Total sales revenue
Soitron Group in mil. EUR
113.312

Countries: Slovakia, Czech republic, Romania, Turkey, Bulgaria
3rd the most profitable Slovak IT company

Employees
459

TABLE OF CONTENTS

01 THE COMPANY
VISION, MISSION, VALUES AND GOALS 6
COMPANY PROFILE 7
STRUCTURE OF SHAREHOLDERS 8
WHO WE ARE 1991-2013 9
COMPANY MANAGEMENT 10
ORGANIZATIONAL STRUCTURE 22

02 RESULTS 2012
REPORT ON ECONOMIC ACTIVITY 24
IMPORTANT PROJECTS OF 2012 26
2012 EVENTS 28
SOITRON MARKET POSITION 37

03 PRODUCTS
PRODUCT PORTFOLIO 38
PARTNERSHIPS AND MEMBERSHIPS 46
REFERENCES 48

04 CODE OF ETHIC
05 CORPORATE SOCIAL RESPONSIBILITY
06 FINANCE
FINANCIAL RESULTS 58
SELECTED INDICATORS SOITRON, A. S. 59
SELECTED INDICATORS SOITRON GROUP 60
SELECTED INDICATORS SOITRON S.R.O (CZ), DATANET SYSTEMS (ROM) AND SEKOM (TUR) 61
BALANCE SHEET SOITRON, A. S. 62
PROFIT AND LOSS STATEMENT SOITRON, A. S. 64

07 CONTACTS
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 | Pyhrnring 4, 829 75 Bratislava 25, Slovakia |
| Statutory body: | Board of Directors: |
| | Ing. Stanislav Smolár – Chairman of the Board of Directors |
| | Ing. Marian Skákala – Deputy Chairman of the Board of Directors |
| Bank account | Tatra banka, a.s. |
| | Bank account number: 202 012 3440 |
| IBAN | SK53 1000000002920123440 |
| BIC (SWIFT) | SVTFXBRX |
| Company ID | 35 955 676 |
| 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 |
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 Sisma 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.

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 Sisma 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.

STRUCTURE OF SHAREHOLDERS

WHO WE ARE 1991 – 2013
VLADIMÍR ŠIKURA
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.
• in 1991 he co-founded the company Tronet.
• in 2003 he stood behind the birth of joint-venture Soitron with the company Tronet.
• in 2005 when shareholders acquired 100% of Tronet’s shares, he managed the process of business activities integration into a single company, Soitron.

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.
• in 2003 he stood behind the birth of joint-venture Soitron with the company Tronet.
• at present, he holds a position of Chairman of the Board of Directors and since 2007 he has been the Executive Director.

MARIÁN ŠKÁKALA
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 Slovak and international IT companies; one of the most important ones was the position of Regional Manager for Cisco Systems in the Slovak and Czech Republics, which he left in order to take up a position of the Business and Marketing Director in Soitron.
• currently he holds the position of Deputy Chairman of the Board of Directors.

company management
MICHÁL 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 positions of Executive Director, 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 HÉMETH
TECHNICAL DIRECTOR
• graduated from the Slovak University of Technology in Bratislava.
• has worked with Soitron since 1994 in various technical positions.
• since 2003 he holds the leadership position of the company, responsible for Technical Department and later as General Manager for Outsourcing division.
• currently he holds the position of Technical Director responsible for solutions supply management for Soitron 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.
• has worked for Soitron since 2002 and was involved in various activities from 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.

PETR HROMÁK
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 head of the Project Management and Communication Technologies Department to a position of the Presales Director and a member of top management.
• currently he holds the position of the Mergers and Acquisitions Director and member of the Board, being responsible for information of new members of the Soitron Group holding.
• is a certified PMP (Project Management Professional), member of PMI.

ZOLTÁN VASS
FINANCIAL DIRECTOR
• graduated from the University of Economics in Bratislava.
• before joining Soitron in 2004 he was working in the area of foreign economic consulting.
• has been working for Soitron since 2004, initially as a Head of Financial Department and later as a Head of an administrative unit of the Human Resource Department. He also participated in several projects in the areas of Human Capital management. His most important ones include implementation of the Talent Management program and the Development of Internal Communication.
• presently he is a Human Resources Director.

TOMÁŠ TURKOVIČ
HUMAN RESOURCES DIRECTOR
• graduated from the University of Economics in Bratislava.
• before joining Soitron in 2004 he was working in the area of foreign economic consulting.
• has been working for Soitron since 2004, initially as a Head of Personnel Consulting Department and later as a Head of an administrative unit of the Human Resource Department.
• presently he is the Human Resources Director.
**SOITRON CZ COMPANY MANAGEMENT**

**Štěpán Benyov Szky**  
**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.
- 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 Telefónica 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 Jiři’s career came in 2001, when he co-founded Caiacom company in Czech Republic 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
• 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 MUGAT 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.

DORAGS 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.
• from 1998 he was Technical Manager then Sales Manager of Datanet Systems.
• a certified CCIE engineer for 11 years.

NIHALA GHIDGHIU 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 customer business in ERP applications.
• previously has worked as a Financial Director for Loto - Pronosport, controlling and leading accounting, financial and salary activities.

OVIDIU LILIAÇ TECHNICAL MANAGER
• graduate of “Politehnica” University of Bucharest, Faculty of Telecommunications, 1994.
• has been working with Datanet Systems since 1994. He started as a System Engineer and then became Midlevel consultant.
• worked as a Project Manager for the previous 4 years and currently he is in the Technical Director of Datanet Systems.
• is CCIE and also a certified PMP (Project Management Professional).

DANIELA VELICU OPERATIONS MANAGER
• a 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 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 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.

GÖKHAN GÜRDOVZALP
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 (1987-1994).
• 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.

ALİ NORMAZ
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 METU in 1989.
• started at Bilkent University as a research assistant (1987-1994).
• assumed various roles in sales at NCR, DEC, Schlumberger, Cisco & Juniper Networks (1989-2004).
• 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, OPERATIONS AND TECHNICAL SERVICES/PROJECT MANAGEMENT
• graduated from Istanbul Technical University-ITU in 1982 with a B.Sc. in Electrical & Communications Engineering.
• completed his M.Sc. at ITU in 1984 and completed a certificate program in International Management at IstanbulErciyes University in 1986.
• assumed various engineering, sales and marketing roles at Northern Telecom and Northern Networks/Netas (1989-2005).
• has been the managing partner of Tria Group during 2005-2009.
• joined Sekom in 2008 as Assistant General Manager, Istanbul Region and Business Development.
• is now heading Operations and Technical Services/Project Management Group 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 brand the group to continue to realise new acquisitions in 2013. Regarding the size and consolidation of the group, we do not plan to re-invest again. In these difficult years, the companies seemed to find their market place and adapt to the market and companies started working on business processes and working on diversification. Results of the Czech Soitron were positive and despite the decrease of the population being under 30 years of age, the market still shows growth trends. We are starting to exploit the synergic effects of our cooperation, and first mutual projects have been prepared in cooperation with the main supplying experts. There is still a lot of work to be done in mutual projects, especially in the preparatory phase, but there is a clear intention to explore and develop the cooperation in the future.

Slovakia and the market situation in 2012

Soitron continues to grow in the commercial segment. In the company, we consider the strongest, we expect to re-invest again in the following 5 years. Although we cannot say the crisis is over, the companies seemed to find their market place and adapt to the market situation. This helped to "lockout" the market and companies started to focus on improving operations. In three difficult years, companies found a new way of operation, which enabled the activities and investments realisation of two new joint ventures and opening of the new projects in the private sector. Soitron still uses the highest possible ICT growth in Slovakia to its advantage. The company has now been consolidated in the commercial segment, which we consider the strongest, we expect its dynamics to continue to be positive. Although we expected a higher number of projects and opportunities in the public sector, the change of the government has increased the amount of public projects. After the new government formation, one of our most significant projects, 2-year duration and 36 million EUR turnover, has been launched. We have formed special project teams dedicated to the successful implementation of this project.

At the European Union level, budgetary provisions for the year 2007-2013 in Slovakia, which means that the region will benefit from the new financial perspectives, have already been completed, where we will have an opportunity for our solutions implementation.

Sekom

Sekom operates at a very promising big and growing market. With an estimated average ICT growth rate of 3% for the last 5 years, and an expected growth rate similar for 2013, Turkey is 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 still growing. We are starting to implement the solutions in Turkish market, and Soitron has decided to expand its market presence. In Soitron, 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 the main supplying experts. There is still a lot of work to be done in mutual projects, especially in the preparatory phase, but there is a clear intention to explore and develop the cooperation in the future.

Results of the Czech Soitron were affected by complicated competitive environment and perilous 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.

Organizational 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, Martin Lohnert leading the mergers and acquisition activities and Peter Horňák leading the pre-sales and marketing role.

In Soitron Slovakia, segmentation and programme prerequisites and program prerequisites were fulfilled the training requirements. This designation recognizes Soitron as Authorized Technology Provider (ATP) status from Cisco. This designation recognises Soitron as having full field engineering resources and program prerequisites to sell, deploy and support Cisco TelePresence Video products and solutions at the Master level.

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

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

Datanet

In 2012, Romanian market was very complicated, decreasing and unprofitable in the government segment, also from our main vendors’ point of view. Nevertheless, Datanet has reached better results than it was planned. Summing up the 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 the main supplying experts. There is still a lot of work to be done on the new financial perspectives, have already been completed, where we will have an opportunity for our solutions implementation.

Datanet has reached better results than it was planned. Summing up the 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 the main supplying experts. There is still a lot of work to be done on the new financial perspectives, have already been completed, where we will have an opportunity for our solutions implementation.
The solution for TPA Horwath, consisting of two DL380 G7 rack servers that run on VMware ESX virtualization platform. The solution provides 100% data redundancy and eliminates single points of failure. The server infrastructure being one of the important projects of 2012 previously used, already outdated infrastructure which replaced the service that was ensured by means of the Active Directory. The creation of installation scripts, by means of which the original MS Office was uninstalled and the new Office was installed, was a necessity to address the project very quickly but at the same time carefully.

Installation of Office 2010 in John Manville

John Manville Slovakia is the biggest European manufacturing facility of the John Manville worldwide group. It deals with the production and processing of glass booms and employs nearly 1,200 people at the facility in Trnava.

Due to the advancement of any desktop management, we have proposed to build a new Microsoft Active Directory (AD) infrastructure, which consists of two MS Windows 2012 servers. An efficient user management, access rights management as well as management of network printers was ensured by means of the Active Directory.

The solution for 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 Žilina.

John Manville has decided to redesign the entire network infrastructure. The network core but also the access layer) which meets high availability performance attributes. Within the network core there were two servers ensuring high availability of main services, delivering messages inside and outside the organization and access to mailboxes, and because of the requirement for high availability of mailboxes all databases are mirrored and are being mirrored between Bratislava and Žilina. In the event of server failure of both servers, users are being connected to the secondary server in Žilina.

We propose the employment of Microsoft Exchange 2010 as a communication server which integrates mail, calendar and contact services, where the employees of TPA Horwath can exchange information. Microsoft Exchange ensures high availability of mail services in almost all situations, and it is a part of the solution built on Microsoft Exchange 2010/2007. During the migration, it was necessary to create a temporary ‘migration’ domain with Exchange 2007/2003. Linking the Postfix - 'migration' domain with Exchange 2010 was necessary to create a temporary environment integration. Transferring mailboxes was carried out in two phases: first transferring the mailbox a replication of mail databases is ensured between Exchange 2007/2003 first. Linking the Postfix - 'migration' domain with Exchange 2010/2007 allowed the transfer of mailboxes to the Exchange 2010 production environment.

The Slovak branch of Johns Manville Slovakia used an older MS products SMS for desktop and software management. Desktop management software was operated from German headquarters. This caused considerable delay in case of need to install new software or renewers software.

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

2023 workstations. The installation should be completed within the first few days. We have planned and proposed so that the migration of the remaining number of workstations could be carried out by the client without any technical problems.

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 2012 servers. An efficient user management, access rights management as well as management of network printers was ensured by means of the Active Directory.

The solution for TPA Horwath, consisting of two DL380 G7 rack servers that run on VMware ESX virtualization platform. The solution provides 100% data redundancy and eliminates single points of failure. The server infrastructure being one of the important projects of 2012 previously used, already outdated infrastructure which replaced the service that was ensured by means of the Active Directory.

The creation of installation scripts, by means of which the original MS Office was uninstalled and the new Office was installed, was a necessity to address the project very quickly but at the same time carefully.

Installation of Office 2010 in John Manville

John Manville Slovakia is the biggest European manufacturing facility of the John Manville worldwide group. It deals with the production and processing of glass booms and employs nearly 1,200 people at the facility in Trnava.

Due to the advancement of any desktop management, we have proposed to build a new Microsoft Active Directory (AD) infrastructure, which consists of two MS Windows 2012 servers. An efficient user management, access rights management as well as management of network printers was ensured by means of the Active Directory.

The solution for TPA Horwath, consisting of two DL380 G7 rack servers that run on VMware ESX virtualization platform. The solution provides 100% data redundancy and eliminates single points of failure. The server infrastructure being one of the important projects of 2012 previously used, already outdated infrastructure which replaced the service that was ensured by means of the Active Directory.

The creation of installation scripts, by means of which the original MS Office was uninstalled and the new Office was installed, was a necessity to address the project very quickly but at the same time carefully.
Virtual environment is necessary for operation of servers in inefficient servers. Part of the delivery involved the delivery, installation infrastructure. Basically, the project expanding the existing server Hygiene Products company was we have provided for the SCA. One of the first projects ever towed towels. products, baby diapers or paper products such as feminine hygiene manufacturer in hygiene and paper sale of metallurgical products, purchase, storage, treatment and business organization dealing with metallurgical products. Ferona Slovakia, a.s. is a modern business organization dealing with purchase, storage, treatment and sale of metallurgical products, metallurgical secondary products and non-ferron products on a wholesale basis. Like many other companies, Ferona has also been trying to solve the problem with spam and malware entering the computers of their clients via email or the Internet. Generally speaking, we enabled our client to manage Internet access in a more strict automated fashion. In the first instance, we have proposed our long-term client a Cisco IronPort solution. The solution was implemented by a local team of certified experts who were dedicated to this project for several months. 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 Spain, Italy, Poland and Germany. We delivered our client Cisco data center migration due to the relocation of the company to new Central Europe. Business activity of the Železiarne Podbrezová Group belongs to the company focuses on metallurgy, heavy engineering and tourism. The Železiarne Podbrezová Group is among the 15 largest businesses in Slovakia, employing nearly 1 500 people in Slovakia, the Czech Republic, Spain, Italy, Poland and Germany.

Ferona Slovakia was the leader in the Slovak telecommunication market. In addition to the mobile network provider, we also provided 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 daily work.

Orange Slovakia is the leader in the Slovak telecommunications market. In addition to the mobile network provider, we also provided 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 daily work.

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 Spain, Italy, Poland and Germany. We delivered our client Cisco end-data center migration within 4 working days which was based on the Cisco Nexus 7000 technology. The new infrastructure was ensured by our Cisco Technical Consultant. We have actively cooperated with the client to ensure interoperability with existing devices which should be put into practice. The solution was extended by further locations in Slovakia, the Czech Republic, Spain, France, Poland and Italy. We delivered our client Cisco devices in two categories (permitted IP and non-conference rooms) and at all locations the installation was carried out only remotely in the assistance of our technical consultant. Connecting 16 locations through a video and phone communication links the general headquarters, influence management and office teams. The new communication platform is based on the Cisco TelePresence Management Suite which offers an overview, centralised control, monitoring and planning of the entire video network. The Cisco TelePresence Management Suite enables administrators in all locations of the company direct and remote monitoring of the communication network, without which the video meetings could not be put into practice. A reliable infrastructure has become an essential prerequisite for the successful migration of all data being worked with by nearly 1 500 employees of Orange Spain, Italy, Poland and Germany. We delivered our client Cisco devices in two categories (permitted IP and non-conference rooms) and at all locations the installation was carried out only remotely in the assistance of our technical consultant. Connecting 16 locations through a video and phone communication links the general headquarters, influence management and office teams. The new communication platform is based on the Cisco TelePresence Management Suite which offers an overview, centralised control, monitoring and planning of the entire video network. The Cisco TelePresence Management Suite enables administrators in all locations of the company direct and remote monitoring of the communication network, without which the video meetings could not be put into practice. A reliable infrastructure has become an essential prerequisite for the successful migration of all data being worked with by nearly 1 500 employees of Orange Spain, Italy, Poland and Germany. We delivered our client Cisco devices in two categories (permitted IP and non-conference rooms) and at all locations the installation was carried out only remotely in the assistance of our technical consultant.
were approached with a request to Volkswagen. In November 2012, we
lent Tatra Banka the Cisco Content Server that enabled the live video
transmission via the Internet.

As another example we can mention the Slovakia 2013 conference
organized by Forbes magazine in November 2012 in Bratislava. The representatives of
government, business and experts in various fields attended the
classified as a comprehensive project which is being developed for OMS. The entire
project will be completed in the second half of 2013.

Wi-Fi network that is used for connecting to the Internet only for a
client's needs. Building a core infrastructure and setting up a Wi-Fi infrastructure is
building a core infrastructure.
The project for Transpetrol comprised of upgrading the existing
communication infrastructure from a traditional digital technology to an internet-based
solution based on IP protocol.

Building a core infrastructure and setting up a Wi-Fi infrastructure is
building a core infrastructure.

Our project for VÚB Banka consisted
central authentication system for the company.

31
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 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 problems 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.

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 optimisation and service creation functionality that generates customer satisfaction, customer loyalty and added-revenue opportunities

Managed IP Telephony for Vodafone Romania

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

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 behavior 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)

Delivering Cable TV Infrastructure Solutions

Sekom, in partnership with Ca-TV operators since 1999, provides a wide array of Ca-TV solutions including DTV transmission systems, broadband access systems (Dcos), video acquisition and processing systems (Video-broadcasts). These scalable and digital DTV Headend solutions include professional EES, Statistical Multiplexer and Edge qAM systems.

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 optimisation and service creation functionality that generates customer satisfaction, customer loyalty and added-revenue opportunities

Managed IP Telephony for Vodafone Romania

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 behavior of their subscriber’s applications and application types during peak usage times ensuring their subscribers have a good quality of experience.
January
- Microsoft Silver Communication Partner – Soitron enriched the portfolio of its services in the area of UC with Microsoft solutions
- ISO 20000 Certification Audit – certification in IT service management. At the time of acquiring the certificate only three companies in Slovakia were certificate holders.
- Soitron Reds on Golden Tour – corporate football league
- Gala evening “Okná Jara Filipa” – traditional gala evening for Soitron business partners in the Slovak National Theatre in Bratislava
- Kick-off 2012 – strategic New Year’s get-together of the integration part of the Soitron team in the Kaskády hotel, Sielnica

February
- 360° feedback – employees evaluation of managers
- Soitron was named the fastest growing partner by HP
- 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

March
- 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)
- Cisco Expo 2012 in Romania

April
- Academy of modern firm – a series of professional workshops on IT infrastructure and its optimization in Žilina
- X-PRAKTIKUM Conference – professional presentation of AVAyA, CISCO, LANDesk, Nuance, SailPoint and Symantec solutions in Prague
- National run Devín – Bratislava – participation of the Soitron running team

May
- Forbes Interview with Doviding Simic
- TEDx – Soitron as one of the conference partners
- Job Expo 2012 – Soitron attended the biggest job fair in Slovakia, held in Nitra
- Cisco TelePresence Video Master Authorized Technology Provider – ATP partnership confirms high professional competence of Soitron in the area of network services and unified communications
- Blood donation in Soitron
- Trend TOP in Infotechnologies – Soitron again at top positions in Trend TOP ranking
- Mentor Networking project – the purpose of the project is to enable future graduates to gain some experience through representativeness of the business environment
- Speech & Brunch in Štrbské Pleso – a customer event performed via 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

June
- Seminar New StorAge: Do not put money into scrap iron – a professional seminar on features and benefits of new server devices in Bratislava
- AmCham workshop on generation Y – workshop for university professors presenting modern trends and approaches in the educational process
- Soitron became a Cisco Identity Services Engine ATP partner for the South East Europe – Soitron strengthened its competence in the area of Cisco SIE products
- Executive Briefing – the integrated solution of telephony and collaboration provided by Datanet Systems
- International Children’s Day at Soitron – activities for employees’ kids

July-August
- Soitron-Sekom partnership agreement signed
September

Researchers’ Night – Soitron as the supporter of the biggest scientific show

Executive Briefing – Managed Services Proposals for Business video and BYOD Overview

October

Cisco Expo Slovakia – Soitron as the main partner of the conference in Bratislava

International congress ISSPA dedicated to the development of eGovernment – Soitron as a partner and presenter

Statutory Partner of the Year 2012 – Cisco Slovakia

Cisco Gold Audit – Cisco Gold Certification for Soitron, a.s. and Datanet Systems

Soitron participated in Cisco Expo event with a theme of ‘Contact Center Solutions’

November

Show it (net)works – seminar on IP solutions in Bratislava

Steve Forbes was a speaker at the Slovakia 2013 conference thanks to Soitron’s video solution: Government and business in an open dialogue

Soitron at the Days of Opportunities 2012 – an event organized by the Faculty of Electrical Engineering and Information Technology STU

Soitron again the partner of informatics competition iBobor – informatics competition for pupils of primary and secondary schools

Executive Briefing – Bring your Own Device infrastructure, Managed Unified Communications, Video, Security solutions, IT as a Service

December

Zoltán Vašš, Financial Director of Soitron, gave a presentation at Forbes Executive Forum on the economic expectations of financial directors

Executive Briefing – diverging Own Device infrastructure, Managed Unified Communications, Video, Security solutions, IT as a Service

December

Johannes Kožel, Finance Director of Soitron, gave a presentation at Forbes Executive Forum on the economic expectations of financial directors

Management Club with Vladimír Šikura – the general director of Soitron discussed on the topic “Partners in the company”

Donate your old first-aid kit – we donated discarded car first-aid kits to the night shelter de Paul in Bratislava

Košice/Prešov Invest – conference presenting investment opportunities in Eastern Slovakia (Košice)

St. Nicholas Day 2012 – Christmas event for employees’ kids

SOITRON MARKET POSITION

TREND TOP IN INFORMATIOLOGY

The Economy and business society – Trend, annually publishes in TRENDS TOP in Infotechnology (TREND 21/2013, 30th May 2013)

ICT Companies with the Highest EBITDA

The Most Profitable IT Companies in Slovakia

Service Centers in Slovakia

IT Service Providers in Slovakia

Suppliers of Information Technologies in Slovakia: Ranked by Added Value

Suppliers of Information Technologies in Slovakia: Ranked by Sales

One Billion IT Companies

TOP IT Suppliers for Private Financial Sector

TOP IT Suppliers for Utility Companies

TOP IT Suppliers for Public Sector

TOP IT Suppliers for Industrial Production

TOP IT Suppliers for Service Providers

2011 2012

4 4

4 3

9 13

6 5

30 29

21 21

6 5

5 7

5 7

4 3

3 3

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

soitron market position
We provide complex solutions in the following areas:

- IT infrastructure
- Unified Communications
- Customer Interaction
- IT Security
- Content Management

We understand the areas below 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 peripherals
- 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**

- BIM/PLS upgrade for Orange triple-play (it/execute) implementation.
- Network infrastructure upgrade for VS 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 cievých 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 Severiano 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 Slánský slivovický, Slovakia.
- 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 COA Higience Products.
- Rendeo of network infrastructure and centralized management for Vinga Reál Springs.
- Migration of data center for Orange Slovakia, a.s.
- Core infrastructure of SME.
- Management of access to wireless network for Vodokeno 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 fixed 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 for Comenius University in Bratislava**
- **Implementation of Cisco TelePresence for Johns Manville Slovakia**
- **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, Trnava, Nitra and Banská Bystrica**
- **Implementation of active recording for control centers of SEPS**
- **Video solution for Železiarne Podbrezová**
- **Implementation of Cisco Telephony with Microsoft Lync for 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**
- **Microsoft Exchange 2010 installation for Johns Manville**
- **Microsoft Office 2010 installation for Johns Manville**
- **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.

**Benefits**
- E.ON 5 – 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 Telekomunikácia 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

**Examples**
- 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

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.

**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 in 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 Spolníček obchodního portálu a.s.
- Security as an integral 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
- Prevention against DDoS attacks for LightStorm Communication
- Optimization of operation and access 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 Činva 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.
Digital content management involves streamlining processes and simplifying information and document flows within an organization. It prevents influx of unwanted emails and detects inappropriate content in electronic communications.

- Intranet portals
- Electronic approval and documentation
- Spam and inappropriate content detection

Intranet portals such as Microsoft SharePoint deal with storage and administration of growing amounts 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, paperless, and digitalizing most of communication.

- Traditional approval processes, expense reporting, and inventory maintenance can be fully replaced via electronic documents and utilizing digital signatures.

- Approval process support in Orange and T-Com companies via using electronic document sharing with Microsoft SharePoint
- Spam detection solutions for the Ministry of Justice of the Slovak Republic

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 goals as well as operational goals. This is usually done in the form of recommendations and IT project studies.

- Architecture/Solution Design
- Managed Services
- Expertise Training

We offer the following services:

- Analysis and consultancy services to evaluate technology strategies and their impact on business of our customers.
- Architecture/Solution Design to provide 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.

- Managed Services include transforming clients’ routine, day-to-day IT operation to us, in one or more areas, usually to improve service quality and efficiency. Relevant HiFi and HiLo are 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 Agreement.

- The main purpose of our training programs is to develop and maintain high standards of technical knowledge necessary for optimal product integration as well as complex solutions design. The official Cisco and Microsoft training programs are complemented with an option to become officially certified in our authorized test centers.

- In the above mentioned areas, we provide the following services:

- Analysis and Consultancy
- Architecture/Solution Design
- Managed Services
- Expertise Training

Outsourcing

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

- The main purpose of our training programs is to develop and maintain high standards of technical knowledge necessary for optimal product integration as well as complex solutions design. The official Cisco and Microsoft training programs are complemented with an option to become officially certified in our authorized test centers.

- Managed Services include transforming clients’ routine, day-to-day IT operation to us, in one or more areas, usually to improve service quality and efficiency. Relevant HiFi and HiLo are 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 Agreement.

- The main purpose of our training programs is to develop and maintain high standards of technical knowledge necessary for optimal product integration as well as complex solutions design. The official Cisco and Microsoft training programs are complemented with an option to become officially certified in our authorized test centers.

- Managed Services include transforming clients’ routine, day-to-day IT operation to us, in one or more areas, usually to improve service quality and efficiency. Relevant HiFi and HiLo are often part of the delivery, combined together as an Infrastructure as a Service offering.
### PARTNERSHIPS AND MEMBERSHIPS

<table>
<thead>
<tr>
<th>Partner</th>
<th>Specialization</th>
</tr>
</thead>
</table>
| **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 PSIP Cisco Central Government  
- Cisco PSIP Education  
- Cisco PSIP Healthcare  
- Cisco KPI - Cisco TelePresence Video Master  
- Cisco ATP - Identity Sensors Engine  
- Cisco ATP - Unified Contact Center Enterprise |
| **MICROSOFT** | - HP Gold Specialist  
- HP Advanced Storage Specialist  
- HP Professional Computing Specialist  
- HP Professional Storage Specialist  
- HP Personal Computing Specialist  
- HP Workstations Specialist  
- HP ServicesONE Specialist  
- Microsoft Gold Server Competency Partner  
- Microsoft Silver Learning Competency Partner  
- Microsoft Silver Communications Partner  
- Microsoft Silver Messaging Partner  
- Microsoft Authorized Education Reseller |
| **HP** | - IBM Advanced Business Partner  
- IBM Service Partner  
- AUIYA  
- AUIYA Gold Partner  
- SYMANTEC  
- Symantec SMB Gold Partner  
- ORACLE  
- Oracle Solaris specialization  
- LENOVO  
- Lenovo Premium Business Partner  
- VMWARE  
- VMware Solution Provider - Enterprise  
- RMM  
- RMM Certified Copper Partner  
- RMM Certified Designer  
- RMM Certified Installation Manager  
- NICE  
- NICE Business Partner  
- NICE Service Partner  
- KELINE  
- KELINE XGaaS Authorized Partner  
- KELINE XGaaS 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 NETWORK  
- Installing and Conectoring LAN Cabling Systems (NDI)  
- ZOOM  
- ZOOM Gold Partner  
- TELEOPTI  
- Teleopti Certified Partner  
- GIMAYA  
- Gavaa Authorized Partner  
- SALEPOINT  
- SalePoint Solution Integrator  
- NUANCE  
- Nuance Premium Partner  
- CITRIX  
- Citrix Silver Partner  
- INTEL  
- Intel Channel Partner  
- BRAND-REX  
- Brand-Rex International Partner  
- SYSTMAX  
- Authorised Symantec Engineer  
- System Trained Installer  
- Certified Rapid System Support Specialist  
- ROYOND  
- Transport Gold Partner  
- ZRPG  
- ZRPG TAS Advanced Partner  
- ZRPG NextGen Advanced Partner  
- ZRPG EFP Advanced Partner  
- ZRPG EC Gold Partner  
- SAFENET  
- SafeNet Silver Partner  
| **INFOLINK** | - Authorised Systimax Engineer  
- Systimax Trained Installer  
- Certified Rapid System Support Specialist  
- ROYOND  
- Transport Gold Partner  
- ZRPG  
- ZRPG TAS Advanced Partner  
- ZRPG NextGen Advanced Partner  
- ZRPG EFP Advanced Partner  
- ZRPG EC Gold Partner  
- SAFENET  
- SafeNet Silver Partner  |
Our code of ethics formalizes all intra-company relationships from leadership to employees at the lowest level of management. It relates 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 is the main reason why our code of ethics differs from the conventional form. In brief key areas.

**EXPERTISE, QUALIFICATION AND VISION OF OUR PEOPLE**

Our expertise in our respective areas is naturally at Salton, 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-ranging training, thereby facilitating the further growth of talent within the firm. Professional growth, high qualification, competence, breadth of knowledge and solid technological knowledge are the pillars of our development that enable us to make the visions of our clients, and our business partners and employees to aspire themselves.

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

**TECHNOLOGICALLY SOPHISTICATED SOLUTIONS**

It is not just about doing what the client wants. That’s not enough for us. We deliver solutions that make maximal use of current knowledge, broaden horizons, and enrich the client’s experience. Extending expectations requires competence, flexibility, and creative spirit.

We develop projects with an open mind, and are flexible to fulfill our clients’ wishes. Looking towards the future, our solutions reflect excellence in every way, discovering new opportunities and moving forward. Our solutions are ahead of the game.

We dismiss groupthink, inefficient and unconvincing and fuzzy results. Our solutions are ahead of our time. Our solutions reflect excellence in every way while discovering new opportunities and moving forward. Our solutions are advanced.

We are normally at our most creative while trying to solve all problems from the scratch services are among the customizable services in our portfolio. Our aim is to understand the customer’s needs and transform processes within a deeper context so as to successfully solve a problem. We prefer relaxed and comfortable working environment to bureaucracy and formality. Brainstorming the problem is a popular problem-solving tool within our team. We focus on high quality and long-term cooperation rather than short-sighted business. Our outputs are perfectly clear and understandable. When dealing with us, the client never comes across unpredictable and unfriendly results. Living by the motto “Do more for less”, we try to follow processes that are carefully customized and strictly conforming. The quality of our services is reflected in customer appreciation, which in turn translates into doing more business together in the future.

**PEOPLE MEET HALF WAY**

We talk about our employees, friendly atmosphere and good internal social environment within the firm. We have sense of framework, we support open communication based on flat play and constructive feedback. Flexibility, empathy, diversity, adaptability and willingness to help and learn no one belied that 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 can continue to grow our company. In future, we expect mutual respect among all members of our 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 this purpose the reason are the family support and family-oriented events. The priority is to make simple only a happy and balanced person make a satisfied employee. We often move 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 conventionally, out and far. We have sharpened stiffness of personality, but that is still. Interests and hobbies of our employees are gone beyond! They are more interesting to the greatest outdoor, sports, arts, and the company strives to encourage them in all periods.

Principles such as flexible working hours, home-based office, no smoking in the premises, social and sports, or art, and the company strives to encourage them in all periods. Our company strives to encourage them in all periods. With clear and transparent rules, where everyone has an equal opportunity to openly communicate his/her ideas, we can continue to grow our company. In future, we expect mutual respect among all members of our 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 this purpose the reason are the family support and family-oriented events. The priority is to make simple only a happy and balanced person make a satisfied employee. We often move 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 conventionally, out and far. We have sharpened stiffness of personality, but that is still. Interests and hobbies of our employees are gone beyond! They are more interesting to the greatest outdoor, sports, arts, and the company strives to encourage them in all periods. Our company strives to encourage them in all periods. With clear and transparent rules, where everyone has an equal opportunity to openly communicate his/her ideas, we can continue to grow our company. In future, we expect mutual respect among all members of our 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 this purpose the reason are the family support and family-oriented events. The priority is to make simple only a happy and balanced person make a satisfied employee. We often move 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 conventionally, out and far. We have sharpened stiffness of personality, but that is still. Interests and hobbies of our employees are gone beyond! They are more interesting to the greatest outdoor, sports, arts, and the company strives to encourage them in all periods. Our company strives to encourage them in all periods. With clear and transparent rules, where everyone has an equal opportunity to openly communicate his/her ideas, we can continue to grow our company. In future, we expect mutual respect among all members of our 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 this purpose the reason are the family support and family-oriented events. The priority is to make simple only a happy and balanced person make a satisfied employee. We often move 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 conventionally, out and far. We have sharpened stiffness of personality, but that is still. Interests and hobbies of our employees are gone beyond! They are more interesting to the greatest outdoor, sports, arts, and the company strives to encourage them in all periods. Our company strives to encourage them in all periods. With clear and transparent rules, where everyone has an equal opportunity to openly communicate his/her ideas, we can continue to grow our company. In future, we expect mutual respect among all members of our 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 this purpose the reason are the family support and family-oriented events. The priority is to make simple only a happy and balanced person make a satisfied employee. We often move outside work and in our spare time. Simply put, we are friends at work as well as outside.
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, but also to our clients. We have been continually spreading the idea of a better world in a number of ways: We have donated 2% from protected workshops in amount of 6.638€ in cooperation with the National 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 have devoted our endeavours to several organisations, 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 to spread the ideas of peace. Human rights protection, environmental and development programs and other actions beneficial to society in general.

- In cooperation with non-profit organization District Angel, which helps families with children suffering from cancer or other serious diseases, we helped to stay in contact with their friends and neighbors. Thanks to videoconference solution, Patrik, the first patient who started remote using modern video technologies, is able to communicate with his teachers and schoolmates from his hospital bed in Bratislava Children’s University Hospital. We helped 17-year-old Patrik to connect future graduates, top managers of successful companies thank to whom students can reach valuable inspiration.

-椰子 CEO Delia Singh and Commerce in Years leader Martin Fráter 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, top managers of successful companies with children suffering from cancer or other serious illness, who have gained the highest score among our Comission and Commercial team leader Martin Kručinský participated in this programme.

- Faculty of Informatics and Information Technologies (Slovak University of Technology) with Practice) dedicated to the best students of the last university classes. This programme was organized by Faculty of Electrotechnics and Information Technologies and Faculty of Informatics and Information Technologies (Slovak University of Technology) with Practice.

- We cooperated in informatics and communication technologies. This time, Soitron presented our view of IT in small and middle sized companies. This time we cooperated in informatics and communication technologies. Soitron attended the biggest job fair in Slovakia, held in Nitra called Job Expo 2012. We cooperated in informatics and communication technologies. This time we cooperated in informatics and communication technologies.

- In cooperation with non-profit organization District Angel, which helps families with children suffering from cancer or other serious diseases, we helped to stay in contact with their friends and neighbors. Thanks to videoconference solution, Patrik, the first patient who started remote using modern video technologies, is able to communicate with his teachers and schoolmates from his hospital bed in Bratislava Children’s University Hospital. We helped 17-year-old Patrik to connect future graduates, top managers of successful companies thank to whom students can reach valuable inspiration.

-椰子 CEO Delia Singh and Commerce in Years leader Martin Fráter 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, top managers of successful companies with children suffering from cancer or other serious illness, who have gained the highest score among our Comission and Commercial team leader Martin Kručinský participated in this programme.

- Faculty of Informatics and Information Technologies (Slovak University of Technology) with Practice) dedicated to the best students of the last university classes. This programme was organized by Faculty of Electrotechnics and Information Technologies and Faculty of Informatics and Information Technologies (Slovak University of Technology) with Practice.

- Tyto soínáme aš očametný, ale naše ciele sa hned kvôli k týmto prípravám, vynikajúcim viedeňským štúdiám a inšpirované výčinnosti v oblasti prírodných vied, snažme sa o podporu sociálneho života a vytvárať aj nové životné prostredie.
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 continues to include child birth, wedding support, or long term sick leave compensation, fixed 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 incentive vouchers, contribution to the 3rd pension pillar, internet subsidy, employee store, pharmacy, hotel and sporting facility discounts, etc.
- 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 knowledge of our employees in the field of technology while offering 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. The main intention of the 360° survey is to provide managers with feedback on their work and point out the areas that should be improved.

We understand the responsibility we have for our environment. Therefore, as 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 introduced into the so-called Smart Cards. Their introduction for an employee ID, entry key and electronic signature of internal documents literally eliminated the need for paper-based administration of internal documents.

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

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

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.

In 2012, Soitron’s after-tax profit amounted to EUR 6.2 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.

Investments into internal development as well as new areas of technology continued and themself 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 2011 – 2012 SOITRON, a.s. achieved following results (in EUR) in the selected indicators:

<table>
<thead>
<tr>
<th>selected indicators</th>
<th>SOITRON, a. s.</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Share Capital</td>
<td>99 600</td>
<td>99 600</td>
<td></td>
</tr>
<tr>
<td>Equity</td>
<td>16 267 829</td>
<td>13 551 513</td>
<td></td>
</tr>
<tr>
<td>Liabilities</td>
<td>18 402 438</td>
<td>25 572 368</td>
<td></td>
</tr>
<tr>
<td>Total Assets</td>
<td>38 670 267</td>
<td>42 741 877</td>
<td></td>
</tr>
<tr>
<td>Revenue from Sales of Goods</td>
<td>23 445 275</td>
<td>19 741 942</td>
<td></td>
</tr>
<tr>
<td>Revenue from Sales of Own Products and Services</td>
<td>22 319 681</td>
<td>47 567 109</td>
<td></td>
</tr>
<tr>
<td>Total Sales Revenue</td>
<td>45 264 964</td>
<td>66 306 044</td>
<td></td>
</tr>
<tr>
<td>Total Income</td>
<td>44 731 053</td>
<td>63 045 384</td>
<td></td>
</tr>
<tr>
<td>Profit Before Tax</td>
<td>2 544 663</td>
<td>4 745 978</td>
<td></td>
</tr>
<tr>
<td>Profit After Tax</td>
<td>2 043 586</td>
<td>6 239 448</td>
<td></td>
</tr>
<tr>
<td>Average Number of Employees</td>
<td>427</td>
<td>378</td>
<td></td>
</tr>
<tr>
<td>ROSA – Return on Assets</td>
<td>6.7%</td>
<td>14.6%</td>
<td></td>
</tr>
<tr>
<td>Return on Sales</td>
<td>4.7%</td>
<td>18.6%</td>
<td></td>
</tr>
<tr>
<td>Total liquidity</td>
<td>2.1%</td>
<td>1.6%</td>
<td></td>
</tr>
<tr>
<td>Instant Liquidity</td>
<td>0.75</td>
<td>0.21</td>
<td></td>
</tr>
<tr>
<td>Receivables Collection in Days</td>
<td>164</td>
<td>158</td>
<td></td>
</tr>
<tr>
<td>Stock Turnover in Days</td>
<td>9</td>
<td>7</td>
<td></td>
</tr>
</tbody>
</table>
Soitron Group achieved following results in the selected indicators (in million EUR):

<table>
<thead>
<tr>
<th>Selected indicators</th>
<th>2011</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equity</td>
<td>23.1</td>
<td>20.4</td>
</tr>
<tr>
<td>Revenue from Sales of Goods</td>
<td>35.1</td>
<td>56.6</td>
</tr>
<tr>
<td>Revenue from Sales of Own Products and Services</td>
<td>32.3</td>
<td>56.7</td>
</tr>
<tr>
<td>Total Sales Revenue</td>
<td>68.1</td>
<td>113.3</td>
</tr>
<tr>
<td>Operating Profit (Loss)</td>
<td>2.7</td>
<td>10.0</td>
</tr>
<tr>
<td>Profit before Tax</td>
<td>2.3</td>
<td>9.4</td>
</tr>
<tr>
<td>Average Number of Employees</td>
<td>537</td>
<td>459</td>
</tr>
<tr>
<td>ROE - Return on Equity</td>
<td>12.5%</td>
<td>36.9%</td>
</tr>
<tr>
<td>Return on Sales</td>
<td>6.4%</td>
<td>8.9%</td>
</tr>
<tr>
<td>Gross Profit</td>
<td>38.7%</td>
<td>27.8%</td>
</tr>
</tbody>
</table>

Seletected indicators Soitron, s.r.o. (CZ), Datananet Systems, s.r.o. and Sekom (in thousand EUR):

<table>
<thead>
<tr>
<th>Selected indicators</th>
<th>Soitron (CZ)</th>
<th>Datananet</th>
<th>Sekom</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Sales Revenue</td>
<td>4704</td>
<td>36046</td>
<td>26126</td>
</tr>
<tr>
<td>Revenue from Sales of Own Goods and Services</td>
<td>2373</td>
<td>5001</td>
<td>1929</td>
</tr>
<tr>
<td>Revenue from Sales of Goods</td>
<td>2331</td>
<td>11045</td>
<td>24224</td>
</tr>
<tr>
<td>Gross Profit</td>
<td>2585</td>
<td>4034</td>
<td>4260</td>
</tr>
<tr>
<td>Operating Profit (Loss)</td>
<td>48</td>
<td>1678</td>
<td>1439</td>
</tr>
<tr>
<td>(in EUR)</td>
<td>2011</td>
<td>2012</td>
<td>Index 12/11</td>
</tr>
<tr>
<td>-----------------</td>
<td>-------</td>
<td>-------</td>
<td>-------------</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS (netto)</strong></td>
<td>36 478 267</td>
<td>42 781 657</td>
<td>1,19</td>
</tr>
<tr>
<td><strong>FIXED ASSETS</strong></td>
<td>9 326 846</td>
<td>6 588 542</td>
<td>1,31</td>
</tr>
<tr>
<td>Long-term Intangible Assets</td>
<td>3 746</td>
<td>271 733</td>
<td>21,32</td>
</tr>
<tr>
<td>Long-term Tangible Assets</td>
<td>474 215</td>
<td>441 336</td>
<td>0,88</td>
</tr>
<tr>
<td>Long-term Financial Assets</td>
<td>3 849 906</td>
<td>5 836 646</td>
<td>1,52</td>
</tr>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td>20 228 996</td>
<td>36 014 216</td>
<td>1,77</td>
</tr>
<tr>
<td>Inventory</td>
<td>486 218</td>
<td>3 673 568</td>
<td>4,26</td>
</tr>
<tr>
<td>Long-term Receivables</td>
<td>221 969</td>
<td>495 553</td>
<td>2,26</td>
</tr>
<tr>
<td>Short-term Receivables</td>
<td>36 773 570</td>
<td>28 520 660</td>
<td>1,73</td>
</tr>
<tr>
<td>Financial Accounts</td>
<td>8 741 960</td>
<td>4 516 963</td>
<td>0,52</td>
</tr>
<tr>
<td>Accruals and Deferrals</td>
<td>105 305</td>
<td>118 895</td>
<td>1,13</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>(in EUR)</th>
<th>2011</th>
<th>2012</th>
<th>Index 12/11</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td>36 478 267</td>
<td>42 781 657</td>
<td>1,19</td>
</tr>
<tr>
<td><strong>EQUITY</strong></td>
<td>16 267 829</td>
<td>13 157 153</td>
<td>0,81</td>
</tr>
<tr>
<td>Registered Capital</td>
<td>99 600</td>
<td>99 600</td>
<td>1,00</td>
</tr>
<tr>
<td>Capital Funds</td>
<td>3 604 890</td>
<td>12 437 013</td>
<td>3,45</td>
</tr>
<tr>
<td>Funds Created from Net Profit</td>
<td>9 940</td>
<td>9 940</td>
<td>1,00</td>
</tr>
<tr>
<td>Retained Earnings</td>
<td>34 952 438</td>
<td>39 572 344</td>
<td>1,11</td>
</tr>
<tr>
<td><strong>FINANCIALS</strong></td>
<td>3 873 809</td>
<td>1 973 475</td>
<td>1,05</td>
</tr>
<tr>
<td>Long-term Payables</td>
<td>594 715</td>
<td>1 273 513</td>
<td>2,10</td>
</tr>
<tr>
<td>Short-term Payables</td>
<td>51 969 918</td>
<td>22 021 380</td>
<td>1,90</td>
</tr>
<tr>
<td>Bank Loans and Bonds</td>
<td>340 000</td>
<td>5 400 000</td>
<td>1,60</td>
</tr>
<tr>
<td>Accruals and Deferrals</td>
<td>0</td>
<td>12 136</td>
<td>a</td>
</tr>
</tbody>
</table>
## PROFIT AND LOSS STATEMENT

**SOITRON, A. S.**

### (in EUR) 2011 2012 Index 12/11

<table>
<thead>
<tr>
<th>Description</th>
<th>2011</th>
<th>2012</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues from Sales of Goods</td>
<td>20,949,275</td>
<td>18,741,462</td>
<td>-2,207,813</td>
</tr>
<tr>
<td>Expenses of Sales of Goods</td>
<td>18,353,290</td>
<td>16,326,865</td>
<td>-2,026,425</td>
</tr>
<tr>
<td>Margin</td>
<td>2,595,985</td>
<td>2,414,597</td>
<td>-181,388</td>
</tr>
<tr>
<td>Production</td>
<td>22,319,689</td>
<td>47,527,166</td>
<td>25,207,477</td>
</tr>
<tr>
<td>Production Consumption</td>
<td>9,567,467</td>
<td>33,281,912</td>
<td>23,714,445</td>
</tr>
<tr>
<td>Added Value</td>
<td>15,752,222</td>
<td>14,245,254</td>
<td>-1,506,968</td>
</tr>
<tr>
<td>Personnel Expenses</td>
<td>12,323,991</td>
<td>9,471,044</td>
<td>-2,852,947</td>
</tr>
<tr>
<td>Taxes and Fees</td>
<td>4,106,706</td>
<td>1,537,467</td>
<td>-2,569,239</td>
</tr>
<tr>
<td>Depreciation of Intangible and Tangible Assets</td>
<td>949,742</td>
<td>372,440</td>
<td>-577,302</td>
</tr>
<tr>
<td>Revenues from Sales of Fixed Assets and Materials</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Net Book Value of Fixed Assets and Materials Sold</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other Operating Revenues</td>
<td>283,588</td>
<td>5,921,147</td>
<td>5,637,559</td>
</tr>
<tr>
<td>Other Operating Expenses</td>
<td>576,219</td>
<td>6,228,138</td>
<td>5,651,919</td>
</tr>
<tr>
<td>Operating Net Profit (Loss)</td>
<td>6,379,480</td>
<td>6,532,721</td>
<td>153,241</td>
</tr>
<tr>
<td>Gain/loss on Revaluation of Securities and Income from Derivative Transactions</td>
<td>565,443</td>
<td>661,257</td>
<td>95,814</td>
</tr>
<tr>
<td><strong>Total Other Financial Income</strong></td>
<td><strong>4,125,486</strong></td>
<td><strong>27,194,078</strong></td>
<td><strong>23,068,592</strong></td>
</tr>
<tr>
<td><strong>Total Other Financial Expenses</strong></td>
<td><strong>1,567,608</strong></td>
<td><strong>3,071,672</strong></td>
<td><strong>1,503,064</strong></td>
</tr>
<tr>
<td><strong>Net Profit (Loss) from Financial Operations</strong></td>
<td><strong>2,557,878</strong></td>
<td><strong>24,122,306</strong></td>
<td><strong>21,564,428</strong></td>
</tr>
<tr>
<td><strong>Income Tax from Ordinary Activities - Payable</strong></td>
<td><strong>358,533</strong></td>
<td><strong>1,604,060</strong></td>
<td><strong>1,245,527</strong></td>
</tr>
<tr>
<td><strong>Income Tax from Ordinary Activities - Deferred</strong></td>
<td><strong>108,249</strong></td>
<td><strong>181,475</strong></td>
<td><strong>73,226</strong></td>
</tr>
<tr>
<td><strong>Net Profit (Loss) from Ordinary Activities</strong></td>
<td><strong>2,043,086</strong></td>
<td><strong>6,239,448</strong></td>
<td><strong>4,196,362</strong></td>
</tr>
<tr>
<td><strong>Extraordinary Revenues</strong></td>
<td><strong>0</strong></td>
<td><strong>0</strong></td>
<td><strong>0</strong></td>
</tr>
<tr>
<td><strong>Extraordinary Expenses</strong></td>
<td><strong>0</strong></td>
<td><strong>0</strong></td>
<td><strong>0</strong></td>
</tr>
<tr>
<td><strong>Income Tax from Extraordinary Activities</strong></td>
<td><strong>0</strong></td>
<td><strong>0</strong></td>
<td><strong>0</strong></td>
</tr>
<tr>
<td><strong>Net Profit from Extraordinary Activities</strong></td>
<td><strong>0</strong></td>
<td><strong>0</strong></td>
<td><strong>0</strong></td>
</tr>
<tr>
<td><strong>Net Profit (Loss) for Current Period</strong></td>
<td><strong>2,043,086</strong></td>
<td><strong>6,239,448</strong></td>
<td><strong>4,196,362</strong></td>
</tr>
</tbody>
</table>
CONTACTS

Headquartered: SOITRON, s.r.o.
Plynárenská 5
829 75 Bratislava 25
Slovakia
Tel.: +421 2 5822 4111
e-mail: info@soitron.com
www.soitron.sk
www.soitron.com

Branch offices:

Banská Bystrica
SOITRON, s.r.o.
Rudolf Janka cesta 81
974 11 Banská Bystrica
Slovakia
Tel.: +421 48 4143 778

Košice
SOITRON, s.r.o.
Kmeťova 13
040 01 Košice
Slovakia
Tel.: +421 55 6771 855

Prague
SOITRON, s.r.o.
Pekařská 628/14
155 00 Praha 5
Czech Republic
Tel.: +420 266 199 911
e-mail: info@soitron.cz
www.soitron.cz

Bucharest
DATANET SYSTEMS, s.r.l.
Splaiul Independenței nr. 179 Corp B, Sector 5
050099 Bucuresti
Romania
Tel.: +40 21 317 87 87
e-mail: office@datanets.ro
www.datanets.ro

Sofia
SOITRON, EOOD
Dimitar Stanchev Blvd. No 20
1363 Sofia
Bulgaria
Tel.: +359 2 4083 04
www.datanets.ro

Subsidiaries:

Prague
SOITRON, s.r.o.
Pekařská 628/14
155 00 Praha 5
Czech Republic
Tel.: +420 266 199 911
e-mail: info@soitron.cz
www.soitron.cz

Bucharest
DATANET SYSTEMS, s.r.l.
Splaiul Independenței nr. 179 Corp B, Sector 5
050099 Bucuresti
Romania
Tel.: +40 21 317 87 87
e-mail: office@datanets.ro
www.datanets.ro

ANKARA
SEKOM
Ankara Ticaret Merkezi A Blok, Kat 55
O.O.28 Çankaya-Ankara
Turkey
Tel.: +90 312 468 23 73
e-mail: office@sekom.com.tr
www.sekom.com.tr

SOFIA
SOITRON, EOOD
Dimitar Stanchev Blvd. No 20
1363 Sofia
Bulgaria
Tel.: +359 2 4083 04
www.datanets.ro