- Fagor Ederlan Slovakia
- Ferona
- Ferona Slovakia
- Holcim România
- In Vest, s.r.o.
- Johns Manville Slovakia
- Metrostav
- Metrostav Slovakia
- Model Obaly
- Mondi Business Paper SCP
- Nafta a.s.
- OMS, spol., s.r.o.
- Panasonic AVC Networks Czech
- Pivovar Steiger, a.s.
- Porsche România
- PRAKAB PRAŽSKÁ KABELOVNA
- PSG-International
- Rompetrol
- SAS Automotive
- SEMPERFLEX OPTIMIT
- ŠKODA HOLDING
- TESLA Holding
- Tondach Česká republika
- Topex
- U.S. Steel Košice
- Valeo
- Vodohospodárska výstavba, š.p.
- Volvo Trucks
- Yazaki Wiring Technologies Slovakia
- Zentiva
- ŽOS Trnava, a.s.

UTILITIES

- ABB
- Bratislavská teplárenská, a.s.
- ČEZ
- Dalkia
- Dalkia Industry
- E.ON IS Slovakia
- Eltek s.r.o.
- Eustream, a.s.
- Petrom
- RWE
- Slovenská elektrizačná prenosová sústava, a.s.
- Slovenský plynárenský priemysel, a.s.
- Stredoslovenská energetika, a.s.
- Stredoslovenská vodárenská prevádzková spoločnosť, a.s.
- Stredoslovenská vodárenská spoločnosť, a.s.
- Transpetrol
- Východoslovenská energetika a.s.
- Ústav jadrového výskumu Řež

COMMERCE

- Accenture Services
- Accor Services
- ACTIVA
- Ahold
- ALEF NULA
- AT Computers
- AWD
- Bat România
- Billa România
- Bit-STUDIO Bratislava, s.r.o.
- Coca-Cola Czech Republic
- Colgate-Palmolive
- Danone
- Delhaize Mega Image
- Enterprise, s.r.l.
- Europ Assistance
- EXIM TOURS
- General Bottlers ČR, s.r.o.
- Havi Logistics
- Henkel – Slovensko, s.r.o.
- Hewlett-Packard Slovakia
- Hortim - International
- Interhouse Košice
- Interoute Czech
- Interoute
- Internet Mall
- Ixia
- Kaufland
- Kaufland România
- Kraft Foods ČR
- Kraft Foods Romania
- Kúpele Štrbské Pleso
- Lidl România
- Markíza – Slovakia, spol. s.r.o.
- Mediapro Pictures
- Metro Cash & Carry Slovakia
- Nestle
- Nestle România
- Novensys
- Office Depot
- Olympus Czech Group
- OMV Slovakia

TELECOMMUNICATIONS

- Cosmote
- České Radiokomunikace a.s.
- Energotel
- GTS Novera
- GTS Slovakia, a.s.
- INES Group
- Orange România
- Orange Slovensko, a.s.
- Slovanet
- Telefónica Czech Republic
- UPC Broadband Slovakia
- UPC România
- Vodafone
- Vodafone România
- Pepsi-Cola SR
- PHOENIX Ilekárenský veľkoobchod
- Pivovar Holba
- Pivovar Litovel
- Pivovar Zubr
- Pro TV
- Renault Trucks ČR
- Ringier
- Ringier România
- Ringier Slovakia
- Roche Slovakia
- ROSSMANN
- Sevittech, a. s.
- SKF Ložiska
- Slovenská pošta, a.s.
- Star Storage
- TechTeam Global
- Vitana
- Wipro
- WNS

TRANSPORT AND DELIVERIES

- DHL
- DHL România
- Dopravný podnik hlavného mesta Prahy
- Dopravný podnik mesta Brna, a.s.
- Havi Logistics
- Letové Prevádzkové Služby SR
- Lockheed Martin
- Ostravské komunikace
- PPL CZ
- Tarom
- TNT România
- TNT Express
- Železnice Slovenskej republiky
- Železničná Spoločnosť Cargo Slovakia, a.s.

HEALTHCARE

- Central Military Hospital, Ružomberok
- East Slovak Institute of Cardiovascular Diseases
- Frýdek-Místek Hospital
- Hospital of the Ministry of Defense of the Slovak Republic
- LEXUM
- OLUP (Specialized Treatment Psychiatric Institute), Predná hora
- Spa Teplice nad Bečvou
- Spa Felicitas Poděbrady
- Spa Pressnitz
- Slovak Medical Chamber
- The Healthcare Surveillance Authority
- General Faculty Hospital in Prague

HOTELS

- Astrum Laus, s.r.o.
- Austria Trend Hotel Management Bratislava
- Best Hotel Properties a.s.
- Chateau Mcely
- Diamond Hotels Slovakia s.r.o., Crowne Plaza Bratislava
- Dorint Hotels and Resorts Praha
- Hotel Imperial Ostrava
- Maimaison Business & Conference
- Mövenpick Praha

EDUCATION

- Comenius University in Bratislava
- Czech Agricultural University in Prague
- Faculty of Science, Charles University in Prague
- Institute of Chemical Technology, Prague
- Jessenius Faculty of Medicine of the Comenius University
- Methodology and Pedagogy Center
- University of South Bohemia in České Budějovice
- VŠB Technical University in Ostrava

CODE OF ETHIC

Our code of ethics formalizes all intra-company relationships from leadership to employees at the lowest level of management. It refers to relationships with current as well as 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. It refers to four key areas.

EXPERTISE, QUALIFICATION AND VISION OF OUR PEOPLE

Constant improvement is not a necessity at Soitron, but a way of life. We always want to know more and be the best. Our company strives to support the knowledge base of our employees through constant and wide-reaching training, thereby facilitating

the further growth of talent within the firm. Professional growth, high qualification, competence, breadth of views and solid technological engagement are the pillars of our development that enable us to realize the visions of our clients, and inspire our business partners and employees to aspire themselves.

People are our most valuable asset. We provide stimulating 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 fields. They always search for new opportunities and different ways to solve problems. Trendsetters 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 for us. We deliver solutions that make maximal use of current knowledge, broaden horizons, and enrich the client in new ways. Exceeding 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 backwardness. 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 knowhow and global partnerships (Cisco, HP, Microsoft, Avaya, IBM, etc.).

UNUSUAL, UNORTHODOX SOLUTIONS

Fair cooperation among partners and commitment to business partners as well as colleagues are the basis of our success. Team spirit can be felt as in our work, so too in our relationships with clients and fellow colleagues.

We nurture relationships with our clients because we want to build 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' needs because we always listen and try to understand the problem at issue. Responsibility, reliability, trust and openness are the foundations of our teamwork. 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 scratch serves as a prerequisite for functional multilateral 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 popular 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 unconvincing and fuzzy results. Living by the motto "Do more for less", we try to follow processes that are carefully customized and strictly conformed. The quality of our services is reflected in customer appreciation, which in turn translates into doing more business together in the future.

PEOPLE MEET HALFWAY

We care about our employees, friendly atmosphere and good internal social environment within the firm. We have sense of teamwork, we support open communication based on fair play and constructive feedback. Flexibility, empathy, discreetness, adaptability and willingness to help and leave no

one behind are the traits we value most among our people. We consider the dialogue within the firm of utmost importance. We have coined the "Stand up & speak up" philosophy, and we encourage the open door policy.

With clear and transparent rules, where everyone has an equal opportunity to openly communicate his/her ideas, we all can contribute to our company's future. In return, we expect mutual respect among all members of the company and personal responsibility for achieving the set results.

We believe it is important to contribute to satisfied personal and family lives of our employees. For precisely this reason are the family support and family-oriented events our priorities. The logic is simple: only a happy and balanced person makes a satisfied employee. We often meet outside work and in our spare time.

Simply put, we are friends at work as well as outside.

Following the motto "We are people", we prefer natural behavior, casual dress code, smile and relaxed style to conventionality, suit and tie. Not the cramped stiffness of personality, but the sport spirit. Interests and hobbies of our employees go beyond IT. They are no strangers to the great outdoors, sports, or art, and the company strives to encourage them in their pursuits.

Principles such as flexible working hours, home-based office, no smoking in the premises, waste recycling, and paper (tree) saving are a matter of course for us. This code of ethics is not a company bylaw that must be obeyed. It is rather a set of internal recommendations intended to provide some guidance as to how we need to treat one another as well as subjects outside the firm.

CORPORATE SOCIAL RESPONSIBILITY

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 with respect to our business partners and colleagues, but to the local community and environment as well.

COMMUNITY SUPPORT

We have not devoted our endeavours just to our clients. We have been continually spreading the idea of a better world in a number of volunteering activities, educational support, charity and foundations.

- In 2012 we purchased products from protected workshops in amount of 6.539€.
- We have donated 2% from taxes in amount of 28.629€ to 19 civic organizations, independent NGOs and foundations supporting, for example, prevention of drug addiction, physical disability help programs, children education, physical education, basketball and volleyball sport activities

as well as organizations helping spread the ideas of peace, human rights protection, humanitarian and development programs and other services beneficial to society in general.

- In cooperation with non-profit organization Dobrý Anjel (Good Angel), which helps families with children suffering from cancer or other serious illness, we helped 17year-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. This very smart schoolboy is the first patient who studied remotely using modern video technologies.

- To support school education, we cooperated in informatics competition called iBobor, which took place in the beginning of November 2012. Competition was executed by Faculty of Informatics and Information Technologies (Slovak University of Technology in Bratislava) with the main intention to encourage interest in information and communication technologies among students of elementary and secondary schools. 49 798 pupils from 814 schools attended this 6th annual of iBobor competition, which means an increase in the number of participants by more than 13.000 in comparison with the previous year.

- Faculty of Informatics and Information Technologies and Faculty of Electrotechnics and Informatics (Slovak University of Technology in Bratislava) organized the 4th annual of the "Týždeň spolupráce s praxou" (The Week of Cooperation with Practice) dedicated to information and network technologies. This time Soitron presented our view of IT in small and middle sized companies. Generation Y and the possibility of using this communication in modern society and business communication in 21st century were also popular topics among students.
- Soitron attended the biggest job fair in Slovakia, held in Nitra called Job Expo 2012. We presented Soitron as a worth-considered employee and we

provided participants with work opportunities in our company. In September 2012, we supported also the biggest scientific show "Noc výskumníkov" (Researchers' Night).

- Soitron CEO Ondrej Smolár and Commercial team leader Martin Kručinský participated in mentoring programme dedicated to the best students of the last university classes. This programme was organized by CSI Leasing in cooperation with AmCham and the United States Embassy in Slovakia. The main purpose of this programme was to connect future graduates and top managers of successful companies thank to whom students can reach valuable advices, experience and inspiration.

- Our Financial Director Zoltán Vass participated in Forbes Executive Forum and discussed the topic of economic expectations of financial directors in Slovakia and in the region of Central Europe.
- In the 7th annual of Soitron internal charity initiative called "Support the project" we supported three interesting projects nominated by our employees. The project of building the well-equipped center for handicapped children, which have gained the highest score among our Comission composed of our managers and employees, was implemented in Žiar nad Hronom. We have also supported our colleague by special therapy for her indisposed daughter. Special funds were dedicated also to Bratislava's center for people with Down

syndrome and autism and were used for buying the special treatment tool.

- In cooperation with the National Transfusion Service, we organized the 4th blood donation at the end of May. Together, the initiative was supported by 17 employees.
- We donated old discarded car first-aid kits to the night shelter de Paul in Bratislava.

WORKING ENVIRONMENT

In 2010 we have defined a new initiative that will shape the relationship between Soitron and its employees – Best Employee of 2015. Within the next 5 years, the goal is to create working environment that is very attractive and motivating for current as well as prospective employees.

- As part of improving the working environment we have added two multimedia board Digital Media Signage (DMS) that will serve as another communication channel providing news about company-related matters, utilizing photographs and video as well.

- We have continued to provide our employees with a wide array of company benefits divided into several “packages.” The social package continued to include child birth, wedding support, or long-term sick leave contribution, food vouchers from the social fund and the possibility of salary pre-payment.

- The loyalty package includes bonuses for employees who have been with the company for more than 2 years while the health package involves an option of visiting a company doctor as well as an eye specialist. The benefits budget 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 (sports package) or wellness facilities and massages (relaxation package).

- The financial package includes the option of using the company cell phone for private purposes, entertainment and relaxation vouchers, contribution to the 3rd pension pillar, internet subsidy, employee store, pharmacy, hotel and sporting facility discounts, etc.

- Also in 2012, we organized the traditional cultural event for employees and their spouses. Evening programme consisted of theatre performance called “Illusionists” starring popular Slovak actors Milan Lasica, Vladimír Hajdu and Zuzana Fialová. There have been two events for kids in 2012 – The Evening with Santa and International Children’s Day. We have started a tradition of Soitron barbecue event called “Špekparty”.

- In the area of sports, the Soitron team has been actively participating in the Devín – Bratislava national run. Our Soitron football team (Soitron Reds) participated in the 9th annual of beneficial indoor football tournament of the telecommunication and IT companies.

- Also in 2012, we continued in our internal competition for employees – Innovation Cup. Our employees nominated 4 creative projects intended to improve company’s life and operation. 3 of them will be implemented into the practice.

- The need for continued education is addressed by company’s own training and certification test center on our premises with internal instructors with more than a decade-long tradition. The center has two lecture rooms and four testing stations and offers training from the most renowned technology firms such as Cisco, Microsoft, UNIX and Solaris. This, along with a system of external education, enables us to maintain the highest level of up-to-date knowledge of our employees in the field of technology. The overall complexity of education is achieved by offering further soft skills and languages training opportunities.

- Full of expectations we have conducted 2nd round of 360° satisfaction survey – all Soitron employees had an opportunity to express their opinions through evaluating questionnaire fulfilment. Main intention of the 360° survey is to provide managers with feedback on their work and point out the areas that should be improved.

ENVIRONMENT

- We understand the responsibility we have for our environment. Therefore, as a part of implementing and support of new technology that is less harmful to our environment, conserves resources and simplifies everyday lives of our people, we continue to use the so-called Smart Cards. Their introduction as an employee ID, entry key and electronic signature of internal documents literally eliminated the need for paper-based administration of internal documents.

MARKET

- Relations with our clients, suppliers and other business partners are guided and enforced by our code of ethics also published in this report.

FINANCIAL RESULTS

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

In 2012, Soitron, a.s. had a turnover of EUR 66.3 million. Revenues from service provision accounted for 72% of the turnover according to Slovak GAAP. Compared to the previous year, in which the revenues from service provision accounted for 52% of the turnover, this constitutes a significant increase. The main reason for this development is two exceptional projects, even one with two year duration, financed by EU. After elimination of impact of this two exceptional projects, revenue from services represents 51% of the turnover. In terms of structure, outsourcing services, managed services, project delivery and technical support prevailed.

In 2012, the added value year-on-year increased from EUR 15.5 million to EUR 16.7 million.

Soitron's after-tax profit amounted to EUR 6.2 million. The before-tax profit reached EUR 7.4 million, representing an increase compared to the previous year. The year-on-year increase was mainly influenced by exceptional projects mentioned above.

Investments into internal development as well as new areas of technology continued and therewith related expanding its 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 domestic activities have been largely financed from own resources. To ensure stable operational financing, the company has taken a loan of EUR 5.4 million. Financial stability and elimination of the exchange rate risk have been ensured through hedging.

In 2012, turnover of Soitron group was EUR 113.2 million. Revenues for service provision in 2012 accounted for 49.8% of the company's turnover.

In 2012, EBITDA of the SOITRON group reached EUR 10.1 million.

SELECTED INDICATORS SOITRON, A. S.

In 2011 – 2012 SOITRON, a.s. achieved following results (in EUR) in the selected indicators:

in EUR	2011	2012
Share Capital	99 600	99 600
Equity	16 267 829	13 157 153
Liabilities	14 402 438	29 572 368
Total Assets	30 670 267	42 741 657
Revenue from Sales of Goods	20 949 275	18 741 465
Revenue from Sales of Own Products and Services	22 319 689	47 567 199
Total Sales Revenue	43 268 964	66 308 664
Total Income	44 745 088	73 648 384
Profit Before Tax	2 544 868	7 415 978
Profit After Tax	2 043 086	6 239 448
Average Number of Employees	427	305
ROA – Return on Assets	6.7%	14,6%
Return on Sales	4.7%	18.6%
Total Liquidity	2.26	1.64
Instant Liquidity	0.75	0.21
Receivables Collection in Days	144	158
Stock Turnover in Days	4	11

SELECTED INDICATORS SOITRON GROUP

Soitron Group achieved following results in the selected indicators (in million EUR):

in million EUR	2011	2012
Equity	23.5	20.4
Revenue from Sales of Goods	35.1	56.6
Revenue from Sales of Own Products and Services	30.0	56.7
Total Sales Revenue	65.1	113.3
Operating Profit (Loss)	2.7	10.0
Profit Before Tax	2.9	9.4
Average Number of Employees	537	459
ROE - Return on Equity	12.5%	36.9%
Return on Sales	6.4%	8.3%
Gross Profit	38.7%	27.8%

SELECTED INDICATORS SOITRON S.R.O. (CZ), DATANET SYSTEMS (ROM) AND SEKOM (TUR)

Selected indicators Soitron, s.r.o. (CZ), Datanet Systems, s.r.l. and Sekom (in thousand EUR):

	Soitron (CZ)	Datanet	Sekom
Total Sales Revenue	4 704	16 046	26 165
Revenue from Sales of Own Goods and Services	2 373	5 001	1 929
Revenue from Sales of Goods	2 331	11 045	24 236
Gross Profit	2 585	4 034	4 203
Operating Profit (Loss)	48	1 678	1 439

BALANCE SHEET SOITRON, A. S.

(in EUR)	2011	2012	Index 12/11
TOTAL ASSETS (netto)	30 670 267	42 741 657	1,39
FIXED ASSETS	4 336 866	6 568 543	1,51
Long-term Intangible Assets	12 745	271 733	21,32
Long-term Tangible Assets	474 215	440 130	0,93
Long-term Financial Assets	3 849 906	5 856 680	1,52
CURRENT ASSETS	26 228 096	36 054 219	1,37
Inventory	486 218	2 073 588	4,26
Long-term Receivables	221 168	443 128	2,00
Short-term Receivables	16 779 570	29 020 600	1,73
Financial Accounts	8 741 140	4 516 903	0,52
Accruals and Deferrals	105 305	118 895	1,13

(in EUR)	2011	2012	Index 12/11
TOTAL LIABILITIES	30 670 267	42 741 657	1,39
EQUITY	16 267 829	13 157 153	0,81
Registered Capital	99 600	99 600	1,00
Capital Funds	-3 604 890	-12 437 013	3,45
Funds Created from Net Profit	9 940	9 940	1,00
Retained Earnings	17 720 093	19 245 178	1,09
PAYABLES	14 402 438	29 572 368	2,05
Reserves	1 873 809	1 973 475	1,05
Long-term Payables	194 711	177 513	0,91
Short-term Payables	11 593 918	22 021 380	1,90
Bank Loans and Bonds	740 000	5 400 000	7,30
Accruals and Deferrals	0	12 136	x

PROFIT AND LOSS STATEMENT SOITRON, A. S.

(in EUR)	2011	2012	Index 12/11
Revenues from Sales of Goods	20 949 275	18 741 465	0,89
Expenses of Sales of Goods	18 353 290	16 326 865	0,89
Margin	2 595 985	2 414 600	0,93
Production	22 319 689	47 567 199	2,13
Production Consumption	9 397 687	33 281 970	3,54
Added Value	15 517 987	16 699 829	1,08
Personnel Expenses	12 223 931	9 471 000	0,77
Taxes and Fees	1 194	1 670	1,40
Depreciation of Intangible and Tangible Assets	949 742	382 440	0,40
Revenues from Sales of Fixed Assets and Materials	0	0	x
Net Book Value of Fixed Assets and Materials Sold	0	0	x
Other Operating Revenues	283 588	5 921 147	20,88
Other Operating Expenses	556 219	6 238 139	11,22
Operating Net Profit (Loss)	2 070 489	6 527 727	3,15
Net Profit (Loss) from Long-term Financial Assets	346 232	649 970	1,88
Gains on Revaluation of Securities and Income from Derivative Transactions	565 443	601 257	1,06

(in EUR)	2011	2012	Index 12/11
Loss on Revaluation of Securities and Expenses Related to Derivative Transactions	498 959	301 481	0,60
Interest Income	111 811	42 053	0,38
Interest Expenses	37 760	50 125	1,33
Income from Rate of Exchange	169 050	125 293	0,74
Expenses from Rate of Exchange	176 723	78 596	0,44
Other Financial Income	0	0	x
Other Financial Expenses	4 715	100 120	21,23
Net Profit (Loss) from Financial Operations	474 379	888 251	1,87
Income Tax from Ordinary Activities - Payable	393 533	1 424 092	3,62
Income Tax from Ordinary Activities - Deferred	108 249	-247 562	-2,29
Net Profit (Loss) from Ordinary Activities	2 043 086	6 239 448	3,05
Extraordinary Revenues	0	0	x
Extraordinary Expenses	0	0	x
Income Tax from Extraordinary Activities	0	0	x
Net Profit from Extraordinary Activities	0	0	x
Net Profit (Loss) for Current Period	2 043 086	6 239 448	3,05

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