

SOFTIP[®]

Annual Report 2024

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In many aspects, the past year will be one to remember at SOFTIP

We managed to achieve record earnings, rank among the TOP Microsoft partners globally, build a new, modern workplace in Banská Bystrica, and at the same time experience an important moment in the history of our company.

Namely, the departure of Dušan Guldán, who led SOFTIP for almost 13 years. He joined SOFTIP at a time when it didn't even have its own website, just two years after its founding. And even though 2024 was his last year as CEO and Chair of the Board, I am convinced that we will continue to benefit greatly from his work. Thank you, Dušan!

SOFTIP is a healthy company whose stability is supported by several pillars. This is evidenced by the fact that all three of our divisions contributed almost equally to the best (in terms of earnings) year in the company's history. A big thanks also goes to our colleagues in the back office, who do an excellent job. By the way, SOFTIP surpassed the 200-employee mark for the first time last year. We are pleased to remain an attractive employer.

We also introduced several innovations. These are essential for maintaining competitiveness in the dynamic world of IT. For example, we introduced the SOFTIP IoT Platform, which is a ticket for cities to the digital world. We are finalising the redevelopment of our flagship product, SOFTIP PROFIT PLUS. And we have also focused on artificial intelligence, which is increasingly penetrating business applications.

We are faced not only with numerous tasks but also opportunities. It's great that we won't be alone in this. In 2024, we became part of the international group SYNTECA – an association of IT companies with more than 30 years of experience, combined with young, developing firms. This opens up new synergies and possibilities for further development and growth. I believe that at the end of the day, this will lead to more satisfied customers and users of our solutions.

Martin Vlčko

Chairman of the Board of Directors, CEO and ESS Division Director

Helping to better manage thousands of companies

Our products and services cover all key business processes from HR management to finance, production, logistics, through to IT services.

Using our many years of experience we've become a reliable partner for large and small companies in different branches of the industry, for companies involved in service provision, retail, utilities, finance and public administration. We have successfully established ourselves on foreign markets.

We are developing our own solutions and tailor-made tools to meet the clients' requirements and we cooperate with global players in the field of enterprise process digitalization. Our products and services integrate the latest trends, such as cloud, artificial intelligence, Big Data or the Internet of Things (IoT).

SOFTIP is a member of the SYNTECA group.

Who we are

We are SOFTIP and we are one of the most important providers of IT products and services in Slovakia

We are the largest Slovak producer of Enterprise Resource Planning systems

For quite some time we have claimed the number one position in the Enterprise information system manufacturer category of the annual ERP market survey organised by the technology magazine NEXTECH.

A Microsoft technology leader in the CEE region

As a Microsoft Solutions Partner we have achieved the highest possible partnership level. We are a finalist in the global Microsoft Partner of the Year 2024 competition (top three best partners worldwide). Microsoft awards this title to its best partners in individual countries. We are a five-time winner of the regional round of this competition.

The most successful SAP Business One implementation partner

We have received multiple awards as the Best SAP Business One Partner in Slovakia. Our teams have implemented more than half of all the projects involving the world's most successful ERP system in the Slovak Republic.

An exceptional business in terms of Corporate Social Responsibility

For our engagement in corporate social responsibility, we have received the Outstanding Company of the Year 2019 award by TÜV SÜD in the Corporate Social Responsibility category.

History

Our long history proves that we are ready for new challenges

1991

SOFTIP Ltd. foundation

On 26.3.1991 SOFTIP Ltd. is founded in Banská Bystrica. Our software application for Payroll and Salaries is a huge success - in the very first year of our existence we have 223 contractual partners and 27 employees.

1994

Entry to Czech market

We successfully enter the Czech market of information systems for pension funds. We found our subsidiary in Prague.

1997

SOFTIP Ltd is transformed into a joint-stock company

2004

Quality Management System Certificate

We vindicate the Quality Management System Certificate according to ISO 9001:2000 for all company processes.

2005

Microsoft GOLD Partner

We meet the qualification requirements of the Microsoft Partner Programme as a gold competency partner.

2005

National Quality Award

We win this award for excellent results in the final of the Slovak National Quality Award competition in the category of large service providers.

2007

Start of the cooperation with SAP

We sign the partner contract on cooperation with the global leader in the field of enterprise information solutions – SAP.

2012

PMK Invest entry

New stakeholders enter SOFTIP.

2013

Implementation of the Integrated Management System (IMS)

The quality management system according to ISO 9001:2008 is supplemented by four other management systems: the Information Security Management System, the Project Quality Management System, the Environmental Management System and the Occupational Health and Safety Management System.

2017

Acquisition of GT Systems 2

We further strengthen our position in the SME segment. By combining the SOFTIP and GT Systems 2 product portfolio, we create the most comprehensive offer of information systems for small and medium-sized enterprises.

2019

Award of Excellence

We won the 2019 Award of Excellence in the category of Corporate Social Responsibility.

SAP Gold Partner

We achieved the highest status under the SAP partner programme.

2020

Extension of the Integrated Management System (IMS)

We are adding three new areas of certification to our long-established management systems: the Anti-Corruption Management System, the Cloud Privacy Management System and compliance with the requirements of the GDPR.

2022

Microsoft Solutions Partner

In the new partner program, we get up to 5 designs out of 6, as the very first company in Slovakia and on the same day as Microsoft published the new terms and conditions.

2024

Finalist in the Microsoft Partner of the Year 2024 competition

Member of the SYNTECA group

In April 2024, SOFTIP became part of the international group SYNTECA – an association of IT companies with more than 30 years of experience combined with young, developing firms, which was created not only to follow the latest technological trends and customer requirements but also to transform its rich experience into new, unparalleled solutions and projects.

Values

Our values guide us and help us make decisions and communicate with employees, customers and partners

Mission

To be the preferred and prospective partner of our customers, who are delivered added value by us for the realization of their enterprise objectives and an increase in their competitiveness.

Vision

To maintain a position as a significant and recognised company on the Slovak market and one of the IT market leaders;
To represent a key partner for our customers while delivering continuous added value and quality;
To belong to significant and preferred providers of services and solutions for public administration;
To be a company with a modern and transparent structure;
To win important and large projects in cooperation with partners;
To be a company with a correct communication and socially responsible business;
To be an attractive and prospective employer.

Strategy

To secure the long-term prosperity and stability of the company;
To clearly and simply focus on the existing customer base at the company and its expansion;
To build, reinforce and expand relationships with customers and partner companies;
To expand the scope and quality of provided services with emphasis on support for current and new products;
To apply a human resources policy with emphasis on increasing the qualifications and personal connection of company employees to company business;
To meet the expectations of shareholders and provide them with added value.

Corporate Policy

Management of the Company is committed to follow the following principles of Integrated Management System:

Being a key and a credible partner for their clients and stakeholders, constantly bringing added value, stability and quality based on the principles of ethical, transparent and anti-corruption behaviour.

Build the reputation of the company and reinforce the position of a preferred IT service and solutions provider in Slovakia and abroad.

Build strong relationships with our strategic partners and external providers based on mutual trust, joint anti-corruption efforts and high quality of the provided products and services. Achieve the company targets jointly.

Constantly improve the professional skills and competences of our employees and support their personal development through an efficient system of training and process and project management. Raise awareness of Anti-corruption policies and reinforce the trust between management and employees.

Continuously improve the Integrated Management System with regard to the identified internal and external factors and the expectations of relevant stakeholders in accordance with the applicable requirements of ISO 9001, ISO 10006, ISO 14001, ISO 45001, ISO 37001, ISO 37301, ISO/IEC 27001, ISO/IEC 27018, ISO/IEC 25001, ISO/IEC 20000-1, ISO 22301 and the EU's General Data Protection Regulation (GDPR).

Constantly improve the business processes by using an efficient risk management system, taking opportunities to evolve our company, improve customer satisfaction with the provided products and services and achieve excellence when it comes to anti-corruption, transparent and ethical behaviour.

Provide the best possible protection of confidential information and personal data by raising awareness of security issues among the employees and relevant stakeholders in compliance with the deployed Information Security Management System, the GDPR and the Act No. 18/2018 Coll. on Personal Data Protection.

Achieve excellence in terms of occupational health and safety management. Prevent incidents and raise awareness of OHS issues among the employees and relevant stakeholders.

Constantly improve the environmental protection policies of the company by reducing its negative impact on its surroundings and raising awareness of environmental issues among the employees and other relevant stakeholders.

Comply with the applicable legal regulations and other regulatory requirements pertaining to the company's activities and the provided products and services.

Professionalism and quality are the fundamental principles of our conduct

SOFTIP employs an integrated management system (IMS) certified to international standards.

The Integrated Management System was certified by the renowned TÜV SÜD Slovakia certification company. SOFTIP successfully met all conditions and requirements of the certification, approving its responsible attitudes towards environmental issues and employees' health, as well as information security and access control. SOFTIP is also bound to apply the latest techniques for effective system and process management.

The built-in Integrated Management System entitles SOFTIP to be considered the responsible company providing the highest added value for its customers.



Company structure

Shareholder Structure

Owner:	PMK Invest, s.r.o., Krasovského 14 851 01 Bratislava – mestská časť Petržalka IČO: 36 801 267 95%
Owner:	SYNTECA a.s., Krasovského 14 851 01 Bratislava – mestská časť Petržalka IČO: 54 534 241 5%
Nominal value of shares in Eur:	33 193,92 EUR
Percentage share in the basic capital:	100,00 %

The taxpayer is a 95% subsidiary of the parent company PMK Invest, s.r.o., owned by natural persons Ing. Peter Kotuliak, Ing. Jozef Mokry and Ing. Štefan Petergáč as the ultimate beneficial owners since 20 December 2024 through the companies S12 s.r.o. and Sparktech spol. s r.o. and the fund Rodinný nadačný fond PF 2050. The remaining 5% is owned by the controlling shareholder SYNTECA a.s., and Ing. Peter Kotuliak, Ing. Jozef Mokry and Ing. Štefan Petergáč are members of the Supervisory Board of SYNTECA a.s.

The company does not have a branch abroad.

In 2024, the company did not acquire any own shares or warrants, or warrants or commercial interests in a parent accounting entity.

Our team

Board of Directors as of January 1, 2025



Martin Vičko

Chairman of the Board of Directors,
CEO and ESS Division Director



Radovan Bálent

Vice-Chair of the Board of Directors
and SME Division Director



Dušan Guldan

Member of the Board of Directors

Management



Ján Schwarz

Technical Director and CES
Division Director



Marek Sedliak

ESS Division Sales Director



Miroslav Tobiáš

SME Division Sales Director



Marián Baranovič

Operations Director of the ESS and
SME divisions



Patrik Nota

Operations Manager CES Division

Supervisory Board

Jozef Mokry

Chairman of the Board of Trustees

Peter Kotuliak

Member of the Board of Trustees

Marek Krivosudský

Member of the Supervisory Board
(elected by employees)

3 divisions, countless possibilities

In terms of organisational structure, SOFTIP is divided into 3 divisions and central support units.

Competence centers also operate within the divisions in relation to individual product lines or service segments with the aim of concentrating unique knowledge or employees' relationship to the given products and services, and thus creating ideal conditions for their further development.

Divízia CES Cloud Enterprise Solutions

Provides infrastructure and cloud services, hardware deliveries and support for completed projects. It covers the knowledge competence and the sales of Microsoft solutions.

Divízia ESS Enterprise Solutions and Services

Designs and implements specialized systems matching the specific requirements of clients, characterized above all by their uniqueness.

Divízia SME Small and Medium Enterprises

Implements custom ERP solutions, HR systems and partner SAP solutions with numerous add-ons. It also provides a complex customer support through the Call Centre, Helpdesk, and Remote support.

Organisational structure

Simplified organizational structure of SOFTIP

Executive Director

CES Division	ESS Division	SME Division	Finance Director	Technical Director	Innovation Director
Sales Operation	Sales Operation	Sales Operation	Korporátne záležitosti a IMS Ekonomika a HS Ľudské zdroje Marketing VIS		

The Executive Director is directly responsible for the individual organisational bodies of the company its internal organisation, such as the Integrated Management System Officer, Security Manager, Data Protection Officer, SMS Manager and the Anti-Corruption Manager.

CES Division Competence Centres	Kompetenčné centrá divízie ESS	Kompetenčné centrá divízie SME
CES Services CES Support Divisional Overhead	GARANT CC SAP ERP ESS Service PROFIT Service Divisional Overhead	HAPPY HR MIS Support PROFIT Cool SAP B1 Implementation SAP B1 Support Service Production Divisional Overhead

Main events of 2024

April

Member of the SYNTECA group

In April 2024, SOFTIP became part of the international group SYNTECA – an association of IT companies with more than 30 years of experience combined with young, developing firms, which was created not only to follow the latest technological trends and customer requirements but also to transform its rich experience into new, unparalleled solutions and projects.

SOFTIP acquired the Microsoft Cloud Security advanced specialisation

and thus became the holder of all four Microsoft Security advanced specialisations. It is the very first and so far the only company in the CEE region to do so. It has consequently completed the entire quartet of Microsoft Security advanced specialisations. Currently, it already possesses five Microsoft Solutions Partner designations and five extended specialisations.

SOFTIP introduced the SOFTIP IoT Platform

A single platform for a city's entry into the digital world. The SOFTIP IoT Platform enables continuous monitoring and evaluation of data obtained through cameras, sensors, meteorological stations, etc. It can use not only its own, previously integrated sensors but also those already installed by the municipality. It then processes the data and provides the user with output in a predefined form and structure. In short, the new platform helps digitise Slovak cities – assisting them in managing traffic, lighting, or air quality.

May

We held the 6th SOFTIP HR DAY Conference

On 28 May 2024, we welcomed over 150 participants at the Kaskády hotel in Sliač, as is tradition. Over the 6 years of the HR Conference's existence, it has been attended by more than 700 participants. We focused on topics such as artificial intelligence, electronic signing, electronic sick leave, ESG in HR, pre-onboarding, development and many other stimulating topics.

June

Slovakia's leader in the ERP segment

For the tenth consecutive year, SOFTIP has maintained its position as the largest Slovak developer of enterprise information systems. This was confirmed by the latest ERP market survey in Slovakia, conducted annually by the editorial team at the NEXTECH technical magazine.

SOFTIP became a finalist in the global Microsoft Partner of the Year 2024 competition – akin to a Slovak film being nominated for an Oscar.

SOFTIP achieved extraordinary success in the category of Modern Workplace for Frontline Workers with the Microsoft 365 project at Penta Hospitals International (PHI) for 3 countries in the CEE region, and right in its first participation, it managed to rank among the top three best partners worldwide of the software giant Microsoft, where more than 4,700 nominated projects competed. Until then, we had held 5 victories in the regional rounds of the Microsoft Partner of the Year competition.

July

We defended the Integrated Management System

We successfully passed an external audit by the renowned certification authority TÜV SÜD Slovakia and confirmed our compliance with the requirements of eight ISO standards and with GDPR requirements. They also appreciated the company's stability, the commitment of management and employees, as well as the continuous progress in improving the functioning of the IMS. Our own solution, SOFTIP AUDIT, was an invaluable tool in planning and conducting the audit.

Ten years at the top in enterprise resource planning (ERP) systems

The editorial team at NEXTECH conducted a survey of sales of enterprise resource planning systems in the Slovak market at the end of June 2024.

In the survey, SOFTIP reconfirmed its position as the largest Slovak developer of enterprise information systems, achieving a total revenue of 15.6 million euros from the sale of licenses and services for ERP solutions in 2023. The largest share of the total revenue came from the sale of services for ERP solutions, amounting to 14.7 million euros.

The survey included local developers of economic information systems, sales offices of foreign companies operating in Slovakia, as well as sellers and implementers of their products. Twenty companies participated in the survey for 2023. Some Slovak branches of global companies (such as SAP) could not provide data related to the Slovak market due to internal policies.

For the tenth consecutive year, SOFTIP defended its position as the Slovak leader in the enterprise information systems segment. This is confirmed by the latest ERP survey in Slovakia, conducted annually by the editorial team at the NEXTECH technical magazine.

Slovak ERP market

ERP systems licencing and services sales revenues in 2023 in Eur

Company	Revenues from the sales of licences	Revenues from the sales of services	Spolu
26HOUSE	178,512	1,713,550	1,892,062
ABRA software	885,000	634,000	1,519,000
ANASOFT APR	1,450,000	780,000	2,230,000
Asseco Solutions	1,245,867 €	10,238,151	11,484,018
AURUS	700,800	237,400	938,200
Compeko	67,200	22,100	89,300
Control Informatika SR	880,000	2,200,000	3,080,000
FLOWii	502,000	-	-
HOUR	65,738	2,671,903	3,328,641
HT Soluton	366,600	1,817,100	2,183,700
IMPLEMENTO	-	157,980	-
Infoconsulting Slovakia	-	-	-
Kamar software	2,200	-	-
KARAT Software	-	-	-
KROS	177,400	13,436,000	15,210,000
Minerva Slovensko	154,000	2,002,940	2,156,940
Q GROUP SLOVAKIA	494,683	-	-
Seyfor Slovensko	768,062	6,436,174	7,204,236
SOFTIP	949,615	14,672,193	15,621,808
SunSoft plus	269,639	608,007	877,646
Spolu	11,364,716	57,627,498	-

Source: NEXTECH (June 2024)

Gartner predicts global IT spending will grow by 9.8%. in 2025

In its research, Gartner relies heavily on a thorough analysis of sales from more than a thousand vendors across the entire range of IT products and services. Analysts examine technologies, insights and trends that shape the future of IT and business, including AI, business transformation, cybersecurity, customer experience, data analytics, executive leadership and more.

According to the latest forecast by Gartner, global IT spending is expected to reach 5.61 trillion dollars in 2025, representing an increase of 9.8% compared to 2024. Last year, it grew by 7.7%. In the European market, it is expected to be 1.28 trillion dollars, which represents an increase of 8.7%.

Spending priorities in Europe for 2025

European businesses, which became conscious of the value of IT during the pandemic, plan to significantly increase IT spending in 2025 to maintain competitiveness and increase revenue. With growing interest in AI, CEOs will spend their budgets on innovations and growth support, and it is expected that a new record will be set for the rate of IT spending growth since the post-pandemic year of 2021. Technology companies will continue to build the infrastructure needed for training AI models and their ability to draw inferences¹ in the future.

Forecast of global IT spending (in billions of USD)

Segment	2024 Spending	2024 Growth %	2025 Spending	2025 Growth %
Data Centers	329,132	39,4	405,505	23,2
Equipment	734,162	6,0	810,234	10,4
Software	1,091,569	12,0	1,246,842	14,2
IT Services	1,588,121	5,6	1,731,467	9,0
Communication Services	1,371,787	2,3	1,423,746	3,8
Total	5,114,771	7,7	5,617,795	9,8

Source: Gartner (January 2025)

¹ Inference is a process where trained AI models are used to make forecasts or estimates based on new, unknown data.

We have the most comprehensive portfolio of IT products and services

The future belongs to the prepared.

We know the specifics and peculiarities of individual segments and related processes. A broad partnerships with Microsoft and SAP. We develop all the solutions to meet individual needs of each customer.

Except for the ERP systems, we design IT infrastructure, implement custom products and solutions and provide complex IT services and consultations. The scope of our services makes us a Slovak IT market leader.

ERP SYSTEMS

An Enterprise Resource Planning system focused on the area of production, logistics, distribution, supplies, invoicing and accounting concerning companies of all size

SOFTIP PROFIT PLUS

The most popular Slovak ERP system

SAP BUSINESS ONE

Globally widest ERP system for small and medium-sized enterprises

SAP ERP

An ERP system with a high segment specification for medium-sized and large companies

KEEPI – CLOUD BY SOFTIP

Online accounting for sole-traders with the basic functionality provided free of charge

HR SYSTEMS

An information system for HR management from staff recruitment and selection, their adaptation, development, education to assessment and remuneration

SOFTIP HR PLUS

The most popular information system for salary and wage processing

SOFTIP HAPPY HR

An upgraded web application for modern HR management

SOFTIP ATTENDANCE SYSTEMS

An intelligent solution to register staff attendance zamestnancov

PRODUCTION SYSTEMS

The most complex offer of solutions within production enterprises operating in different industrial segments

SOFTIP PRODUCTION

A complex information system for planning and managing custom-made production

SOFTIP MONACO

A next generation information system for technical documentation

SOFTIP ADDON PRODUCTION

SAP Business One AddOn application for production register and management

Product portfolio

CUSTOMER IS

Complex and unique solutions and products covering the most specific customer requirements

SOFTIP AUDIT

Complex planning and processing of internal audits in line with EN ISO 19011:2011

SOFTIP AUTHOR ROYALTIES

An information system for calculating author and artist royalties

SOFTIP BI

A custom-made management information system

SOFTIP EVO

Information system for electronic public procurement

SOFTIP EZO

An information system for recording contracts and orders SOFTIP FRP

An information system for project financial management

SOFTIP GARANT

A group of products focused on supporting pension company performance and management

SOFTIP HR PORTAL

Information system for modern Human Resources management

SOFTIP CONSOLIDATION

An IS for fast and repeated setting of consolidation package

SOFTIP AERIAL MONITORING

Unmanned research, monitoring, surveillance and processing of scanned data

SOFTIP INSURANCE

An information system to manage the processing of insurance events in companies

SOFTIP COMMISIONS

IS for registration and management of the network of traders and intermediaries

SOFTIP SIMBIZ

An economic simulation game focused on teaching economic praxis

SOFTIP RECEIVABLES

Information system for registration and management of receivables

SOFTIP IOT PLATFORM

A unified SW platform for continuous monitoring and evaluation of tracked data

CLOUD SOLUTIONS

Cutting-edge cloud solutions with guaranteed services from an experienced Microsoft Solutions Partner

MICROSOFT 365

Solutions to increase productivity and support hybrid work with Microsoft Modern Workplace tools.

MICROSOFT AZURE

Comprehensive support for migrating infrastructure to the cloud, including intelligent data management across multiple systems.

POWER PLATFORM

Design, development and implementation of intelligent cloud applications on the Azure platform.

SECURITY

Protection against cyber threats through integrated security solutions and identity management.

SERVICE LEVEL AGREEMENT

Repeated provision of tailored services in the agreed quality and scope

CLOUD SOLUTION PROVIDER

Simple licensing of Microsoft cloud services through a self-service portal with the support of its top partner.

SERVICES

The widest IT service portfolio in Slovakia covering all needs in the IT area

IT DEVELOPMENT CONCEPT

IT strategy created in cooperation with experts

SERVICE OUTSOURCING

Personnel and salary outsourcing, e.i. outsourcing in the IT area

MAINTENANCE AND SERVICE

A wide spectre of professional services from Audit to Back-up

SOFTWARE HOUSE

Custom software development, including follow-up support and care

TRAININGS

Legislative seminars, trainings on SOFTIP applications, individual education

We offer a service you can rely on

Our customers have the opportunity to establish a long-term relationship with us via contract on Service Level Agreement (SLA – Service Level Agreement).

It is a repeated provision of service in agreed quality and size. From the point of view of a customer a tailor-made SLA can be perceived as an additional service with an added value related to the usually provided service.

Helpdesk

You can find updated current information on software products, including the possibility to download a new version and related auxiliary documentation at cpz.softip.sk. Here, you can also register your problem or a question on the software you use, as well as to monitor the solution status. All SOFTIP customers can become the CPZ users when they fill in a registration form.

Call Centre

Need expert advice on our applications? We provide immediate telephone consultation with an expert for all applications you use at the phone numbers listed in the Customer zone at www.softip.sk. Call Centre is available every working day from 8:00 A.M. till 16:00 P.M.

Service Line

Are you interested in the services of our expert consultants? In the Customer zone at www.softip.sk you will find both a service line telephone number and an e-mail address where you can order service intervention by our consultants, including Remote Customer Support services. The service line is available every working day from 8:00 A.M till 16:00 P.M.

Remote Support

Remote customer support allows us to provide all of the services of our consultants in the shortest possible time.

Interesting projects in 2024

Health Care Surveillance Authority

Automation and modernisation of personnel processes

The innovative SOFTIP HAPPY HR solution provided the customer with modernised personnel processes and managed employee access to information in line with their roles. More effective data management was achieved by expanding the existing SOFTIP HR PLUS system with new features and automating the recording of organisational data using SOFTIP PROFIT N_ORG. This system allows for continuous online access and significantly simplifies, accelerates and modernises personnel work for all office employees.

Skytol, CzechToll a ITIS Holding

Merging of SkyToll, CzechToll, and ITIS Holding

Migrating the SkyToll, CzechToll, and ITIS Holding into a single cloud environment represented a significant step in the field of intelligent transport systems. SOFTIP proposed an optimal solution after conducting a detailed analysis. The success of the project relied on regular meetings, transparent communication, and the overall synchronisation of teams on both sides. The result was a seamless transition to the new cloud environment. This resulted in the conclusion of an SLA with SkyToll, which will enable further development and digitalisation of three significant companies.

CABLEX

Separating a part of a company while installing SAP ECC

Cablex separated a part of the production from Klauke SK and created a new company, Cablex SK, without interrupting production. The project included the installation of a new environment, data analysis and migration, transfer of programme modifications, and system testing in SAP ECC. The project resulted in the successful separation of production processes, the preservation of the continuity of production, and in the effective management of IT projects.

Proplusco

An effective solution for management and payroll in temporary employment agencies

The customer's original system could not keep up with changes in legislation, and frequent errors during updates disrupted its functionality and data consistency. SOFTIP offered a reliable and modern system that comprehensively addresses personnel management – from recruitment, data management, payroll calculation to invoicing. The solution significantly simplified work processes, increased speed, and ensured compliance with legislative requirements, thereby delivering efficiency and financial benefits for the customer.

PPA Controll

Company digitalisation

The digitalisation of the PPA CONTROLL, a s., aimed to create a platform for transparent information sharing and to unify the management of documentation and internal audits. SOFTIP designed and implemented an intranet in SharePoint, which serves as a central point for information sharing and access to applications. After deploying the intranet, its usage increased by 35%.

Collaboration that pushes the boundaries of technology

The competencies acquired in partnership programmes and the prestigious certificates and awards from world leaders are proof that the company not only keeps pace with the best but is becoming a respected and trusted partner on an international scale.

Microsoft Solutions Partner

SOFTIP is one of the first global Microsoft partners with Microsoft Solutions Partner status. Currently, it has five designations including Data & AI (Azure), Digital & App Innovation (Azure), Infrastructure (Azure), Modern Work, and Security, which further expand the specialisations in specific technological areas.

In 2024, SOFTIP acquired the important Microsoft Cloud Security specialisation, thus becoming the holder of all four Microsoft Security advanced specialisations. It is the very first company in the CEE region to achieve this. The new specialisation is an

independent confirmation of our team's deep expertise and extensive experience in deploying security solutions in Microsoft Azure environments and in hybrid and multi-cloud environments.

Moreover, in the past year, SOFTIP became a finalist in the global Microsoft Partner of the Year 2024 competition. We achieved this extraordinary success in the Modern Workplace for Frontline Workers category, where we ranked among the software giant's top three best partners worldwide.

With five Microsoft Partner of the Year Winner titles for Slovakia and thirteen victories in the Microsoft Awards competition, SOFTIP ranks among the most successful Microsoft partners in the Central European region.

Currently, we are the only partner on the market that can cover the entire lifecycle of a solution based on Microsoft Cloud services (from Microsoft Azure through Microsoft 365 to Security).

As a Cloud Solutions Provider, we also provide customers with comprehensive licensing of Microsoft products and services, including the professional support that this licensing program includes.



Strategic partnerships with IT companies

SAP Silver Partner



We have received multiple awards as the Best SAP Business One Partner; SOFTIP is also the largest and most successful implementation partner for this solution in Slovakia. Our expert consultants have carried out over 200 SAP Business One implementations in Slovakia as well as in Czechia, Poland, Hungary, Ukraine and even Hong Kong, whether in an on-premises environment or the increasingly demanded cloud.

In 2024, our SAP B1 community welcomed 6 new, significant companies. Various segments of manufacturing, trade and services, but one common product and one common feature – successful implementation. SAP Business One helps with process management and digitalisation, and it significantly contributes to achieving better earnings. At the same time, we modernised and automated processes at existing clients. SAP always offers new solutions, such as Web Client, BTP or AI.

Other strategic partners



A list of all partners is published at www.softip.sk

Customers

Our customers' satisfaction comes first

Retail and Services

AGGLU SK, Amberg Engineering Slovakia, ARVAL SLOVAKIA, ASBIS SK, ATENA - PERSONAL CONSULTING, Direct Parcel Distribution SK, FORTUNA SK, Fresenius Medical Care Slovensko, INDEX NOSLUŠ, KOSIT, KPMG Slovensko Advisory, Manuvia, Medirex Servis, MEDITRADE, MEDUSA GROUP, Odvoz a likvidácia odpadu, Slovenská autobusová doprava Dunajská Streda, Slovenská autobusová doprava Trenčín, Slovenská autobusová doprava Žilina, Trenkwalder

Industry

2J Antennas, ATTACK, Auguste Cryogenics Slovakia, Baliarne obchodu Poprad, Berndorf Sandrik, BETAMONT, Curium, CSM Industry, Danfoss Power Solutions, Deutsche Telekom Systems Solutions Slovakia, ELBA, ENPAY TRANSFORMER COMPONENTS, europac, Heineken Slovensko, CHEMOSVIT, IKEA Industry Slovakia, Illichmann Castalloy, Klauke Slovakia, Letecké opravovne Trenčín, Liberty Ostrava, linea – D, LOKO TRANS Slovakia, MATADOR HOLDING, MEDIN, MH Teplárenský podnik, Novoplast, O2 Slovakia, OMNIA KLF, Pivovar STEIGER, Považská cementáreň, RKS Trenčín, QUILTEX, SHP Harmanec, SL SLOVAKIA, Slovalco, STAROPRAMEN-SLOVAKIA, STAVEX Nitra, TATRA TRUCKS, TESLA STROPKOV, VIPO, WAY INDUSTRIES, Witzemann Slovakia, ZF Slovakia, Železiarne Podbrezová

State and Public Administration

GENERÁLNA PROKURATÚRA SR, LESY SR, Mesto Banská Bystrica, Ministerstvo kultúry Slovenskej republiky, Národná agentúra pre sieťové a elektronické služby, Národná zoologická záhrada Bojnice, Slovenská agentúra životného prostredia, Slovenská akadémia vied, Slovenská inovačná a energetická agentúra, Slovenská pošta, Slovenská zdravotnícka univerzita v Bratislave, Štatistický úrad Slovenskej republiky, Úrad pre dohľad nad zdravotnou starostlivosťou, Ústredie práce, sociálnych vecí a rodiny

Utilities

Podtatranská vodárenská spoločnosť, Severoslovenské vodárne a kanalizácie, SLOVENSKÝ VODOHOSPODÁRSKY PODNIK, Stredoslovenská vodárenská prevádzková spoločnosť, Trenčianske vodárne a kanalizácie, Východoslovenská energetika Holding, Západoslovenská vodárenská spoločnosť

Finance

Conseq penzijní spoločnosť, DÔVERA zdravotná poisťovňa, Erste Group, KB Penzijní spoločnosť, Slovenská sporiteľňa, OVB Allfinanz Slovensko, Prvá stavebná sporiteľňa, Union poisťovňa, Union zdravotná poisťovňa, Všeobecná úverová banka

Wholesale and Retail

COOP Jednota, BILLA, dm drogerie markt, IKEA Components, K O F T, LORIKA Slovakia, MEDITRADE, NITRAZDROJ, PHOENIX Zdravotnícke zásobovanie

Healthcare

Detská fakultná nemocnica s poliklinikou Banská Bystrica, Univerzitná nemocnica Martin, Ústredná vojenská nemocnica SNP Ružomberok

Communications about our company's operations

Our priority is to build a distinctive brand and spread awareness of the diversity and quality of our products and services. These are the goals that form the foundation of our marketing strategy and are the pillar of our communication with customers and the public.

Online communication: The power of connection at www.softip.sk and LinkedIn

Communication has shifted to the online environment to a great extent in recent years, opening up new possibilities. SOFTIP has actively followed this trend. Our website www.softip.sk remains a key source of valuable information about our product portfolio and services, with social networks, especially LinkedIn, becoming its strong partner.

LinkedIn has long surpassed the framework of a traditional digital channel for building professional contacts – it has become an active and vibrant space where SOFTIP communicates with customers, partners and the public. We regularly share engaging content, from technical topics, news and successes to sharing life at SOFTIP outside office spaces, creating an authentic connection with our supporters.

We are succeeding in expanding our community thanks to a carefully planned online strategy. We are followed by more than 3,100 fans on Facebook, our community consists of a stable base of nearly 2,000 followers on LinkedIn, and we have over 450 subscribers on YouTube. These numbers reflect not only our effort to be close to our customers but also our ability to deliver valuable content that inspires and informs.

Events and activities

Year after year, we regularly organise a wide range of events, including conferences and events focused on the professional and personal development of our customers. Through them, we provide our customers with quality education and development. Despite the current trend of online meetings, we place great emphasis on in-person meetings, which allow us to establish personal contact – an irreplaceable source of information for us, helping to build and strengthen trust between our company and clients.

We started 2024 with traditional legislation seminars for users of the SOFTIP PROFIT PLUS and SOFTIP HR PLUS information systems. We trained nearly 600 customers online over 13 days. Step by step, we guided them through the entire process of the annual closure of payroll records and accounts, we reviewed the most important changes in legislation and the updates in our applications.

Regarding the closure of the 2024 payroll records, people were most struck by the new feature allowing for the recording of company vehicles used for private purposes and the calculation of the taxable non-monetary income for their use.

The SOFTIP HR DAY Conference is our passion project. The HR conference was successful for the sixth time in a row with 150 participants – experts in the field of HR. We created a unique space for connecting experts, sharing inspiration, and addressing the latest challenges in the HR field.

Smaller technical events for IT professionals also have their solid place in the SOFTIP calendar.

On 5 June 2024, we organised the Microsoft Innovation & Security Workshop at Microsoft's premises in Bratislava. We focused on innovation and security solutions in public administration and provided the participants with the latest solutions to increase their resilience to online threats, along with current trends and practical experience.

Marketing communications

SOFTIP SECURITY & INNOVATION DAY 2024, a technical event under the auspices of the CES Division, took place at the Zochova chata hotel on 15–16 October. The regular autumn meeting brought a wealth of interesting insights and valuable experience in the field of cybersecurity and the latest solutions to increase resilience against online threats.

The SOFTIP SAP Partner Day 2024, held at the Kaskády hotel on 15 October 2024, was another event full of novelty. Over 60 participants were presented with updates, plans and practical advice for the effective use of the SAP Business One information system.

During 2023, we also organised several smaller events in the form of partner days for customers from various target groups or individual customers, as well as online webinars and workshops (for the water engineering segment, for example).

As a Community Partner we also supported several technical conferences held by GOPAS, such as Power BI Day, TechEd, and JAVA Days.

Internal communication

Our employees are an integral part of the company, and without their efforts, it would not be what it is today – a preferred partner for customers and an attractive and trustworthy employer.

Two-way communication plays a key role in understanding the company's direction, its goals, strategic plans and activities.

We inform our employees about the company's strategic plans, visions and activities through company-wide SOFTIP MEETINGS.

We also create space for building interpersonal relationships, thereby helping to build a strong corporate culture and a transparent working environment.

We strengthened our team spirit and collaboration thanks to two company-wide meetings. We supported social bonds, cooperation and team dynamics within the company.

The summer meeting took place at the Sitno hotel in Vyhne on 13–14 June and we recorded a record attendance of nearly 170 employees. 'SOFTIP MEETING ITALIANO' was focused on teambuilding, aiming to strengthen the team, improve communication and the effectiveness of cooperation, as well as emphasise the importance of each individual team member.

The winter company-wide meeting subtitled 'Zima je Jasná' was held at the Grand hotel in Jasná on 13–14 December. It attracted nearly 150 employees who enjoyed the beauty of the snow-covered Low Tatras and the magical atmosphere of the approaching Christmas holidays.

In addition to a rich technical programme, the company-wide meetings also included the announcement of the results of the prestigious internal SOFTIP AWARDS. In this competition, employees voted to select winners among the nominated individuals and projects carried out in the past year. The title of SOFTIP Personality of the Year 2023 was awarded to Rudo Dobrotka, a programmer and SOFTIP PROFIT PLUS database specialist. The Best Project of the Year 2023 award went to the innovative DocuSignBridge project at the Dr. Max pharmacy network.

The 'BEST Employee' award for the past year is an important internal project aimed at strengthening workplace relationships. Divisions and central departments selected individuals who made significant technical or other contributions in 2023. In total, seven employees received the award during the winter company-wide meeting.

Even small gestures can have a big impact

Supporting the weak and aiding those who find themselves in difficult life situations is a fundamental expression of humanity. At SOFTIP, we have long focused on projects that bring positive changes in environmental protection, improving the quality of education, health and life.

Our goal is not only to help but also to be an active driving force of this change. We believe that every step we take has a significant impact on society as a whole, as well as on the individual. Here are specific ways we provide this assistance:

We are all different, yet the same. We all deserve equal opportunities. Every society striving for harmony and progress should uphold this principle.

We have long been cooperating with NGOs. We very much appreciate their selfless work and we try our best to actively support and participate in their activities, whether through financial support, education and outreach, or volunteering.

'On 21 March 2024, we once again participated in the socks campaign on the occasion of World Down Syndrome Day. The aim of the campaign was to raise awareness about this genetic anomaly and send a strong message – "Let's end the stereotypes". At the end of the year, with the support of the Down Syndrome Society, we organised a charity Christmas stall during the company-wide SOFTIP MEETING in Jasná. Thanks to the sale of products and generous contributions from our colleagues, we raised an incredible 6,050 euros this year, which SOFTIP doubled. In total, we are donating a fantastic 12,100 euros to help children with Down syndrome and their families!'

We support sports talents

The SOFTIP Three Kings Evening Run filled up the square in Banská Bystrica once again. A total of 1,358 runners lined up at the start of the 14th edition of the legendary run through the historic city centre. Among the many runners, a group of SOFTIPians also decided to set off on the 5,390 metre track through the evening streets of Banská Bystrica on Three Kings Day.



SOFTIP'S A DROP OF BLOOD will celebrate its anniversary next year

Forty donors, including three who decided to participate for the first time. This is the most important statistic from the 9th edition of SOFTIP'S A DROP OF BLOOD. Throughout its history, it has brought nearly 70 first-time donors to this noble cause, many of whom have become regular donors of the most precious fluid. Nearly 350 donors have participated over the entire history of A Drop of Blood.

We don't forget that our help is always needed

We celebrated GivingTuesday, a global generosity movement, at SOFTIP, making the year 2024 a bit more generous. A total of 53 companies across Slovakia officially joined the movement, contributing through financial and material collections, as well as volunteer activities. Thanks to our wonderful colleagues, we managed to collect over 70 kilograms of clothing, food and toiletries for people in difficult life situations who found refuge in the shelters 'Prístav' and 'Nádej – Šanca' in Banská Bystrica.

Helping people in difficult life situations

We remitted 1% of the tax for 2024 to civil associations and non-profit organisations nominated by our employees, which help people in difficult life situations. SOFTIP distributed that 1% among the following beneficiaries:

- AUREL o.z. – for the operation of a private primary school for pupils with autism;
- Centrum včasnej intervencie Košice, n.o. – to help families with disabled children;
- Dúhové deti – to assist 17-year-old Silvinka with a genetic disorder and multiple diagnoses;
- Klub Pacientov po transplantácii pľúc, o.z. – to improve the quality of hospitalisation for patients with transplantations;
- Máme prácu OZ – to help 19-year-old Leo with cystic fibrosis;
- Mathiaskova nádej – for the rehabilitation of secondary school student Matthias with a physical disability;
- PLAMIENOK n.o. – for home care of children with incurable diseases;
- POMOC PRE ANDREJKA, o.z. – for the rehabilitation of 4-year-old Andrejko with cerebral palsy and atypical autism;
- Pre krajší život Tomáška – for the rehabilitation of prematurely born Tomáško;
- SAMIK – to support projects helping groups with disabilities;
- Spolu to zvládneme – Burko, občianske združenie – for the treatment of secondary school student Tobias, who is a cancer patient.
- Život s ataxiou – to help 19-year-old Martin with a rare genetic syndrome

Improving the quality of education

Supporting education is crucial for the future of children and youth. In 2024, we contributed to improving the quality of teaching spaces by donating furniture to the following schools and organisations:

- Faculty of Natural Sciences of Matej Bel University;
- ZŠ Moskovská (primary school);
- ZŠ Slovenského národného povstania (primary school);
- Materská škola Na starej tehelni (kindergarten);
- Slovak Red Cross



Inspirational meeting with young talents

We were delighted when 13 female participants in the Coding Camp organised by the civil association Female Algorithm visited our workplace in Banská Bystrica. This inspirational project aims to attract more girls and women to the IT world, and we are proud to have shared our own. This year's edition focused on #startupidition, where our chief financial officer Martin Vlčko shared valuable practical tips for startups. In addition, he answered questions regarding pricing, financial analysis, and planning.

Sustainability is our priority

We meet the highest standards

The Environmental Management System (EN ISO 14 001) has been part of the SOFTIP Integrated Management System (IMS) for several years. Even though our negative impact on the environment is minimal, we evaluate the environmental aspects of our activities every year and take measures to reduce their impact.

Minimising waste

We are actively working on reducing the amount of waste we produce. The waste that is generated is carefully sorted at all workplaces. To motivate colleagues to sort better, we have removed waste bins from under desks.

We always seek an ecological and sustainable path

When selecting promotional items, we place great emphasis on sustainability. We prioritise local manufacturers and also consider the carbon footprint of the products. We strive to minimise waste production, so we choose practical and high-quality items that can serve the recipients for a long time.

We reduce paper and toner consumption

With a responsible approach to printing, we significantly reduce paper and toner consumption. However, when printing is necessary (due to a legal obligation, for example), we only use ecological paper with the Ecolabel certification.

We digitise processes for a sustainable future

We believe in the positive impact of IT on sustainability. Thanks to our own applications, such as SOFTIP HAPPY HR, we reduce paperwork with paperless approval of leave and educational activities.

We send e-invoices

We advocate for electronic invoicing that effectively conserves natural resources. We have therefore integrated it into our information systems and customer solutions.

We prefer electronic signatures

We have been using them for selected business contracts since 2022. We have replaced printing and postal distribution with digital archiving, contributing to efficiency and sustainability. We also started to sign employment-related documents digitally at the beginning of 2025.

We are Paperless

By digitising accounting documents, we have elevated electronic processing and archiving to a higher level. At the end of 2022, we launched Paperless, a project focused on accounting and economic documents, as we continuously strive to minimise paper documentation. We have integrated digitisation into the SAP B1 solution, which we have deployed internally. Our motto is "Keep digital documents in a digital archive, and paper documents in the filing cabinet, for now." We continued to improve the project in 2024.

Environmental activities



We optimise our business trips

We use conference calls and remote document sharing to communicate with each other. When selecting company vehicles, we emphasise environmental aspects, thereby contributing to environmental protection.

Bike to Work

Every year, we participate in the national Bike to Work campaign. We have created conditions for employees to commute daily, including parking in the underground garage and a facility to take a shower.

We work in a green way

Our new headquarters at the Einsteinova Business Centre in Bratislava received the prestigious BREEAM certificate rating "Excellent", which is the second highest possible rating. It certainly deserves the designation as a "Green building".

Making positive changes together

We increase the ecological awareness of our employees through internal communication. We share personal experiences and tips on the intranet on how to live more sustainably, motivating each other to make positive changes.

We are growing. We have exceeded the threshold of 200 employees across Slovakia

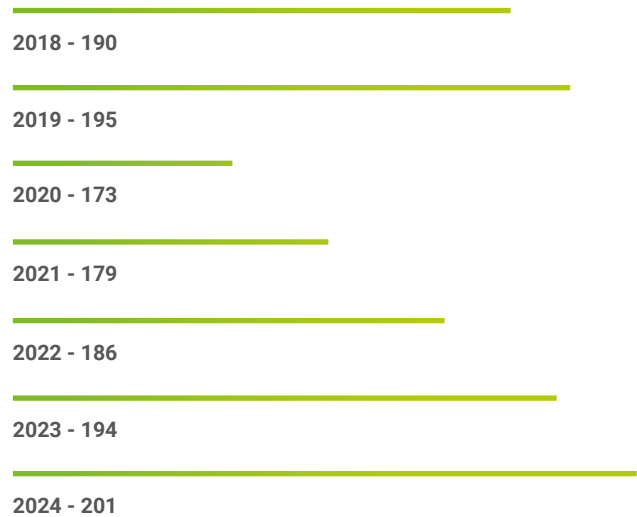
In 2024, we focused on filling key positions, improving the adaptation process of new colleagues, updating job positions, and on more effective use of employee capacity within the SYNTECA group.

The year 2024 was characterised by a focus on recruiting mid- and senior-level colleagues, primarily for the analyst position. We primarily sought experienced candidates for the programmer position, but we gave an opportunity to two junior applicants with potential. The Solution Consultant position has long remained open for juniors who show a willingness to learn and successfully complete a practical assignment. In 2024, we hired four consultants. Two new female colleagues, although lacking IT experience, brought knowledge from relevant business areas. We also filled the positions of Sales Manager and Manager, emphasising a combination of experience and potential.

We continued to focus on the adaptation of new colleagues, starting work on a new scheme that describes activities in phases, designates responsible persons, and provides an overview for HR to support and manage the adaptation process. Responsible persons also have clearly defined activities, allowing newcomers to actively engage in the adaptation process.

We continued updating the job description catalogue, adjusting employees' job responsibilities to correspond with the new versions of the catalogue. At the same time, we began populating our employees' CVs to facilitate their placement on projects not only within the company but also within the SYNTECA group.

Development of the number of employees



Employee structure by gender



As at 31 December 2024, SOFTIP employed a total of 201 employees, which represents a year-on-year increase of approximately 4%. Of these, 67% were men and 33% were women.

Human resource management is fully automated thanks to the SOFTIP HAPPY HR application, with new modules and features implemented throughout the year enhancing comfort for both administrators and employees.

People

Every year, we recognise the best employees in selected positions and maintain the tradition of in-person meetings on the occasion of significant work anniversaries.

Our integrated management system also allows for the reception and processing of employee suggestions, which contributes to effective communication and to the consideration of their proposals.

Education

Corporate education remains one of the key tools for supporting employees in their professional development, thereby improving their professional competence.

Last year, we carried out more than 120 educational activities, with participants most interested in data management training, certified project management courses, and legislation seminars, which we consider an essential part of the continuous professional development of employees. Their importance is growing, especially in connection with frequent changes in legal regulations, as well as the increasing emphasis on corporate compliance. Therefore, we also focused on education in the area of ESG, which is an essential part of modern and responsible corporate practice. It helps companies manage future challenges, increases their resilience, and at the same time prepares them for growth in line with the principles of sustainability and ethics.

An integral part of corporate education as a Microsoft partner is also the deepening of specific technical skills of employees in this area and the support of talent development.

Corporate education is often a decisive factor when choosing an employer, so our goal is to strengthen this process.

Benefits

Corporate benefits have a significant impact on the performance, culture and success of the company. Although they are primarily intended for employees, they also help the company in the form of higher satisfaction, productivity and loyalty.

Meal allowances beyond the legal obligation are one of the most common and at the same time most popular corporate benefits, increasing the total remuneration for work. We provide meal allowances for all working days and also days of excused absence, i.e., even for days on leave, sick leave and days caring for a family member.

Working from home saves employees time spent commuting and allows for more flexible planning of the workday. Therefore, as in the previous period, we support occasional home office days to an agreed extent.

In 2024, the company allocated a total of 270,000 euros towards social fund benefits, additional leave, and pension fund contributions.

From the company's perspective, corporate benefits are not just 'extra costs', but a strategic tool that helps achieve key goals in recruitment and employee engagement. Our aim is not to have a large number of convoluted benefits, but to support those that are accessible to everyone regardless of location, age, gender, etc., and which can be better planned and maintained in the long term.

2024 was great

Last year was the best year in the company's history in terms of financial results.

We achieved this result thanks to the excellent work and high commitment of all our employees. One crucial factor that greatly contributed to our outstanding results was the backlog of projects that we had contracted in previous periods, enabling us to maintain continuous work throughout the year.

We have successfully maintained our stable and strong position in the information and communication technology market in Slovakia, which we have held for over 30 years. The comprehensiveness of our portfolio and our ability to react with our solutions to the changing market is one of our fundamental and permanent advantages. Every year, the success of our company stems from our sales strategy and our ability to carry out both small and large projects.

In 2024, we achieved a record pre-tax profit of 3.689 million euros and also the highest revenue ever of 21.378 million euros. Compared to 2023, we also grew in operating profit. Particularly significant is the almost 4% growth in value added per employee and the 5% growth in revenue per employee. These indicators are all the more important as we managed to achieve them while increasing the number of employees by over 5%.

The company is financially stable. We took out a reasonable number of loans last year. In 2024, our largest development project focused on the technological modernisation of our flagship product, SOFTIP PROFIT PLUS.

The independent auditor's report concluded that the financial statements as at 31 December 2024 provide a true and accurate picture of the company's financial situation.

As at 31 December 2024, the company's solvency is confirmed by its registration in the list of businesses kept by the public procurement office.

Martin Vlčko

Chairman of the Board of Directors, CEO and ESS Division Director

Selected economic indicators (EUR)

	2019	2020	2021	2022	2023	2024
Equity	2 479 194	2 700 208	2 736 386	3 329 567	2 888 411	3 185 198
Revenues total	18 226 226	15 885 400	14 880 061	17 746 046	19 358 713	21 378 302
Added Value	11 642 017	11 412 783	11 084 945	12 519 843	13 949 333	15 215 130
Profit before tax	2 539 100	2 865 786	2 759 275	3 641 145	3 436 632	3 689 333
Profit after tax	2 027 063	2 316 756	2 285 254	2 895 864	2 748 796,	3 043 833
Added Vaule / 1 emp.	60 982	61 834	63 101	69 037	73 670	76 458
Profit before tax / 1 empl..	13 300	15 527	15 707	20 078	18 150	18 539
Revenues total / 1 empl.	95 470	86 067	84 705	97 855	102 238	107 429

Balance sheet as of December 31, 2024, comparing the development since 2019 (in EUR)

	2019	2020	2021	2022	2023	2024
Total assets	6 045 510	7 905 418	8 186 575	8 476 748	7 480 559	8 060 206
Non-current assets	903 948	964 587	1 077 776	1 077 180	1 196 134	1 481 135
Non-current intangible assets	672 423	757 099	914 910	956 638	1 075 420	1 325 848
Property, plant and equipment	213 795	185 500	135 890	106 494	120 714	155 287
Non-current financial assets	17 730	21 988	26 976	14 048	0	0
Current assets	4 875 909	6 623 615	6 906 698	7 067 753	5 859 482	6 152 328
Inventory	17 474	11 675	33 770	20 603	31 893	5 290
Non-current receivables	402 514	488 004	634 470	554 461	382 368	489 843
Current receivables	4 343 020	4 684 611	4 386 379	3 665 545	2 516 463	3 215 434
Financial accounts	112 901	1 439 325	1 852 079	2 827 144	2 928 758	2 441 761
Accruals / deferrals	265 653	317 216	202 101	331 815	424 943	426 743
Total equity and liabilities	6 045 510	7 905 418	8 186 575	8 476 748	7 480 559	8 060 206
Equity	2 479 194	2 700 208	2 763 386	3 329 567	2 888 411	3 185 198
Share capital	33 194	33 194	33 194	33 194	33 194	34 944
Capital funds	x	x	x	x	x	x
Funds created from profit	x	x	x	x	x	x
Legal reserves	6 639	6 639	6 639	6 639	6 639	6 639

Income statement as of December 31, 2024, comparing the development since 2019 (in EUR)

	2019	2020	2021	2022	2023	2024
Net profit / loss of previous years	399 782	326 845	416 538	385 037	99 782	99 782
Net profit / loss for the accounting period after tax	2 027 063	2 316 756	2 285 254	2 895 864	2 748 796	3 043 833
Liabilities	3 227 405	4 966 986	5 277 996	4 626 417	4 244 977	4 445 252
Non-current liabilities	43 165	39 639	23 539	15 384	47 141	28 377
Non-current provisions	8 676	9 345	13 142	22 252	14 067	16 731
Current liabilities	2 350 942	4 564 825	4 800 846	3 734 858	3 420 973	3 359 942
Current provisions	410 947	347 474	433 248	848 533	755 166	1 006 945
Term bank loans	413 675	5 703	7 221	5 390	7 630	33 257
Accruals / Dererrals	338 911	238 224	145 193	520 764	347 171	429 756

Income statement as of December 31, 2024, comparing the development since 2019 (in EUR)

	2019	2020	2021	2022	2023	2024
Revenue from the sale of merchandise	423 742	381 079	323 083	330 391	255 807	329 944
Costs of merchandise sold	346 744	326 493	268 114	261 989	204 949	267 814
Profit margin	76 998	54 586	54 969	68 402	50 858	62 130
Revenues from SOFTIP product and service sales	17 802 484	15 504 321	14 556 978	17 415 655	19 102 906	21 048 359
Activation	212 950	295 935	419 475	353 067	475 481	703 412
Production consumption	6 450 415	4 442 059	3 946 477	5 317 281	5 679 912	6 598 771
Added value	11 642 017	11 412 783	11 084 945	12 519 843	13 949 333	15 215 130
Personnel expenses total	9 026 119	8 551 020	8 266 416	9 635 957	10 499 756	11 468 377
Taxes and fees	5 209	4 201	36 256	3 450	4 169	3 135
Tangible and intangible fixed assets depreciation	194 260	266 285	324 352	370 336	423 984	507 618
Tangible and intangible fixed assets revenues	5 025	7 010	2 666	3 078	4 463	4 722
Carrying value of non-current assets sold and raw materials	14 447	5 235	0	0	0	0
Generation and settlement of value adjustments for receivables	1 585	309 846	529 042	-830 442	6 035	17 321
Other operating income	201 221	648 864	892 565	370 481	462 114	479 750
Other operating expenses	60 078	54 701	65 748	84 797	67 110	66 005
Profit / loss from operations	2 546 565	2 877 369	2 758 362	3 629 304	3 414 856	3 637 146

Income statement as of December 31, 2024, comparing the development since 2019 (in EUR)

	2019	2020	2021	2022	2023	2024
Revenues generated from security and share sales	0	0	0	0	15 603	0
Sold securities and shares	0	0	0	0	5 215	0
Revenues generated from financial fixed assets	0	0	0	14 238	0	0
Interest income	0	0	0	0	34 687	81 418
Interest expense	1 934	3 814	415	0	0	3
Exchange rate gain	14 629	17 964	17 391	20 258	11 933	63 393
Exchange rate losses	9 287	11 970	7 659	10 997	23 452	84 041
Other revenues from financial activities	0	0	0	0	0	0
Other expenses related to financial activities	10 873	13 763	8 404	11 658	11 780	8 580
Profit / loss from financial activities	-7 465	-11 583	913	11 841	21 776	52 187
Economic result from common business activities before tax	2 539 100	2 865 786	2 759 275	3 641 145	3 436 632	3 689 333
Tax from common business activities	512 037	549 030	474 021	745 281	687 836	645 500
Economic result from common business activities after tax	2 027 063	2 316 756	2 285 254	2 895 864	2 748 796	3 043 833
Profit / loss for the accounting period before tax	2 539 100	2 865 786	2 759 275	3 641 145	3 436 632	3 689 333
Profit / loss for the accounting period after tax	2 027 063	2 316 756	2 285 254	2 895 864	2 748 796	3 043 833



SPRÁVA NEZÁVISLÉHO AUDÍTORA
z auditu účtovnej zvierky

pre akciovú spoločnosť

SOFTIP, a.s.
so sídlom v Bratislave

za rok 2024



SPRÁVA NEZÁVISLÉHO AUDÍTORA

Pre akcionárov, dozornú radu a predstavenstvo spoločnosti SOFTIP, a.s. Bratislava

I. Správa z auditu účtovnej závierky

Názor

Uskutočnili sme audit účtovnej závierky spoločnosti SOFTIP, a.s. so sídlom v Bratislave, IČO: 36 785 512 („Spoločnosť“), ktorá obsahuje súvahu k 31. decembru 2024, výkaz ziskov a strát za rok končiaci k uvedenému dátumu a poznámky, ktoré obsahujú súhrn významných účtovných zásad, účtovných metód a ďalšie vysvetľujúce informácie.

Podľa nášho názoru, priložená účtovná závierka poskytuje pravdivý a verný obraz finančnej situácie Spoločnosti k 31. decembru 2024 a výsledku jej hospodárenia za rok končiaci sa k uvedenému dátumu podľa zákona č. 431/2002 Z. z. o účtovníctve v znení neskorších predpisov (ďalej len „zákon o účtovníctve“).

Základ pre názor

Audit sme vykonali podľa medzinárodných auditorských štandardov (International Standards on Auditing, ISA). Naša zodpovednosť podľa týchto štandardov je uvedená v odseku Zodpovednosť audítora za audit účtovnej závierky. Od Spoločnosti sme nezávislí podľa ustanovení zákona č. 423/2015 Z. z. o štatutárnom audite a o zmene a doplnení zákona č. 431/2002 Z. z. o účtovníctve v znení neskorších predpisov (ďalej len „zákon o štatutárnom audite“) týkajúcich sa etiky, vrátane Etického kódexu audítora, relevantných pre náš audit účtovnej závierky a splnili sme aj ostatné požiadavky týchto ustanovení týkajúcich sa etiky. Sme presvedčení, že auditorské dôkazy, ktoré sme získali, poskytujú dostatočný a vhodný základ pre náš názor.

Zodpovednosť štatutárneho orgánu a osôb poverených spravovaním za účtovnú závierku

Štatutárny orgán Spoločnosti je zodpovedný za zostavenie tejto účtovnej závierky tak, aby poskytovala pravdivý a verný obraz podľa zákona o účtovníctve a za tie interné kontroly, ktoré považuje za potrebné na zostavenie účtovnej závierky, ktorá neobsahuje významné nesprávnosti, či už v dôsledku podvodu alebo chyby.

Pri zostavovaní účtovnej závierky je štatutárny orgán zodpovedný za zhodnotenie schopnosti Spoločnosti nepretržite pokračovať vo svojej činnosti, za opísanie skutočností týkajúcich sa nepretržitého pokračovania v činnosti, ak je to potrebné, a za použitie predpokladu nepretržitého pokračovania v činnosti v účtovníctve, ibaže by mal v úmysle Spoločnosť zlikvidovať alebo ukončiť jej činnosť, alebo by nemal inú realistickú možnosť než tak urobiť.

Osoby poverené spravovaním sú zodpovedné za dohľad nad procesom finančného výkazníctva spoločnosti.

Zodpovednosť audítora za audit účtovnej závierky

Našou zodpovednosťou je získať primerané uistenie, či účtovná závierka ako celok neobsahuje významné nesprávnosti, či už v dôsledku podvodu alebo chyby, a vydať správu audítora, vrátane názoru. Primerané uistenie je uistenie vysokého stupňa, ale nie je zárukou toho, že audit vykonaný podľa medzinárodných auditorských štandardov vždy odhalí významné nesprávnosti, ak také existujú. Nesprávnosti môžu vzniknúť v dôsledku podvodu alebo chyby a za významné sa považujú vtedy, ak by sa dalo odôvodnene očakávať, že jednotlivito alebo v súhrne by mohli ovplyvniť ekonomické rozhodnutia používateľov, uskutočnené na základe tejto účtovnej závierky.

V rámci auditu uskutočneného podľa medzinárodných auditorských štandardov, počas celého auditu uplatňujeme odborný úsudok a zachováame profesionálny skepticizmus. Okrem toho:

- Identifikujeme a posudzujeme riziká významnej nesprávnosti účtovnej závierky, či už v dôsledku podvodu alebo chyby, navrhujeme a uskutočňujeme auditorské postupy reagujúce na tieto riziká a získavame auditorské dôkazy, ktoré sú dostatočné a vhodné na poskytnutie základu pre náš názor. Riziko neodhalenia významnej nesprávnosti v dôsledku podvodu je vyššie ako toto riziko v dôsledku

chyby, pretože podvod môže zahŕňať tajnú dohodu, falšovanie, úmyselné vynechanie, nepravdivé vyhlásenie alebo obídienie internej kontroly.

- Oboznamujeme sa s internými kontrolami relevantnými pre audit, aby sme mohli navrhnúť audítorské postupy vhodné za daných okolností, ale nie za účelom vyjadrenia názoru na efektívnosť interných kontrol Spoločnosti.
- Hodnotíme vhodnosť použitých účtovných zásad a účtovných metód a primeranosť účtovných odhadov a uvedenie s nimi súvisiacich informácií, uskutočnené štatutárnym orgánom.
- Robíme záver o tom, či štatutárny orgán vhodne v účtovníctve používa predpoklad nepretržitého pokračovania v činnosti a na základe získaných audítorských dôkazov záver o tom, či existuje významná neistota v súvislosti s udalosťami alebo okolnosťami, ktoré by mohli významne spochybniť schopnosť Spoločnosti nepretržite pokračovať v činnosti. Ak dospejeme k záveru, že významná neistota existuje, sme povinní upozorniť v našej správe audítora na súvisiace informácie uvedené v účtovnej závierke alebo, ak sú tieto informácie nedostatočné, modifikovať náš názor. Naše závery vychádzajú z audítorských dôkazov získaných do dátumu vydania našej správy audítora. Budúce udalosti alebo okolnosti však môžu spôsobiť, že spoločnosť prestane pokračovať v nepretržitej činnosti.
- Hodnotíme celkovú prezentáciu, štruktúru a obsah účtovnej závierky vrátane informácií v nej uvedených, ako aj to, či účtovná závierka zachytáva uskutočnené transakcie a udalosti spôsobom, ktorý vedie k ich vernému zobrazeniu.

S osobami poverenými spravovaním komunikujeme okrem iného o plánovanom rozsahu a harmonograme auditu a o významných zisteniach auditu, vrátane všetkých významných nedostatkov internej kontroly, ktoré počas nášho auditu zistíme.

II. Správa k ďalším požiadavkám zákonov a iných právnych predpisov

Správa k informáciám, ktoré sa uvádzajú vo výročnej správe

Štatutárny orgán je zodpovedný za informácie uvedené vo výročnej správe, zostavenej podľa požiadaviek zákona o účtovníctve. Náš vyššie uvedený názor na účtovnú závierku sa nevzťahuje na iné informácie vo výročnej správe.

V súvislosti s auditom účtovnej závierky je našou zodpovednosťou oboznámenie sa s informáciami uvedenými vo výročnej správe a posúdenie, či tieto informácie nie sú vo významnom nesúlade s auditovanou účtovnou závierkou alebo našimi poznatkami, ktoré sme získali počas auditu účtovnej závierky, alebo sa inak zdajú byť významne nesprávne.

Výročnú správu sme ku dňu vydania správy audítora z auditu účtovnej závierky nemali k dispozícii.

Keď získame výročnú správu, posúdime, či výročná správa Spoločnosti obsahuje informácie, ktorých uvedenie vyžaduje zákon o účtovníctve, a na základe prác vykonaných počas auditu účtovnej závierky, vyjadríme názor, či:

- informácie uvedené vo výročnej správe zostavenej za rok 2024 sú v súlade s účtovnou závierkou za daný rok,
- výročná správa obsahuje informácie podľa zákona o účtovníctve.

Okrem toho uvedieme, či sme zistili významné nesprávnosti vo výročnej správe na základe našich poznatkov o účtovnej jednotke a situácii v nej, ktoré sme získali počas auditu účtovnej závierky.

Banská Bystrica, 1.4.2025

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Contact

The 2024 annual report was published in April 2024 and it is a publicly available document. An electronic version is available for download on the website www.softip.sk, under "About us", along with copies from previous years.

Basic identification data

Business name: SOFTIP, a. s.

Seat: Krasovského 14, 851 01 Bratislava - mestská časť Petržalka, Slovenská republika

Company reg. No.: 36 785 512

VAT reg. No.: 2022390942

Bank contact: Tatra banka, a. s.

IBAN for payments in EUR: SK09 1100 0000 0026 2713 0203

IBAN for payments in CZK: SK66 1100 0000 0028 2400 0862

SWIFT/BIC: TATRSKBX

Legal form: Joint stock company

Registered in Business Register of the District Court in Bratislava III

Section Sa, file No. 4151//B

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