



**data**lab

Annual report 2012



# Annual report and Consolidated Annual Report of Datalab Tehnologije, d.d., and its Subsidiaries

---

for the period from 1 July 2011 to 30 June 2012

Ljubljana, October 2012

# Table of contents

<b>1</b>	<b>KEY FINANCIAL INFORMATION AND RATIOS</b>	<b>7</b>	6.5	CONSOLIDATED CASH FLOW STATEMENT OF THE DATALAB GROUP OF COMPANIES FOR THE PERIOD FROM 1 JULY 2011 TO 30 JUNE 2012	96
<b>2</b>	<b>REPORT OF THE EXECUTIVE DIRECTOR</b>	<b>11</b>	<b>7</b>	<b>NOTES TO THE FINANCIAL STATEMENTS</b>	<b>99</b>
<b>3</b>	<b>CHAIRMAN OF THE BOARD'S REPORT</b>	<b>14</b>	7.1	REPORTING COMPANY	99
<b>4</b>	<b>COMPANY PRESENTATION</b>	<b>17</b>	7.2	BASIS FOR DRAWING UP THE STATEMENTS	99
4.1	GENERAL INFORMATION	17	7.3	ACCOUNTING POLICIES	100
4.2	ABOUT THE COMPANY	18	7.4	DETERMINING FAIR VALUE	109
4.3	PERSONNEL MAKE-UP	21	7.5	FINANCIAL RISK MANAGEMENT	109
4.4	COMPANY ORGANS	22	7.6	REPORTING BY SEGMENTS	112
4.5	COMPANIES IN THE DATALAB GROUP	23	7.7	OPERATING REVENUE	113
<b>5</b>	<b>BUSINESS REPORT</b>	<b>25</b>	7.8	COST OF MATERIALS, GOODS AND SERVICES	113
5.1	SALES IN THE FISCAL YEAR 2012	25	7.9	LABOR COSTS	114
5.2	SALES AND COMMENTS BY COUNTRIES	30	7.10	FINANCIAL REVENUE	114
5.3	PARTNER NETWORK	42	7.11	FINANCIAL EXPENSES	115
5.4	DIRECT SALES AND SERVICE DESK	45	7.12	NET CASH FLOW	115
5.5	MARKETING AND COMMUNICATIONS	46	7.13	TAX ON INCOME	115
5.6	CUSTOMER SATISFACTION INDEX	54	7.14	REVENUE FROM DEFERRED TAXES	116
5.7	SOFTWARE DEVELOPMENT IN THE FISCAL YEAR 2012	57	7.15	PROPERTY, PLANT AND EQUIPMENT	116
5.8	TRAINING – DATALAB ACADEMY	69	7.16	INTANGIBLE ASSETS	117
5.9	NOTABLE EVENTS IN THE FISCAL YEAR 2012 (1 JULY 2011 TO 30 JUNE 2012)	83	7.17	LONG-TERM FINANCIAL INVESTMENTS AND BUSINESS COMBINATIONS	117
5.10	NOTABLE EVENTS IN THE FISCAL YEAR 2013 (AFTER 1 JULY 2012)	85		AUDITOR'S REPORT FOR THE DATALAB GROUP OF COMPANIES	133
5.11	PLANS FOR THE FISCAL YEAR 2013	85	<b>8</b>	<b>FINANCIAL STATEMENTS OF DATALAB TEHNOLOGIJE, D. D.</b>	<b>135</b>
5.12	RISK MANAGEMENT IN THE GROUP	86	8.1.	COMPREHENSIVE INCOME OF DATALAB TEHNOLOGIJE, D. D., FOR THE PERIOD FROM 1 JULY 2011 TO 30 JUNE 2012	136
5.13	CORPORATE SOCIAL RESPONSIBILITY	87	8.2.	BALANCE SHEET OF DATALAB TEHNOLOGIJE, D. D., AS OF 30 JUNE 2012	137
5.14	SUSTAINABLE DEVELOPMENT AND ENVIRONMENTAL POLICY	88	8.3	STATEMENT OF CHANGES IN EQUITY FOR DATALAB TEHNOLOGIJE, D. D., FOR THE PERIOD FROM 1 JULY 2011 TO 30 JUNE 2012	138
<b>6</b>	<b>STATEMENT OF THE MANAGEMENT BOARD OF THE CONTROLLING COMPANY</b>	<b>91</b>	8.4	STATEMENT OF CHANGES IN EQUITY FOR DATALAB TEHNOLOGIJE, D. D., FOR THE PERIOD FROM 1 JULY 2010 TO 30 JUNE 2011	139
6.1.	CONSOLIDATED COMPREHENSIVE INCOME OF THE DATALAB GROUP OF COMPANIES FOR THE PERIOD FROM 1 JULY 2011 TO 30 JUNE 2012	92	8.5	CASH FLOW STATEMENT FOR DATALAB TEHNOLOGIJE, D. D., FOR THE PERIOD FROM 1 JULY 2011 TO 30 JUNE 2012	140
6.2	CONSOLIDATED BALANCE SHEET OF THE DATALAB GROUP OF COMPANIES AS OF 30 JUNE 2012	93	<b>9</b>	<b>NOTES TO THE FINANCIAL STATEMENTS</b>	<b>143</b>
6.3	CONSOLIDATED STATEMENT OF CHANGES IN EQUITY FOR THE DATALAB GROUP OF COMPANIES FOR THE PERIOD FROM 1 JULY 2011 TO 30 JUNE 2012	94	1.	REPORTING COMPANY	143
6.4	CONSOLIDATED STATEMENT OF CHANGES IN EQUITY FOR THE DATALAB GROUP OF COMPANIES FOR THE PERIOD FROM 1 JULY 2010 TO 30 JUNE 2011	95	2.	BASIS FOR DRAWING UP THE STATEMENTS	143
			3.	ACCOUNTING POLICIES	144

4.	DETERMINING FAIR VALUE	151
5.	FINANCIAL RISK MANAGEMENT	151
6.	SALES	153
7.	OTHER OPERATING REVENUE	154
8.	COST OF MATERIALS, GOODS AND SERVICES	154
9.	LABOR COSTS	155
10.	OTHER OPERATING EXPENSES	156
11.	FINANCIAL REVENUE	157
12.	FINANCIAL EXPENSES	157
13.	TAX ON INCOME	158
14.	REVENUE FROM DEFERRED TAXES	158
15.	PROPERTY, PLANT AND EQUIPMENT	159
16.	INTANGIBLE ASSETS	159
17.	LONG-TERM FINANCIAL INVESTMENTS	160
18.	LONG-TERM OPERATING RECEIVABLES	161
19.	LONG-TERM DEFERRED COSTS AND ACCRUED REVENUE	161
20.	DEFERRED TAX ASSETS	161
21.	INVENTORIES	162
22.	SHORT-TERM FINANCIAL INVESTMENTS	162
23.	SHORT-TERM OPERATING RECEIVABLES	162
24.	CASH	164
25.	SHORT-TERM DEFERRED COSTS AND ACCRUED REVENUE	164
26.	EQUITY	164
27.	LONG-TERM FINANCIAL LIABILITIES	166
28.	LONG-TERM OPERATING LIABILITIES	167
29.	LONG-TERM PROVISIONS	167
30.	LONG-TERM ACCRUED COSTS AND DEFERRED REVENUE	167
31.	SHORT-TERM FINANCIAL LIABILITIES	167
32.	SHORT-TERM OPERATING LIABILITIES	168
33.	ACCRUED COSTS AND DEFERRED REVENUE	169
34.	INVESTMENT INTO RESEARCH AND DEVELOPMENT	169
35.	TRANSACTIONS WITH RELATED PARTIES	170
36.	OFF-BALANCE-SHEET ITEMS	171
37.	FINANCIAL INSTRUMENTS	172
38.	AUDIT COSTS	172
39.	POTENTIAL LIABILITIES FROM LAWSUITS	173
	AUDITOR'S REPORT FOR DATALAB TEHNOLOGUE, D. D.	176



1

# Key Financial information and Ratios

Key consolidated financial information	FY 12 / EUR	FY 11 / EUR	Indexs 12/11
Sales	4.190.266	3.662.567	114
Other operating revenue	1.750.057	1.486.121	118
Gross operating income	5.940.323	5.148.688	115
Operating profit/loss before taxes	437.574	527.618	83
Net operating profit/loss for the fiscal year	538.082	522.127	103
Net cash flow (profit + depreciation)	1.556.189	1.377.560	113
Balance sheet total	7.202.675	6.432.257	112
Fixed assets	5.556.982	4.997.489	111
Current assets	1.645.693	1.434.768	115
Equity	4.021.962	3.460.454	116
Long-term liabilities and provisions	1.279.225	1.514.453	84
Short-term liabilities and accrued costs and deferred revenue	1.901.488	1.457.350	130
<b>Ratios</b>			
Total profit/operating revenue in %	7,37	10,25	72
Total profit/equity in %	10,88	15,25	71
Net profit/equity in %	13,38	15,09	89
Net profit/share in euros	0,31	0,31	100
Equity/balance sheet total in %	55,84	53,80	104
Liquidity (short-term assets/short-term liabilities and accrued costs and deferred revenue) in %	86,55	98,45	88
Number of users	27.390	23.459	117
Number of companies	8.118	7.666	106
Number of consultants	279	249	112
Number of full-time employees	113	88	128
Number of employees in the Group	139	115	121
No. of partners in Slovenia	30	36	83
No. of partners in the Group	187	161	116

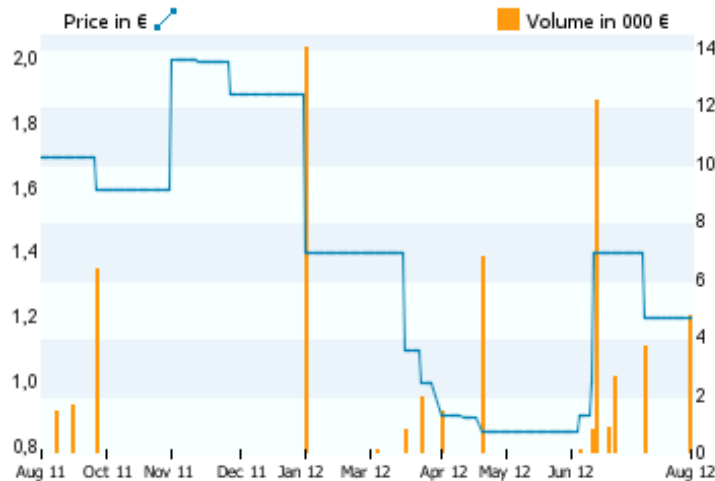
### Information about Shares

STOCK	30. 6. 2012	30. 6. 2011	Indexs 12 / 11
No. of issued common shares	1.737.412	1.673.085	104
- of that purchased shares	20.034	27.887	72
Book value of share on the last day of the fiscal year in euros (equity/no. of issued common shares)	2,17	1,88	115
<b>Market price of share at the Ljubljana Stock Exchange</b>			
All-year high in euros	2,00	3,67	54
All-year low in euros	0,85	1,44	59
Average share price in euros	1,46	3,05	48
Share price on the last trading day in the year (in euros)	0,90	1,44	63
Market value of equity in euros (no. of issued common shares × share price on the last trading day in the year)	1.563.671	2.409.242	65
Return per share in the current year (share price on the last trading day of the current year/share price on the last trading day of the previous year)	0,63	0,39	162
Return per share in the current year in euros (share price on the last trading day of the current year/share price on the last trading day of the previous year)	-0,54	-2,23	24
P/BV (share average market price/share book value)	0,67	1,62	41
P/E (share average market price/net profit per share in the fiscal year)	4,44	11,70	38

Price of Datalab shares compared to the SBITOP index for the period from 1 July 2011 to 30 June 2012. Except for blue chips, the Ljubljana Stock Exchange was dormant for most of the year, which is also reflected in Datalab's shares. Source: LJSE



Price of Datalab shares and trading volume





	SI		HR		BA		SR		CG		MK		BG*						
	FY12	FY11	FY12	FY11	FY12	FY11	FY12	FY11	FY12	FY11	FY12	FY11	FY12	FY11	Index				
<b>A. Net revenue</b>	2,042	1,554	706	546	563	569	99	620	598	104	183	155	118	393	252	156	22	72	30
<b>I. Revenue from sales of products and services in domestic market</b>	1,984	1,444	609	503	552	561	98	596	566	105	183	155	118	288	147	196	22	72	30
1. Net revenue from sales of products and services in domestic market, excluding rent	1,984	1,444	609	503	552	561	98	562	566	99	183	155	118	288	147	196	22	72	30
a. License fees	435	501	256	286	244	269	91	329	341	96	87	94	92	154	93	166	4	37	11
b. Software upgrades	1,000	845	315	180	210	196	107	199	175	114	51	24	212	44	21	268	5	10	50
c. Membership fees	43	45	17	20	14	14	103	19	26	73	1	1	0	3	2	130	1	2	43
d. Services	157	31	10	6	57	50	113	36	10	360	44	36	124	62	32	196	11	23	48
e. Marketing	17	2	9	8	10	6	167	4	9	43									
f. Training and certification	193		3	3	14	14	100	8	5	160	1	1		14	0		1	0	
g. Hosting services	137	62																	
h. Other	0	58			3	12	26								0				
2. Net revenue from rent								2	0						0				
2. Net revenue from rent																			
<b>III. Net revenue from sales of products and services in foreign markets</b>	83	11	97	43	8	0	227	24	32	76				105	105	100			
a. License fees	27	8						1	2	59				30	36	84			
b. Software upgrades	11	3						2	5	43				5	8	64			
c. Membership fees														1	1	200			
d. Services														18	10	184			
e. Marketing															0				
f. Training and certification	21	0													0				
g. Work for the corporation	25	0	97	40	7	0		20	21					51	51				
h. Other			0	3	0	0			4						0				
<b>H. Expenses</b>	1,843	1,437	698	537	601	559	108	682	541	126	153	135	113	370	253	146	70	121	58
I. Cost of materials and services	1,184	1,102	449	353	442	395	112	480	372	129	78	63	123	211	114	185	21	36	58
1) License fees	861	868	295	166	145	208	70	123	222	55	46	36	127	81	47	173	4	18	23
2) Rent	39	31	13	15	19	9	221	19	17	112	7	7	97	11	9	128	3	0	
4) Cost of services	273	199	137	167	113	171	66	193	129	149	22	19	116	107	54	197	8	19	43
j) of that cost of sales	109	101	117	9	47	61	77	128	85	151				40	24	170			
II. Labor costs	615	332	216	164	142	127	112	183	139	132	75	72	104	152	125	122	48	81	60
<b>J. Financial revenue</b>	6	2	0	3	0	0	0	16	7	235				1	1	0	1	0	0
<b>K. Financial expenses</b>	10	0	0	5	0	4		36	29	123	15	4	385	1	4	25	1	0	0
<b>V. Net profit/loss for the period</b>	198	114	2	6	-36	14	-250	-57	33	-171	14	16	89	19	-1		-48	-47	101

The table contains revenue and expenses by subsidiaries for this fiscal year (1 July 2011 to 30 June 2012) and the previous fiscal year (1 July 2010 to 30 June 2010) in euros. Notes: 1) The Slovenian market had been covered by Datalab Tehnologije, d. d., before August 2010 when the subsidiary Datalab SI was founded, that is why revenue for Slovenia for the fiscal year 2011 uses data of Datalab Tehnologije, d. d. 2) Revenue from RLS remains with Datalab Tehnologije, d. d., to simplify accounting procedures, that is why it is included under revenue in Slovenia and added towards operating profit. The same goes for certification and services. Because subsidiaries' reports used different exchange rates, data here deviates from data in consolidated statements.

Naziv: Učvrdoost podjetja

Prejeto Področje

12/2012

### Osnovni kazalniki učinkovitosti

Kazalnik	vrednost
Kritični koeficient	0,58
Pospeljeni koeficient	0,37
Hiti koeficient	0,04

### Detalji kazalnikov učinkovitosti

Kazalnik	vrednost
Koeficient finančne stabilnosti	0,00
Daljšoročna sredstva proti vsam sredstvom	0,35
Neto obratna sredstva	-126.420,67

Več informacij

Prejeto Področje

12/2012

Prejeto

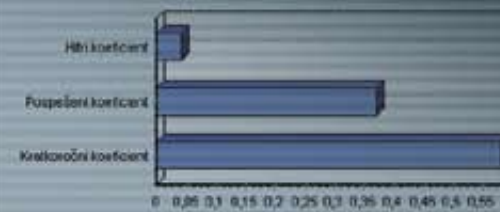


Kritični koeficient podjetja se izbrano obdobje.  
Razpon: 0-1, 1-2, 2-4



Pospeljeni koeficient podjetja se izbrano obdobje.  
Razpon: 0-0,5, 0,5-1, 1-2

### Primerjava kazalnik na učinkovitosti



### Kazalniki učinkovitosti po mesecih



Prejeto Področje

12/2012

# 2 Report Of The Executive Director



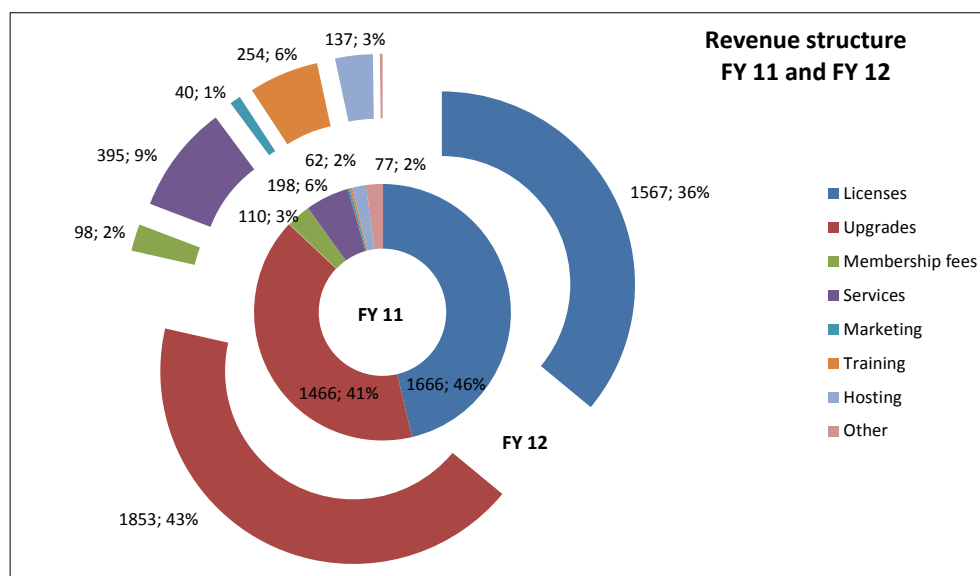
**It is our mission to facilitate the use of a cost-efficient business IT system on a worldwide level, and to provide this service to even the smallest businesses, thereby simplifying their operations, helping them to become more competitive, enhancing their chances for survival, and turning their data into profit.**

2012 was mostly a good year.

### Sales

Total sales of the Group are up 14% to 4.2 million euros, which is 18% less than planned, although we have reached most non-financial goals. Reasons for that are clear: the recession forces us to sell at significant discounts and transition to cloud computing (revenue is distributed over longer periods); another factor are users reviewing and optimizing their licenses, which is why there is more pressure on revenue from software upgrades. We successfully combat those trends by pushing sales and marketing communications in general. Let us have a look at each segment.

License sales are down 8% to 1.57 million euros (1.67m last year) in the Group. The value of the installed base is down 13% (by 350 thousand euros), which is because of the transition to cloud computing (PANTHEON Hosting) (ca. 240 thousand euros) and the fact that users tend to buy lower-priced licenses. The future promises to be interesting, as the market seems to be consolidating and the pressure on traditional vendors is rising due to ever decreasing license revenues. We will continue to build the envisioned ecosystem and make it more competitive; I am confident that then even more partners will join. Price pressure is evident in Datalab's license sales because we had to offer customers attractive financing options and sometimes even discounts for license purchases; that is why revenue from license sales is less than the installed value of sold licenses.



Net revenue from software upgrades are up 26% from 1.46 million to 1.85 million euros. The whole region is seeing a wave of bankruptcies which directly affects revenue from existing users because the installed base is shrinking. Software upgrades are also under price pressure as users are cutting costs wherever possible. We are responding to the pressure by offering more under the software upgrade subscription. For example, in some markets data subscriptions are included; guaranteed bug fixes free of charge are available in all markets.

Revenue from the cloud (the Hosting product, started last year) are up 122% to 137 thousand euros. Currently it is available only in Slovenia, but is planned for the whole region in the next year.

Revenue from membership fees is down 11% to 98 thousand euros; revenue from services is up 100% to 395 thousand euros. Revenue from training has increased 11-fold to 254 thousand euros. Revenue from marketing is up 57% to 40 thousand euros.

### **Financial Results**

The Group has 7.2 million euros of consolidated assets (up 12%). Short-term operating receivables are up 8% to 1.15 million euros, long-term operating receivables are up 49% to 0.13 million euros. Short-term liabilities are up 30% to 1.9 million euros because of late payments from co-financing; long-term liabilities have decreased 16% to 1.28 million euros due to loan repayments. Liabilities have increased by 7% to 3.18 million euros in 2012.

Sales are up 14% to 4.19 million euros, capitalized own products (development of PANTHEON) remain roughly the same (111%), amounting to 1.47 million euros. Costs of materials, goods and services are up 32% to 2.05 million euros; labor costs amount to 2.2 million euros (up 15%); depreciation is up 19% to 1.02 million euros. Financial revenue is down 18% to 0.84 million euros because of fewer sales on credit to the middle and upper segments; financial expenses are up 38% to 0.24 million euros.

Consolidated net profit amounts to 0.54 million euros which is 3% more than last year.

In line with our strategic plans, we tried to close the investment cycle, but haven't been able to do so because of differences in valuation. We got funding through loan capital – a 6-year development loan of 2 million euros from the SID Bank. No significant capital increases are planned for next year, except maybe for PFC (Partner from Competitor) activities.

### **In closing**

We have successfully improved some of the most lethargic areas: testing, sales and post-sales support. Revenue is somewhat below the plan, but still above average in these circumstances. The number of users is still growing increasingly and we intend to step it further up. Datalab works like a stable, well-organized multinational corporation with set-up control mechanisms.

Andrej Mertelj,  
Executive Director

Ljubljana, 22. October 2012





## 3

## Chairman Of The Board's Report

The Executive Board held 10 regular meetings and one correspondence session in the period from 1 July 2011 to 30 June 2012. Meetings mostly covered materials for the assembly, working materials related to a strategic investor, measures related to financial consolidation, and consent for acquiring a mid-term loan from Banka Celje (source EIB) of 500.000 euros, collateralized by the Datalab brand. The Board reviewed the results of the fiscal year 2011 that ended on 30 June 2011, examined monthly and quarterly results, and approved the publishing of unaudited and unconsolidated results.

At the Board's 20th meeting on 5 July 2011, Mr. David Čeplak was approved as managing director of Datalab SI, d.o.o., and Mr. Tihomir Stričević as managing director of Datalab Tehnologije, d.o.o. (Croatia); the Board also approved opening a branch of Datalab Tehnologije, d.o.o., in Zagreb.

At the 22nd meeting on 23 September 2011, the Board reviewed the Executive Director's report on the entry of a strategic investor and authorized the Executive Director to continue and close the negotiations. The Board re-assessed the cooperation agreement with Serbian company Blue Soft of 15 July 2010 and reached the decision that changed circumstances require that an annex to the agreement is signed; the Board authorized the Executive Director and the managing director of Datalab RS, d.o.o., to conclude such an annex. An agreement with Blue Soft could not be reached and therefore Datalab Tehnologije, d.d., terminated the cooperation with Blue Soft that started on 15 July 2012.

At the 24th Board meeting on 12 December 2011, subsidiaries' managing directors were present; the result forecast for the fiscal year 2012 was reviewed and improvement suggestions were considered. Expanded Board meetings are becoming common practice two or three times per year and have proven very useful.

At the 28th Board meeting on 4 April 2012, the Board was informed of the resignation of Mr. Tone Černe, who had been responsible for shareholder economy; he resigned for personal reasons. Considering the current capital market situation in Slovenia, it is the Board's opinion that the company does not need a dedicated Board member for that field. Instead, other Board members can cover that field and specialist tasks can be contracted out.

On 27 February 2011, the Shareholder Assembly reviewed the report of the Board on the examination and approval of the annual report for Datalab Tehnologije, d.d., together with the auditor's report for the fiscal year from 1 July 2012 to 30 June 2011. Upon the Board's suggestions the decision was passed to approve a distributable profit of 727,318.21 euros; of that 100,905.60 euros go for the employee profit sharing scheme and 626,412.61 euros remain unallocated.

The Board was given a discharge and received a bonus; a change in article 7 of the company statute was approved, which now reads:

»The company's share capital amounts to 1,965,441.28 euros (one million nine hundred and sixty-five thousand four hundred and forty-one euros and twenty-eight cents). The Board is authorized to increase the company's share capital five years after the statute change was entered into the company register by issuing new no-par value shares for in-cash or in-kind contributions for up to 982,720.64 euros. The capital increase is performed by issuing a corresponding number of new common registered no-par value shares, that give holders the same rights as previously issued shares; the capital increase can be performed with in-cash or in-kind contributions.

New shares can be issued to gain new capital, for management bonuses, for employee profit

sharing schemes, for management/employee stock options in subsidiaries, to gain new shareholders, to purchase or access a strategic partner, for converting convertible bonds, or for other purposes in accordance with the law. Existing shareholders have pre-emptive rights for new shares proportional to their share in share capital. This right can be exercised within 15 days. The Board revoked the pre-emptive right for each case. After a capital increase and issuing new shares from approved capital, the Board is authorized to update the company statute to reflect the new situation after the capital increase.«

Article 23 of the company statute was updated to: »The Executive Board has three to six members. Members are elected by the shareholder assembly for a term of up to 6 years with the possibility to be re-elected, if not otherwise provided at election.« At the shareholder assembly, Mr. Matt Mayfield was elected as the fourth Board member until 17 June 2013, which is when the terms of the other Board members end.

The company had to expand its registered activities with the following: 59.110 Motion picture, video and television program production activities, 59.120 Motion picture, video and television program post-production activities, and 59.130 Motion picture, video and television program distribution activities; the company statute was updated accordingly.

The auditing firm UHY, d.o.o., Vurnikova 2, Ljubljana, was named to audit financial statements for the fiscal year 2012. UHY was proposed by the Board, because it already audited statements for the three previous years, it knows the company, is prompt and provides quality services. Furthermore, good corporate and auditing practice suggests not changing auditing firms too often and staying with one for four-year terms. UHY also has experience with auditing publicly traded companies.

On 21 May 2012, the Board passed a declaratory decision about a share capital increase with 64,327 newly issued shares in a total issue value of 131,155.84 euros or nominal value of 75,567.55 euros, the Board declared the issue of new shares to be successful.

In this fiscal year, much attention was given to internal controlling and finishing reorganization into profit centers in the parent company and subsidiaries; responsibilities were transferred accordingly.

In the third quarter of the fiscal year 2012, we started offering more attractive financing options to customers; now they can get financing of the whole ERP system project (licenses, hardware, implementation, training) for up to 60 months.

In the beginning of the fiscal year 2013, we have started planning for the next 1+5 years for individual profit centers and for the whole company; in September, a mid-term economic plan was approved.

What are we planning for the fiscal year 2013?

An above average revenue growth, continued successful cost control, more users, achieving the 30,000-user milestone in early 2013, and an improvement in the economic situation in the region, but this is

These ambitious plans are possible also thanks to a 6-year loan of 2 million euros from the SID bank for financing the project PANTHEON Feniks III. This project is the next step in the development of the ERP system PANTHEON. It will enable users to use the program in the cloud and on mobile devices. Furthermore, it will allow add-on components that extend the program's usability to new market segments (e.g. agriculture with FADN reporting).

Lojze Zajc  
Chairman of the Executive Board  
and Chairman of the Audit Committee





# 4

## Company Presentation

### 4.1 GENERAL INFORMATION

---

**Short name:** Datalab, d. d.

**Long name:** Datalab Tehnologije, družba za razvoj poslovno-informacijskih sistemov, d. d.

**Registration:** The company is registered at the District Court in Ljubljana under the number 03/06489 (Nov 21, 2003), application number 138651000.

**Type of organization:** Public Limited Company

**Share capital:** 2,041,008.83 euros

**Company Registration Number:** 1864629

**Tax Number:** SI87965399

**Industry Code:** 58.290 – Other software publishing

**Bank accounts:**

IBAN SI56 2420 3906 2687 181, Raiffeisen Krekova banka d. d., Ljubljana

IBAN SI56 0201 0025 6382 412, Nova Ljubljanska banka d. d.

IBAN SI56 0600 0010 0049 106, Banka Celje d. d.

**Address:** Kopraska ulica 92, SI-1000 Ljubljana, Slovenia

**Telephone:** +386 1 252 89 00

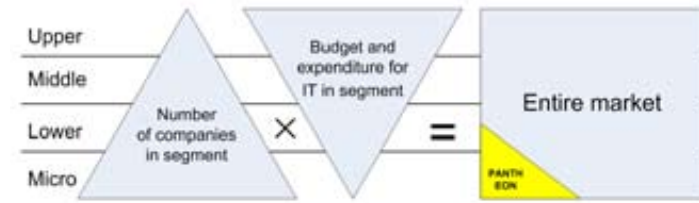
**Fax:** +386 1 252 89 10

**E-mail:** [info@datalab.si](mailto:info@datalab.si)

**Website:** [www.datalab.si](http://www.datalab.si) (Slovene language) / [www.datalab.eu](http://www.datalab.eu) (English language)

## 4.2 ABOUT THE COMPANY

Datalab is a Slovenia-based business software developer. It offers comprehensive business IT solutions for small and mid-size companies under the simple but telling slogan Turning data into profit. From 2000, when consulting and support activities were taken up by partner companies, to the present, we have grown to become a company that manages an entire ecosystem. Datalab develops and sells the software and manages implementation and the distribution of knowledge



and experience through its Partner Channel. We view the future of the company in providing software as a service (SaaS) and managing a cluster of companies.

Datalab was founded in 1997 and became a stock company in 2003. Subsidiary companies operate in Croatia, Serbia, Montenegro, Bosnian and Herzegovina, Macedonia and Bulgaria.

### Key Products and Services

Our product – PANTHEON – contains a transaction system for processing orders, invoices, and financial and personnel data and manufacturing resource planning. It is based on MS SQL Server data structure, and has been developed for Windows environment; it also works in Linux environment. PANTHEON supports e-business operations, enhancing the competitiveness of those who use it. PANTHEON has received a number of awards. In 1999, 2000, 2001, and 2002, PANTHEON received the title Best of Infos – Finalist, and in 2005 the Croatian magazine PC Chip named it the best business IT system in Croatia. In the same year, it also received an award for outstanding achievements in Serbia and Montenegro. Datalab was awarded the Oracle Partner of the Year 2007 in EE & CIS award. In 2008, Datalab became the first Slovenian company to receive the prestigious European Seal of Excellence award at CeBit. PANTHEON received a gold award for best e-solution, and Datalab received a silver award for best e-company at the Best e-company and Best e-solution Awards organized by the Public Agency of the Republic of Slovenia for Entrepreneurship and Foreign Investments, the Slovenian Chamber of Commerce, and the Ministry of Higher Education, Technology, and Science.

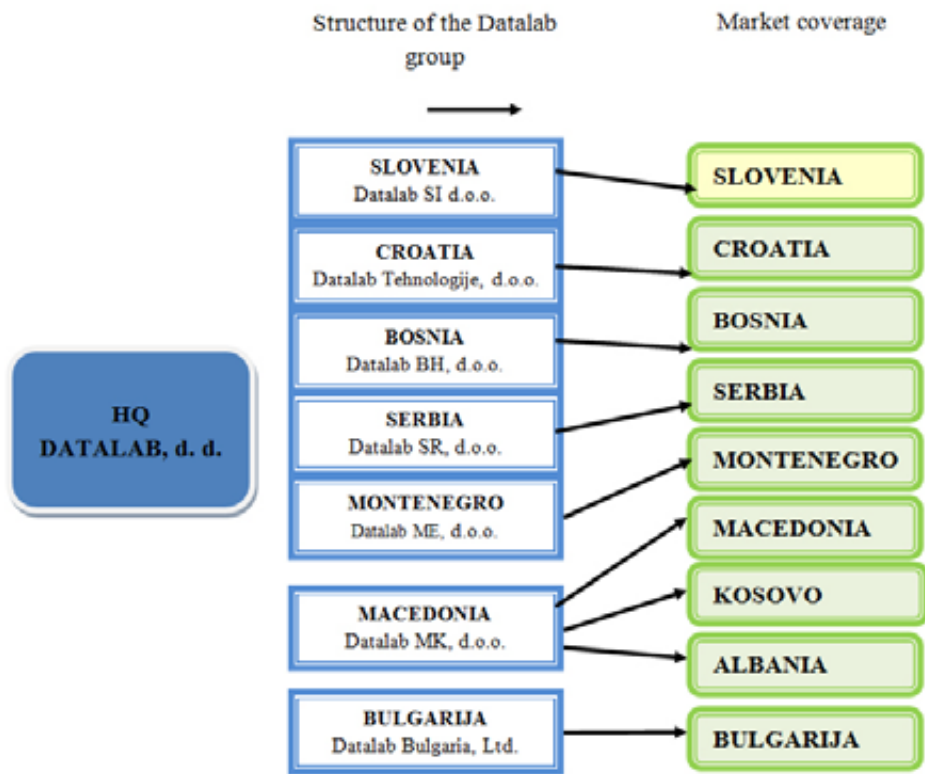
In the future, we must achieve several key goals: transition from PANTHEON licensing to the software as a service (SaaS) model, expansion of a successful Partner model to new areas, consolidation of smaller local business IT providers (the competition) in Datalab’s partner structure. By achieving these goals, we would like to achieve greater support from our Partners, a larger market share, increased user satisfaction, and enhanced support quality. PANTHEON will be available to every company for a monthly fee that includes upgrades but not support. Subscription prices will range from 15.99 euros per user in developing markets to 62.99 euros per user in developed markets – in other words, prices will be comparable to the price of monthly mobile phone subscriptions. The product PANTHEON Hosting (PANTHEON in the cloud) was successfully introduced in the Slovenian market in FY 11 and in FY 12 scaled up and tested in other countries.

The development of PANTHEON Farm Accounting started in FY 11 and the product was first publicly released in June 2012. Market opportunities for the product are significant because of FADN requirements in all EU countries and candidates.

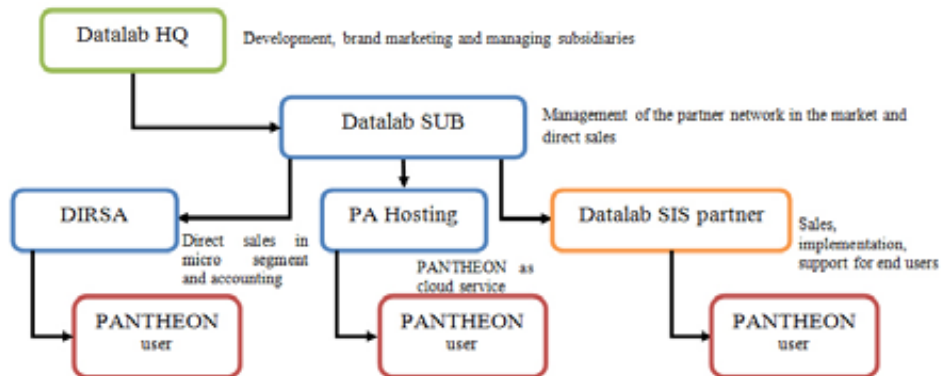
### Marketing Strategy

The Datalab Group is made up of the parent company, Datalab Tehnologije, d. d., and its sub-

subsidiaries in other countries. In Slovenia, Datalab Tehnologije, d. d., transferred management of the partner channel to the subsidiary Datalab SI, d.o.o., as is the case in all other countries where Datalab is present. The business plan for the next five years reflects this; the parent company sees to development, brand marketing and group management, while subsidiaries manage the partner channel in their respective countries. The Kosovo and Albanian markets are covered by Datalab's subsidiary in Macedonia. Sales in those markets is presented in statements of Datalab Macedonia as revenue in other markets. A subsidiary in Bulgaria was founded in September 2009 and is operational; in FY 11, we started the procedure of acquiring a 50% stake and on 19 September 2012 paid in for the equity and capital increase.



*Relationship between management and sales in an individual market*



**Datalab has a number of sources of revenue:**

- The primary source (after license fees and usage fees) are **upgrade fees** (subscriptions to software upgrades).
- The secondary source is **license revenue** from newly sold PANTHEON licenses. Due to market pressure we are forced to grant discounts; another factor is the paradigm shift to cloud computing and we anticipate the trend of declining license sales will continue.
- The third source are **usage fees** (subscription for Hosting) that include license fees, upgrade fees and server resources. Users pay them to subsidiaries for the right to use PANTHEON and get upgrades.
- **Membership fees** are paid by registered consultants to Datalab in exchange for access to Datalab's tools and support (secondary revenue).
- **Tertiary revenue includes:**
  - **training** conducted by the **Datalab Academy** (founded in 2007) is billed directly to participants (partners and end users); this includes the price of courses and certification;
  - **advertising** on Datalab's websites and in PANTHEON news, where partners, users and others can advertise their products and services;
  - **data subscriptions** are an online service that updates the user's data on a daily basis (exchange rates, registers, etc.) directly in PANTHEON.
- Other revenue includes: PANTHEON Conference (event for partners and users with the goal of exchanging information and best practices), revenue from interest on loans to subsidiaries.

Although the organization looks like franchising, Datalab does not collect a share of the revenue that customers pay to Datalab's partners.

**Division of Tasks**

Datalab has divided its operations into three levels, which also reflect cash flows.

**Level 1:** The parent company develops the software and related business practices and manages the entire network.

**Level 2:** Subsidiaries are responsible for localizing PANTHEON for their country. Localization includes translating the user interface and adapting the program to the legislative and business environment of the local markets. Subsidiaries provide support to Partners and form a link between consultants at Partner companies and developers at the parent company.

Each subsidiary must establish a local support center that provides support for sales, licensing, and smaller technical problems via telephone, online applications, and e-mail.

**Level 3:** Datalab's partners or Datalab's own Service Desk (provides support for direct customers and PANTHEON Hosting) provide support and activate subscriptions for users. Due to shortcomings of the partner channel, which was not prepared/trained to support micro companies and which lacked focus on accounting firms, in 2010 we began offering Datalab Direct sales and support via the Datalab Service Desk service. We further expanded this in FY 11 with direct sales of upgrade subscriptions and in FY 12 with forming a separate department for that with the purpose of correcting developments in the market.

### 4.3 PERSONNEL MAKE-UP

TDatalab is trying to create a friendly and low-stress working environment for its employees, because employees are the company's key asset and the IT sector is rather stressful. Employees are encouraged to independent thinking and assuming responsibility; it is also desirable that employees actively participate in company management. Our employees are committed to their work, self-initiative, highly skilled, creative and professional. They expand their knowledge through continuous education and use of the latest technology.

#### Number of employees by departments in Datalab companies in Slovenia

Department	30 June 2012	1 July 2011
Management	3	3
Development HQ	27	21
Marketing HQ	2	2
Academy HQ	1	1
Accounting HQ	3	3
Administration HQ	3	2
Internal IT HQ	2	1
User Site HQ	1	1
Director Datalab SI	1	1
Sales Datalab SI	12	6
Administration Datalab SI	1	2
<b>Service Desk Datalab SI</b>	<b>5</b>	<b>4</b>
Product Support Datalab SI	<b>5</b>	<b>8</b>
<b>TOTAL</b>	<b>66</b>	<b>55</b>

#### Number of employees by level of education and companies in the Datalab group

Level of education	HQ		SI		HR		BA		SR		BG		MN		MK		DL group	
	30.06.12	01.07.11	30.06.12	01.07.11	30.06.12	01.07.11	30.06.12	01.07.11	30.06.12	01.07.11	30.06.12	01.07.11	30.06.12	01.07.11	30.06.12	01.07.11	30.06.12	01.07.11
Elementary school																	0	0
Vocational school		1	1														1	1
Middle school	13	13	12	14	1	3	5	5	2	2							33	37
Vocational college	10	7	5	2	2		12	11	7	6			1	1			37	27
University	15	13	6	4	9	5	4	4	3	3	2		4	4	17	12	60	45
Master's degree	2	1									3	3	1	1			6	5
Doctor's degree	2																2	
<b>Total</b>	<b>42</b>	<b>35</b>	<b>24</b>	<b>20</b>	<b>12</b>	<b>8</b>	<b>21</b>	<b>20</b>	<b>12</b>	<b>11</b>	<b>5</b>	<b>3</b>	<b>6</b>	<b>6</b>	<b>17</b>	<b>12</b>	<b>139</b>	<b>115</b>

Datalab is a growth and development oriented company, which also applies for key personnel. The main driver of our growth is an ambitious and highly motivated team, thanks to which the company is a leader in its field in target markets. We are investing into staff development, their knowledge, skills and formal education. We have formed interdisciplinary teams to facilitate knowledge exchange. We are trying to attract high-level professionals from public research institutions, students and junior researchers who, in connection with their professors and armed with new knowledge, enrich the company and improve the educational structure. That is why we applied for co-funding in a project for better development teams.

Intensive investments into development and building a competitive advantage demand highly skilled professional in all fields. The number of employees with a university degree is rising and has reached 36% in the Group. At the end of the fiscal year 2012, 60 employees had a university degree, 6 a master's degree and 2 a doctor's degree.

### Number of employees by type of employment and companies in the Datalab group

Type of employment	DL		HQ		SI		HR		BA		SR		BG		MN		MK		DL group	
	30.06.12	01.07.11	30.06.12	01.07.11	30.06.12	01.07.11	30.06.12	01.07.11	30.06.12	01.07.11	30.06.12	01.07.11	30.06.12	01.07.11	30.06.12	01.07.11	30.06.12	01.07.11	30.06.12	01.07.11
Full-time employees	37	27	16	11	11	8	12	12	9	9	5	3	6	6	17	12	113	88		
Regular external contractors	3	8	2	1	1												6	9		
Author contracts	2			1			2	3	3	2								7	6	
Students			6	7			7	5											13	12
<b>Total</b>	<b>42</b>	<b>35</b>	<b>24</b>	<b>20</b>	<b>12</b>	<b>8</b>	<b>21</b>	<b>20</b>	<b>12</b>	<b>11</b>	<b>5</b>	<b>3</b>	<b>6</b>	<b>6</b>	<b>17</b>	<b>12</b>	<b>139</b>	<b>115</b>		

The number of employees is constantly rising due to the expansion of the development and sales teams. The number of employees in the Group went up 20% in the last year.

## 4.4 COMPANY ORGANS

Company organs

- Shareholder Assembly
- Executive Board

The Assembly is made up of shareholders in the company.

The Executive Board consists of three members:

- Lojze Zajc, Chairman of the Executive Board
- Matthew Mayfield, Non-Executive Director
- Andrej Mertelj, Executive Director

## 4.5 COMPANIES IN THE DATALAB GROUP

### SLOVENIA

**Datalab SI, d. o. o.**  
 Kopraska 92  
 1000 Ljubljana, Slovenija  
 Telefon: +386 1 252 89 00  
 Telefaks: +386 1 252 89 10  
 info@datalab.si  
 www.datalab.si  
 Direktor: Andrej Mertelj

### CROATIA

**Datalab Hrvatska, d. o. o.**  
 Trg. 1. Istarske brigade 6  
 52100 Pula, Hrvatska  
 Telefon: +385 52 500 084  
 Telefaks: +385 52 500 087  
 info@datalab.hr  
 www.datalab.hr  
 Direktor: Tihomir Stričević

### MONTE NEGRO

**Datalab MN, d. o. o.**  
 Vuka Karadžića 8/1  
 81000 Podgorica, Črna gora  
 Telefon: +382 81 232 101  
 Telefaks: +382 81 232 101  
 info@datalab.rs  
 www.datalab.rs  
 Direktor: Danko Obradović

### SERBIA

**Datalab SR, d. o. o.**  
 ul. Bul. Mihajla Pupina 10v/115  
 11000 Novi Beograd, Srbija  
 Telefon: +381 1 311 94 39  
 Telefaks: +381 1 311 94 39  
 info@datalab.rs  
 www.datalab.rs  
 Direktor: Miodrag Ranisavljević

### BOSNIA AND HERCEGOVINA

**Datalab BA, d. o. o.**  
 Hamdije Cemerlica br. 2/10  
 71000 Sarajevo, BIH  
 Telefon: +387 337 120 35  
 Telefaks: +387 337 120 36  
 info@datalab.ba  
 www.datalab.ba  
 Direktor: Nedim Pašić

### MACEDOIA, KOSOVO, ALBANIA

**Datalab MK, d. o. o.**  
 Samoilova 102  
 1000 Skopje, Republic of Macedonia  
 Telefon: +389 2 3290 956  
 Telefaks: +389 2 3212 845  
 info@datalab.com.mk  
 www.datalab.com.mk  
 Direktor: Sašo Jovanovski

### BOLGARIA

**Datalab Bolgarija Ltd.**  
 13 Tintyava Str.  
 1113 Sofija, Bolgarija  
 Telefon: +359 2 960977  
 Telefaks: +359 2 9609797  
 info@datalab.bg  
 www.datalab.bg  
 Direktor: Marussia Margaritova

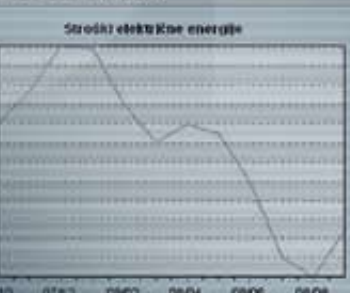
### SERBIA

**Datalab Automotive, d. o. o.**  
 Bulevar dr Zorana Đinđića 4 a  
 11000 Novi Beograd, Srbija  
 Telefon: +381 11 214 67 27  
 Telefaks: +381 11 214 01 83  
 info@dl-automotive.rs  
 www.dl-automotive.rs/  
 Direktor: Persida Pandurović

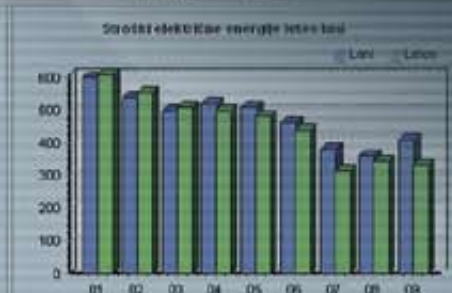


Škrobki vidlj posbranja

Privatna Podjetje



Škrobki porabljene električne energije za zadnjih 12 mesecev. V primeru vala.

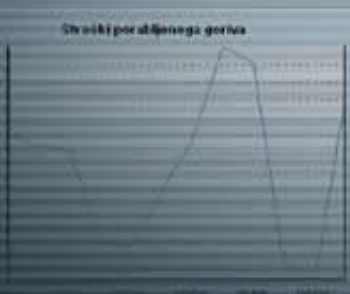


Škrobki električne energije letos v primerjavi s škrobki leti po mesecih. V primeru vala.

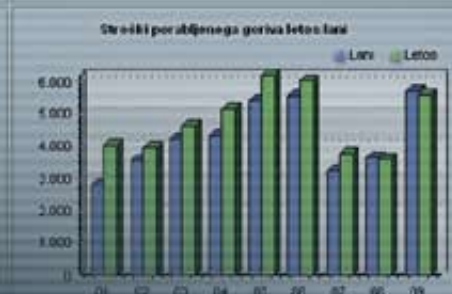
### Priloge

Francisco	
Primo Kofresca	
Sandra Vrhovc	
Lil Novak	
Peterson Pao	
Laura Štork	
Uli Kozak	
Simon Jug	
Andrej Refarant	1000
Andrej Šef	1000
Maja Novak	1000

Zaporedni po številu izbranih, N so št. opravi v zadnjem letu.



Škrobki porabljene goriva za zadnjih 12 mesecev. V primeru vala.



Škrobki porabljene goriva letos v primerjavi s škrobki leti po mesecih. V primeru vala.

### Promet na prepotovan kilometre

Obdobje	km	Promet EUR	EUR na km
2008/09	5996	502.154,00	83,73
2008/08	3602	261.297,65	72,55
2008/07	3904	279.251,64	71,41
2008/06	5021	424.721,34	70,54
2008/05	5204	387.996,19	62,54
2008/04	5147	207.063,01	40,23
2008/03	4601	322.622,12	70,12
2008/02	3958	269.618,96	68,12
2008/01	4025	238.763,00	59,32
2007/12	4112	243.586,52	59,21

Priloge na prepotovan kilometre po mesecih v zadnjem letu.



# 5

# Business Report



Matthew R. Mayfield,  
Sales Manager

## 5.1 SALES IN THE FISCAL YEAR 2012

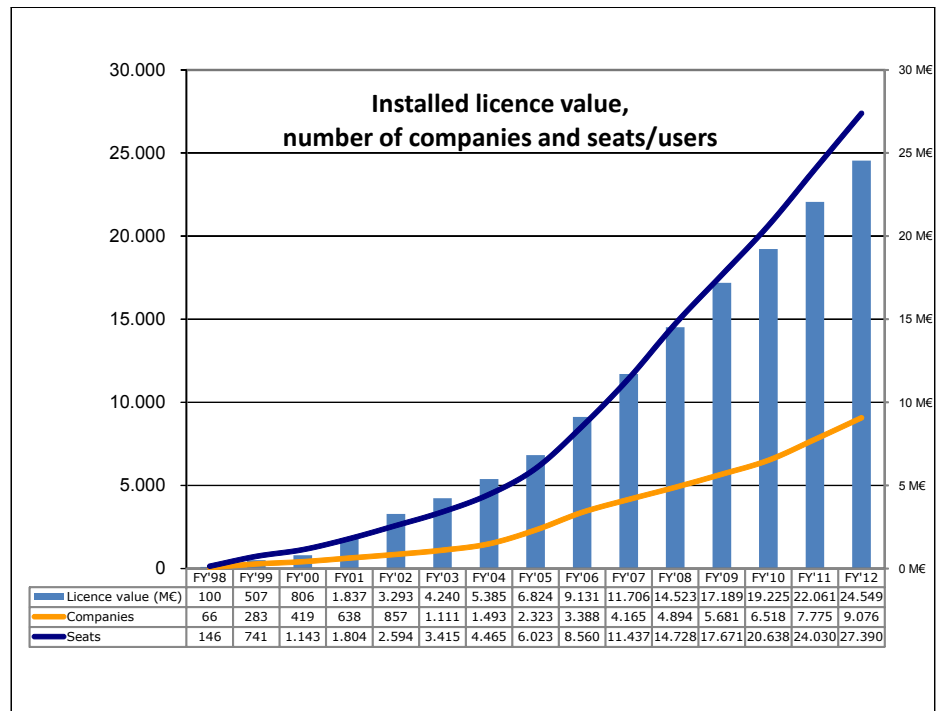
The recession is holding down sales activities. We are selling mostly »replacement« software to the middle and upper segments of our market. Potential customers are rather passive with updating their systems and this attitude is also our greatest »competitor«. Often they postpone such investments for a year, despite a clear internal need.

### GROUP

- Net revenue from sales: +14%
- Net revenue from license sales: -7%
- Net revenue from software upgrade subscriptions: +27%
- Services: +101%
- Hosting: +122%
- Marketing revenue: +57%
- Training: +1039%



The number of companies that purchased PANTHEON in FY 12.



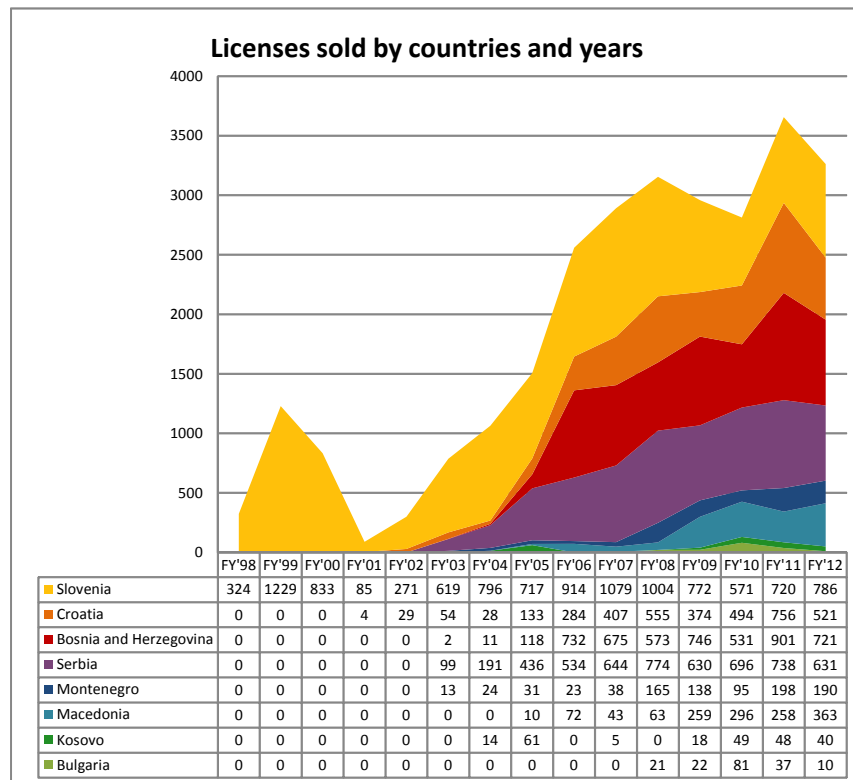
Nevertheless, our installed base continues its upward trend. Traditional revenue from established clients in construction and manufacturing is flatlining and getting replaced with revenue from newer, smaller companies. Our long time users apparently have a lower bankruptcy risk than the regional average, which improves our revenue from software upgrades. On the other hand, upselling us bringing in less and less profit, which is the logical consequence of less license sales.

Unfortunately, this also means that new sales are more difficult, but then again it proves the good work of our sales department which must expend more energy to keep revenue on the same level.

In FY 11, 3360 licenses have been activated (1% less than the previous year) in a total value of 2,487,356 euros, of that 272 licenses have been for PANTHEON Hosting (in a total value of 240,521 euros).



**Chart: Distribution of sold and hosted licenses by numbers sold, years and countries.**



**The chart shows that license sales in Slovenia in FY 11 make up less than 19% of sales; the top spot (24.3%) goes to Bosnia and Herzegovina because of fiscalization and OEM sales.**

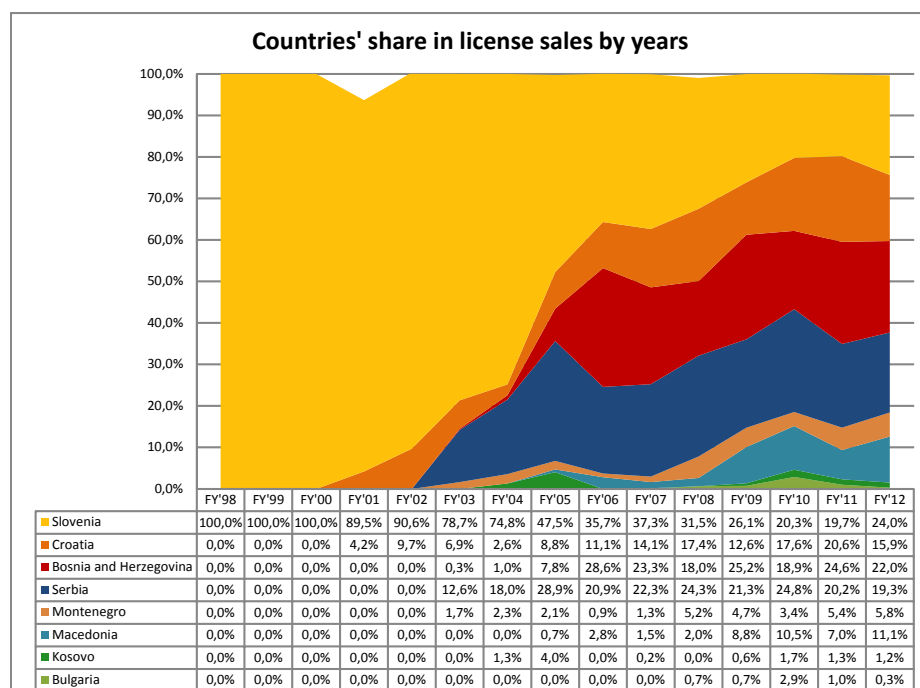




Chart of sold and hosted license values by years and countries. The drop of license sales is mostly compensated by growing sales of hosted licenses.

\*The license values shown here are the recommended market value multiplied with sold quantity, excluding any discounts and commissions. Those values are the basis for calculating upgrade fees.

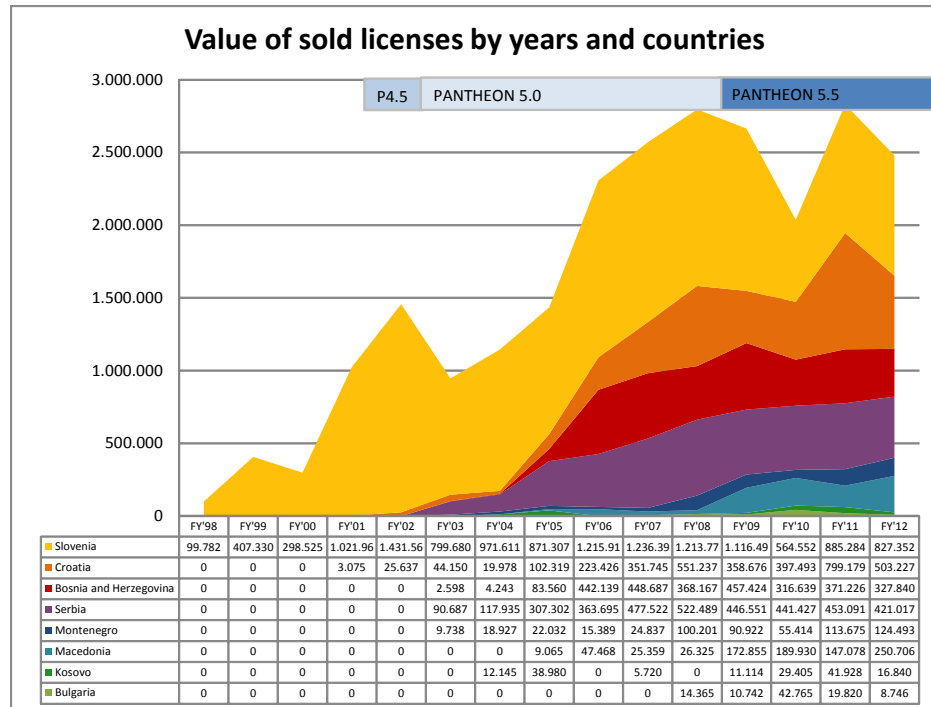
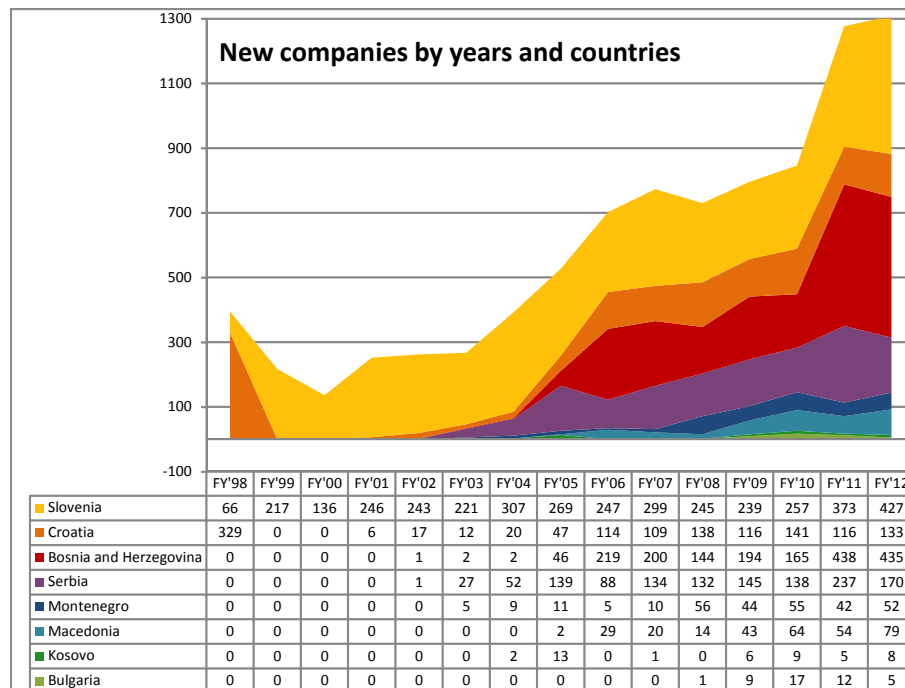


Chart of new companies by years and countries.



It is fact that license sales have dropped for the second year in a row. Hosting sales in Slovenia compensate for two thirds of that drop. We have to be watchful of this trend to keep a basis for long-term growth and income. We are planning that hosting centers in other countries will be replacing old products in certain segments with new ones that are more marketable.

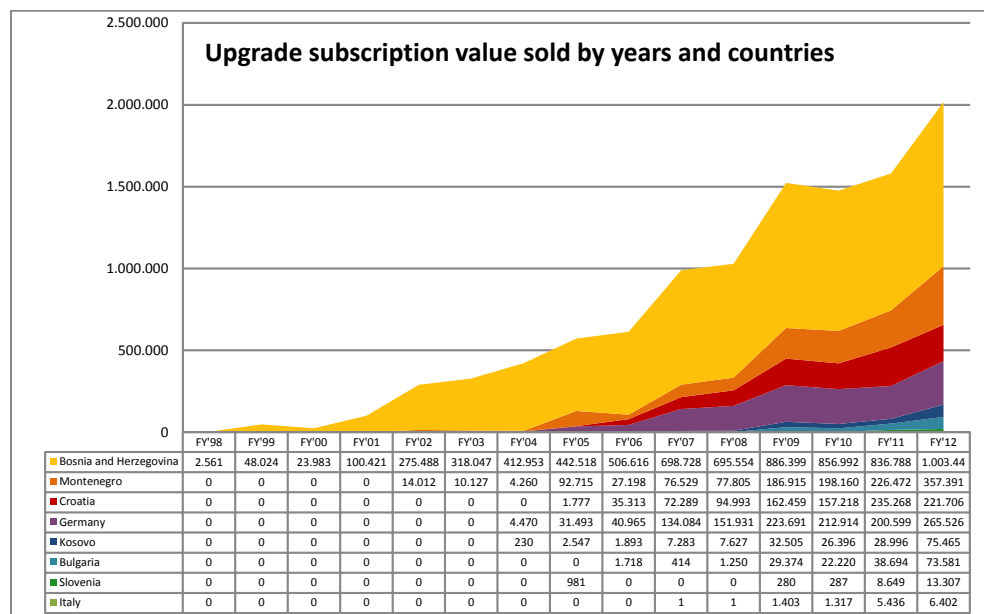
This is to the detriment of Datalab's partners who depend on high-value service contracts with larger clients. Even more affected are partners who haven't expanded their sales or aren't able to do so in order to compensate lower revenue from existing clients with new ones.

Sales of software upgrade subscriptions increased significantly in FY 12. Methods for ensuring compliance with licensing terms were developed in Slovenia and successfully implemented in all markets, resulting in a steep rise in revenue in the last months of the fiscal year. We changed the way we sell by establishing dedicated sales teams in each subsidiary and bringing in new energy. We developed predictive models for software upgrade subscription targets that make it easier to measure sales team performance and set their goals. We aim to bring software upgrade subscription sales in all countries to the same level as in Slovenia, where it is near the theoretical maximum.

In FY 12, we raised the price of upgrade subscriptions from 15% to 17% of the license value; this was the first price change in this area in five years. The bonus system remains unchanged: 5% discount for each consecutive subscription year, up to 25%.



Gross value of sold software upgrades by years and countries.

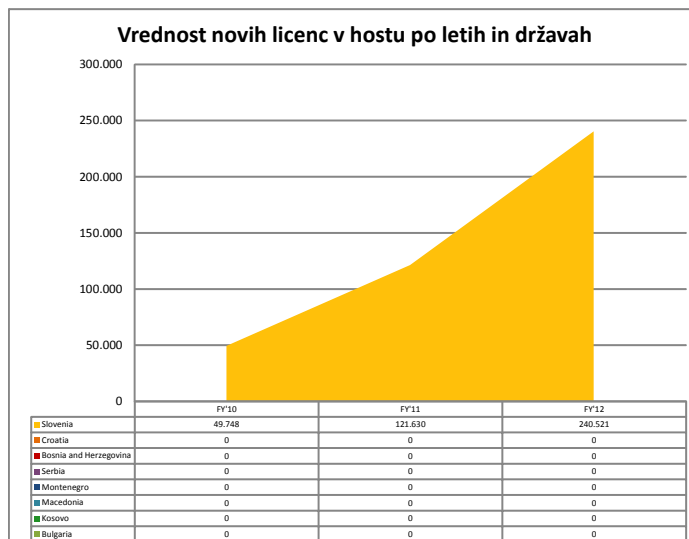
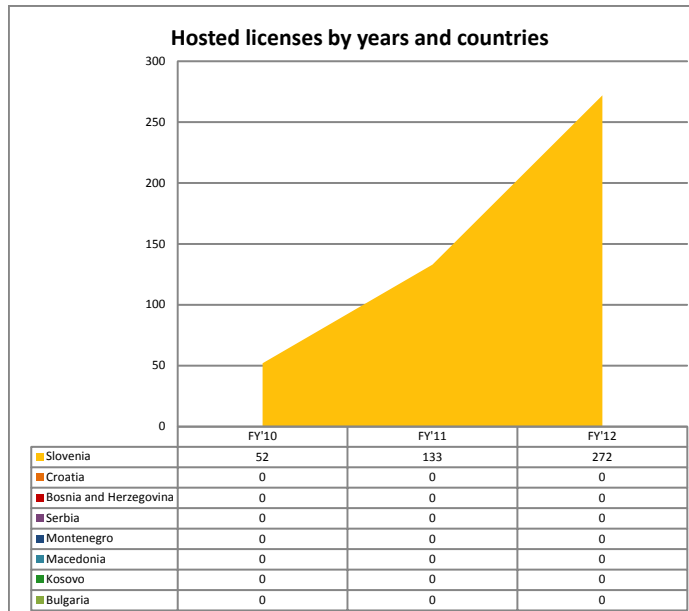
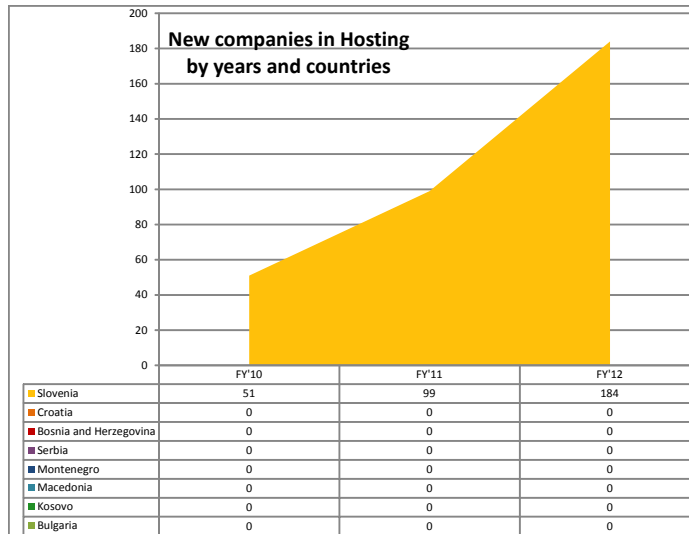


Membership revenue is down 11%. For a monthly membership fee of 50 in Slovenia or 30 in other countries, certified Team members at our Partners are entitled to technical support and to use the support tools on Datalab's Partner Site. There is a notable decrease in memberships because partners are rationalizing and cutting costs; there are also many »grey« consultants – they offer the usual support services, but are not registered with Datalab, are not eligible for direct support (they usually request support through registered colleagues) and don't pay membership fees.

Payable escalations (substantiated Help Desk incidents) and revenue from services have increased by 100% to 395,000 euros and continue to rise sharply in all markets. Above all is Slovenia (+400%).

Marketing revenue was in previous years mostly generated from PANTHEON Conferences; this year it increased 11-fold to 254,000 euros. Events that bring in a larger sum at once have been organized in most major markets. Revenue from ad spaces and smaller events are generated by all subsidiaries.

Highlights of the year are PANTHEON Hosting sales in combination with a newly established



call center in Slovenia (137,000 euros which means +122%). Telesales has advanced from being merely a lead generator to a full-fledged sales department for micro companies responsible for the whole sales process. In Slovenia, this area was transformed from an unprofitable department to a lucrative and scalable operation. In FY 12, micro companies shifted notably from purchasing licenses to subscribing for PANTHEON Hosting. This can be attributed to the convenience of cloud computing, PANTHEON's performance improvements, clients' greater care of where they put their money, and a good sales argument (low initial cost).



**David Čeplak,**  
**Managing Director**  
**of Datalab SI**

## 5.2 SALES AND COMMENTS BY COUNTRIES

### 5.2.1 Slovenia

**In Slovenia, a total of 10,720 licenses are in use at 3,792 companies. The total value of licenses in Slovenia is 12.9 million euros.**

The revenue of Datalab SI in the period amounts to 1,866,671 euros (+23%). 427 companies (+14%) started using PANTHEON in this fiscal year; this represents 32% of all new companies in the Group.

786 (+9%) licenses have been sold in the period. The value of sold licenses dropped by 8%, which is due to the uncertain market situation and price pressures (competitors sell licenses for 1 euro or with a 75% discount). Revenue from PANTHEON Hosting is further increasing, this year by 122%. This means another 272 sold licenses in Hosting. Those licenses otherwise represent a value of 240,000 euros.

Software upgrade subscription sales were good – revenue here is up 21%. Even though we increased the price of upgrades at the beginning of the year, this seemingly did not affect sales. This somewhat mitigated the continuing wave of bankruptcies in Slovenia that affected also our users (SCT, Merkur and others).

Service revenue increased five-fold to 145,103 euros (+361%). We have increased the percentage of billed hours among all service hours through better user notification and quality support and implementation.

There has been a number of marketing and branding activities. Core properties of PANTHEON have been pointed out: it combines experience from eight countries, is a long-term solution, enjoys user trust, has excellent support and an active user and partner community. PANTHEON Hosting makes users' cooperation with their accountants easier. Towards the end of the year, we focused on communicating specific advantages, most notably the financing option for the whole implementation project. Clients enjoy a lower investment cost and optimized operation with a new ERP system. The financing option includes software licenses, software upgrades, hardware, implementation and training.

Competitors tried to follow our moves, which again proves that Datalab is a big player, as its actions result in competitors' reactions.

There are two main segments of the market. One is the saturated markets with no »available« customers, but only those that are changing their solution because of functional, financial or technical reasons. The other one are accounting firms.

The Academy is performing above expectations. Especially successful were both PANTHEON Conferences. The Academy will bring back certification as it was. Each partner, consultant and Datalab's own support professional has a certain level of certified proficiency that entitles him or her to a corresponding title, or for employees, to a variable salary bonus.

We acquired one Premium partner, seven Senior Expert partners and one Accounting partner in the period. At the end of the fiscal year, we had 32 partner companies.

The partner network posted 358,934 euros in revenue, which is less than the previous year. As mentioned before, partners too have to deal with price pressures and an uncertain economic environment. License sales remained on the same level with the help of new partners.

The Partner from Competitor (PfC) program is getting along slower than expected. The main reason is the slow coming to a decision of potential partners. Everybody involved generally agrees with the idea and vision of the future of ERP systems. We have opened several important talks that should come to a conclusion in the following fiscal year.



Companies that began using PANTHEON in FY 12 (Slovenia).



	FY12	FY11	Index
<b>ASSETS</b>			
Fixed assets	23.950	13.531	177,00
Current assets (short-term assets)	700.104	311.400	224,82
- of that receivables	329.299	291.225	113,07
<b>LIABILITIES</b>			
Equity	36.460	22.162	164,52
Liabilities	640.991	264.332	242,49
Long-term	84.839	1.011	8391,59
Short-term	556.152	263.321	211,21

Abridged profit/loss statement	FY12	FY11	Index
<b>SALES</b>			
Total revenue	1.876.290	1.456.750	128,80
Expenses	1.843.776	1.437.496	128,26
Operating profit/loss	25.700	17.582	146,17
Net financial profit/loss (difference between financial revenue and financial expenses)	-3.879	1.522	-254,86
Taxes	8.506	4.591	185,28
Net profit/loss	14.096	14.663	96,13

### 5.2.2 Croatia

**In Croatia, there are 3639 installed licenses (+17%) in 1298 companies (+11%). The total value of activated licenses, including educational licenses and partner licenses in Croatia, amounts to 3.4 million euros (+17%).**

Revenue in FY 12 has an index of 129 compared to the previous year. The index of new license sales is 90 (partners 92, Pfc 78), but note that more licenses have been sold than in the previous year. Lower revenue (-10%) and a higher quantity of sold licenses (+27%) is due to:

- special offers to regular and Pfc clients,
- special offers to start-ups and for upsales,
- sales as options,
- shift to directly billing clients.



**Tihomir Stričević,**  
Managing Director of  
Datalab HR

We acquired two new partners from the PfC program; at the end of the fiscal year, we had 8 Premium and 8 Senior Expert partners.

Upgrade subscription sales rose by an index of 175 which is mostly due to reorganized sales.

Towards the end of the fiscal year, we started establishing teams for direct sales, Hosting sales, and an office in Zagreb.



Companies that began using PANTHEON in FY 12 (Croatia).

**Excerpt from the Auditor's Report**

*In our opinion, the financial statements show the real and objective financial situation of the company Datalab Tehnologije, d.o.o., from Pula as of 30 June 2012 and the results of the company's operation in the period from 1 July 2011 to 30 June 2012, all in accordance with Croatian financial reporting standards, the accepted accounting principles, applicable laws and professional practice in Croatia.*

*Certified auditor: Eduard Werkmann*

	FY12	FY11	Index
<b>ASSETS</b>			
Fixed assets	36.949	64.811	57,01
Current assets (short-term assets)	281.978	161.299	174,82
- of that receivables	188.710	141.257	133,59
<b>LIABILITIES</b>			
Equity	72.904	70.927	102,79
Liabilities	171.769	155.183	110,69
Long-term	8.182	21.683	37,73
Short-term	163.587	133.500	122,54
<b>Abridged profit/loss statement</b>			
Sales	707.849	546.096	129,62



Total revenue	708.890	549.373	129,04
Expenses	698.312	536.645	130,12
Operating profit/loss	6.077	9.451	64,30
Net financial profit/loss (difference between financial revenue and financial expenses)	-3.284	10.779	
Taxes	736	2.503	29,40
Net profit/loss	2.057	8.276	24,86



**Nedim Pašić, Managing Director of Datalab BH**

### 5.2.3 Bosnia and Herzegovina

**In BiH, there are 5008 installed licenses (+17%) in 1864 companies (+31%). The total value of those licenses is 2.8 million euros (+13%).**

The fiscal year 2012 for Datalab BH can be summed up as »much more work for the same results«. The change in internal recovery of the cost of development has resulted in increased licensing costs that the subsidiary pays to the parent company. This is the cause for the lower profit.

Net sales have an index of 99 compared to the previous year, whereby license sales made up 90% of the previous year's revenue. Partners have sold 14% fewer licenses, but PFC sales have increased significantly (index 217). Software upgrade subscriptions are up 7%.

Even though the recession hit all industries, Datalab BH has made additional efforts to improve PANTHEON and even more to expand sales and service capacity with dedicated teams for direct sales and the Service Desk (established in September 2011). The initial results of Service Desk are promising and we anticipate a significant increase in revenue from it in the future.

There are 4 new consultants, bringing the total to 42 certified registered consultants in 31 partner companies. In total, there are 42 partner companies (Premium, Senior Expert, Accounting, Developer and EDU).



**Companies that began using PANTHEON in FY 12 (Bosnia and Herzegovina).**

**INDEPENDENT AUDITOR'S REPORT**

According to the agreement between the company Revizor, d. o. o., Sarajevo, and the company Datalab BA, d. o. o., Sarajevo, an audit of the financial statements of the company, composed of the balance sheet, the profit/loss statement, the cash flow report, and the statement of changes in equity. All financial statements pertain to the period from 1 July 2011 to 30 June 2012. The company's management is responsible for the correctness and accuracy of the reports serving as a basis for the audit; responsibility for the auditor's report is borne by the company Revizor, d. o. o., Sarajevo, and the certified auditor who conducted the audit. The audit was conducted in accordance with international auditing standards pertaining to the successful execution of the corresponding clauses and recommendations of the International Financial Reporting Standards, with International Accounting Standards (IFRS/IAS) and other valid accounting regulations, and with the purpose of reviewing the correctness of the financial statements of the company Datalab BH, d.o.o., Sarajevo. In our opinion, the financial statements show the real and objective financial situation of the company for the period from 1 July 2011 to 30 June 2012; the profit/loss and cash flow statements are in accordance with International Financial Reporting Standards.

Amra Rizvan, certified auditor

	FY12	FY11	Indeks
<b>ASSETS</b>			
FIXED ASSETS	13.546	8.857	152,94
CURRENT ASSETS	174.471	127.993	136,31
Short-term operating receivables	90.634	64.784	139,90
Cash and cash equivalents	83.713	15.873	527,39
<b>LIABILITIES AND EQUITY</b>			
EQUITY	42.941	86.882	49,42
LONG-TERM LIABILITIES		616	0,00
SHORT-TERM LIABILITIES	159.537	49.351	323,27

	FY12	FY11	Indeks
Sales	561.987	550.779	102,03
Operating expenses	263.786	185.551	142,16
Gross profit	298.201	365.228	81,65
Cost of management and administration	334.954	350.136	95,66
Operating profit/loss	-36.753	15.092	-243,53
Financial revenue	59	17	347,06
Expenses for interest	184	3.883	4,74
Corporate tax	0	2.036	0,00
Net profit/loss for the period	-36.878	14.194	-259,81



**Miodrag Ranisavljević,**  
Managing Director of  
Datalab SR

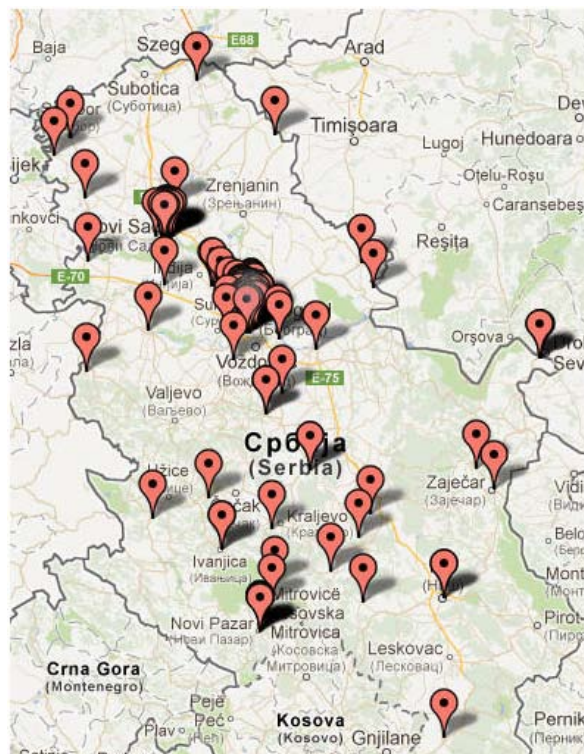
### 5.2.4 Srbija

**In Serbia, there are 5373 installed licenses (+13%) in 1263 companies (+16%). The total value of those licenses is 3.6 million euros (+13%).**

Total revenue in FY 12 is up 5%. New license sales have an index of 98.2 compared to the previous year; the Datalab group has an index of 121.2 and Pfc sales an index of 34. The latter is so low because of the contract termination with Blue Soft and therefore absence of the expected revenue from it. Software upgrade subscriptions have an index of 114.2 compared to the previous year. Considering the state of Serbia's market, this is an excellent indicator of the price-quality relationship, which became a key factor for business software purchases in those times. Even though PANTHEON is intended for small and mid-size companies, it has proven itself in Serbia as an excellent platform for larger companies.

Despite the recession hitting all local industries, Datalab has made additional efforts to improve PANTHEON and even more to expand sales and service capacity with dedicated teams for direct sales and the Service Desk since October 2011. The Service Desk has shown great results and we are planning to expand it in the following year.

The partner network remains mostly unchanged and encompasses 47 registered consultants in 23 partner companies. In total, there are 75 partners companies (Premium, Senior Expert, Accounting, Developer and EDU).



**Companies that began using PANTHEON in FY 12 (Serbia).**

#### Abstract of the Auditor's Report

*In our opinion, the individual accounting statements represent the truthful financial state of the company on 30 June 2012 and the results of operations and cash flows for the period from 1 July 2011 to 30 June 2012, which are prepared in accordance with the Accounting and Auditing Act of the Republic of Serbia (Official Journal of the Republic of Serbia, no. 46/2006 and 111/2009) and International Financial Reporting Standards.*

*Belgrade, 28 August 2012, Prof. Dr. Milivoje Cvetinović, certified auditor*

Abridged balance sheet	FY12	FY11	Index
<b>ASSETS</b>			
Fixed assets	167.095	200.454	83,36
Current assets (short-term assets)	210.397	230.455	91,30
- of that receivables	79.911	123.608	64,65
<b>LIABILITIES</b>			
Equity	54.622	126.514	43,17
Liabilities	325.534	304.395	106,94
Long-term	124.072	140.363	88,39
Short-term	201.462	164.032	122,82
<b>Abridged profit/loss statement</b>			
Revenue			
Sales	571.297	590.030	96,83
Total revenue	635.400	592.483	107,24
Expenses			
Expenses	665.930	532.918	124,96
Operating profit/loss	-30.530	59.565	
Net financial profit/loss (difference between financial revenue and financial expenses)	-16.532	-22.435	62,39
Taxes	0	1.792	0
Net profit/loss	-47.066	35.338	



**Persida Pandurović,**  
Managing Director of  
Datalab Automotive

### 5.2.5 Datalab Automotive, d. o. o. – Serbia

The existing I'car DMS – PANTHEON integration has been expanded and adapted to the SnapON reporting standard for the Renault network in Serbia. Most of this year's work went into integrating PANTHEON with the solution Vector CDP used by most of the Renault network in SE Europe. The pilot project was made for Renault Serbia, where we completed the integration in an amazingly short time –two months. The PANTHEON – Vector integrated solution has been implemented with six Renault resellers and PANTHEON has become the official business software for the Renault network in Serbia.

At the conclusion of the fiscal year 12, we only had a 25% stake in the company Datalab Automotive; its revenue represents a negligible share, which is why its financial data was not consolidated or audited.

	2012	2011
Revenue	51614	31472
- of that licenses	1735	0
- services	50302	31472
Expenses	44082	29645
Profit (loss)	7955	1826



**Danko Obradović,**  
Managing Director of  
Datalab.MN

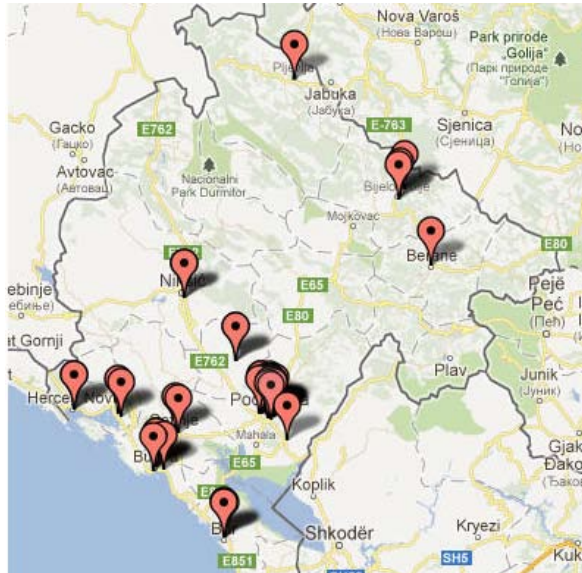
### 5.2.6 Montenegro

**In Montenegro, there are 915 users (+26%) in 289 companies (+22%). The total value of those licenses is 0.6 million euros (+28%).**

Revenue is up 20%. There were no major changes in operations. The market situation prevented faster growth; despite our best efforts, we weren't able to expand our partner network. FY 12 was a success for Datalab.MN, as we made a profit of 12.686 euros.

In FY 12, 52 companies started using PANTHEON (+20%) and we intend to continue that

trend. License sales brought in a revenue of 86,834 euros, which is 9% less than the previous year, despite the same amount of licenses sold. Special offers are becoming more and more important for closing sales, but are on the other hand reducing our markup.



Companies that began using PANTHEON in FY 12 (Montenegro).

Special offers on software upgrade subscriptions were very successful as revenue here increased by 112% to 51,233 euros.

Datalab.MN has six employees (managing director, assistant sales representative and four people in PSS/Service Desk).

The rented premises (55m<sup>2</sup>) are well-located. The premises have a presentation room/classroom for up to ten people.

An increase in license and service sales is planned for FY 13. We expect that PANTHEON will become firmly established as the leasing ERP system in Montenegro. We will continue activities for promoting and selling software upgrade subscriptions.

**Abstract of the Auditor's Report**

*In our opinion, the individual financial statements represent the truthful financial state of the company on 30 June 2012 and the results of operations and cash flows for the period from 1 July 2011 to 30 June 2012, which are prepared in accordance with the Accounting and Auditing Act of the Republic of Serbia (Official Journal of the Republic of Serbia, no. 2008/2006 and 111/2009) and International Financial Reporting Standards.*

*Belgrade, September 2012, Prof. Dr. Milivoj Cvetinović, certified auditor*

PROFIT/LOSS STATEMENT	FY12	FY11	Indeks
<b>OPERATING REVENUE</b>	<b>182,639</b>	<b>155,044</b>	<b>118</b>
Operating revenue	182,639	155,044	118
<b>OPERATING EXPENSES</b>	<b>169,487</b>	<b>135,303</b>	<b>125</b>
Cost of materials	46,460	37,070	125
Labor cost	82,106	77,225	106
Depreciation	392	132	297
Other operating expenses	40,529	20,877	194
Operating profit	13,153	19,741	67
Net financial costs	467	3,902	12
Net profit/loss for the period	12,686	15,839	80

BALANCE SHEET	FY12	FY11	
<b>ASSETS</b>			
Fixed assets	572	358	160
Current assets	65,790	46,981	140
<b>ASSETS TOTAL</b>	<b>66,362</b>	<b>47,339</b>	<b>140</b>
<b>LIABILITIES</b>			
Capital and reserves	31,980	19,309	166
Short-term liabilities	34,382	28,030	123
<b>LIABILITIES TOTAL</b>	<b>66,362</b>	<b>47,339</b>	<b>140</b>



**Sašo Jovanovski,**  
**Managing Director of**  
**Datalab MK, in charge of**  
**the Kosovo market**

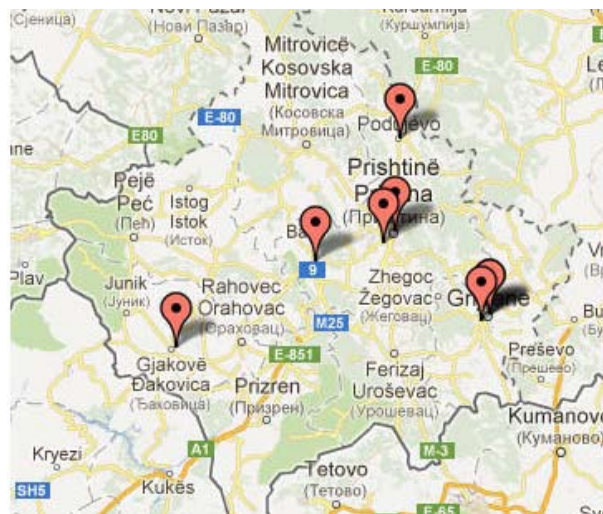
### 5.2.7 Kosovo

**In Kosovo, there are 235 installed licenses (+21%) in 44 companies (+22%). The total value of those licenses is 0.2 million euros (+12%).**

Kosovo had poor sales results in FY 12. 60% less licenses have been sold than in the previous year, but revenue from upgrade subscriptions are up 153%.

The reason is low partner activity and because sales in that area were very poor, we could only compensate so much with direct sales.

We were not able to expand our partner network despite our best efforts. We were generating interest at a B2B fair in Kosovo and made 10 contacts, but there was no interest in PfC or a partnership.



**Companies that**  
**began using**  
**PANTHEON in FY 12**  
**(Kosovo).**

### 5.2.8 Albanija

**In Albania, there are 10 installed licenses in one company with a total value of 6,000 euros.**

FY 12 has seen the first sale in the Albanian market. The Kosovo localization was used as basis for the implementation with modification for the Albanian payroll. The Direct Sales team closed the deal.

There is no partner network yet in Albania, although a slight initial interest was detected.

### 5.2.9 Macedonia

**In Macedonia, there are 1364 installed licenses (+36%) in 305 companies (+35%). The total value of those licenses is 0.9 million euros (+41%).**

FY 12 was also in Macedonia marked with recession and general reluctance to investments (which includes investments into software). Increased efforts of the direct sales team resulted in a 170% increase in sales over the previous year, which significantly improved our market position. Sales through the partner network brought in the other half of license revenue.

Software upgrade subscription sales have an index of 190 compared to the previous year. This growth is primarily the result of a larger volume of installed licenses and heavier focus on upgrade subscription sales. The latter has been reorganized in FY 12 which boosted its efficiency and results.

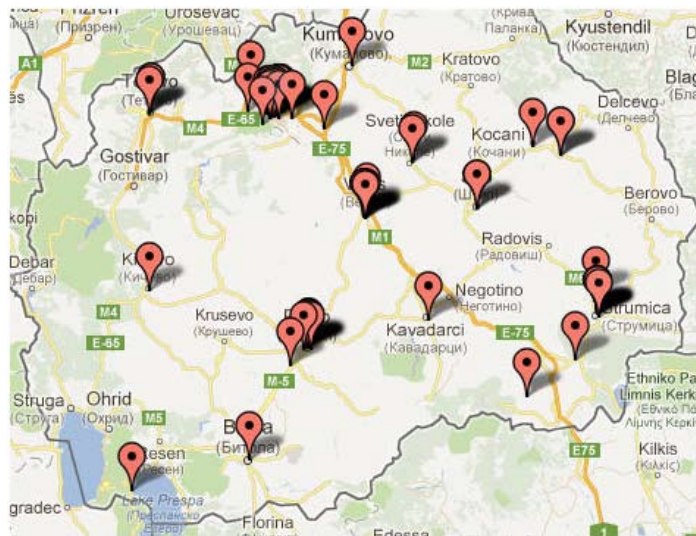
The trend of selling to companies with multiple user continued. PANTHEON is emerging as the only notable solution for such companies in Macedonia. Over 60% sales are with larger industrial companies.

Internal reorganization has resulted in employee specialization by profit centers, which improved efficiency.

Only direct marketing (mostly by mail) was used to address potential customers. We will continue this way in FY 13 because we are still the only company employing this approach. Besides that, we also employ network marketing and dedicated software for lead management.



**Companies that began using PANTHEON in FY 12 (Macedonia).**



*Excerpt from the Auditor's Report*

*The company keeps accounting records and prepares all financial reports in accordance with the provisions of paragraph 3 of article 469 of the Companies Act of the Republic of Macedonia (Official Journal of Macedonia no. 28/04 and 84/05) and regulations on keeping accounting records (Official Journal of Macedonia no. 94/04, 05/11 and 116/05). In accordance with these regulations are the accounting standards that apply in the Republic of Macedonia, which are the international accounting standards 2003 as defined by the International Accounting Standards Board. An annex to this clause, DTD 10 February 2005, pertains to the use of International Financial Reporting Standards (IFRS) 1, as well as the annex DTD 29 December 2005 for the use of IFRS 2, 3, 4, 5, 6 and 7.*

*Skopje, August 2012, PRO AUDIT Kumanovo, Sonfa Zafirović*

Abridged balance sheet	FY12	FY11	Indeksi
<b>ASSETS</b>			
Fixed assets	16.128	12.744	126,55
Current assets (short-term assets)	153.741	103.420	148,66
- of that receivables	136.141	81.443	167,16
<b>LIABILITIES</b>			
Equity	64.491	43.432	148,49
Liabilities	78.120	72.732	107,41
Long-term	0	0	
Short-term	78.120	72.732	107,41

Abridged profit/loss statement	FY12	FY11	Indeksi
Revenue	381.331	295.990	128,83
Sales	384.434	301.405	127,55
Total revenue	355.272	297.268	119,51
Expenses	26.542	4.137	641,58
Net financial profit/loss (difference between financial revenue and financial expenses)	-892	-3.236	27,56
Taxes	879	0	
Net profit/loss	22.444	901	2491,01

### 5.2.10 Bulgaria

**In Bulgaria, 171 (+6%) licenses have been sold to 44 (+13%) companies in a total value of 96,888 euros (+9%).**

Companies have not been investing into new software. Bad loans in the corporate sector are still on the rise, payment discipline is deteriorating, investment volumes are appalling. Sales are practically only on installment plans or lease. Companies mostly buy software in order to get EU competitiveness funding.



**Marussia Margaritova,**  
Managing Director of  
Datalab BG

#### Datalab BG sales activities

Events:

- APIS conference for accountants
- Promotion Micro PANTHEON 5.5 Basic LX LX CD including free implementation
- ACC PANTHEON 5.5 PROFESSIONAL SE – promotion for accounting firms

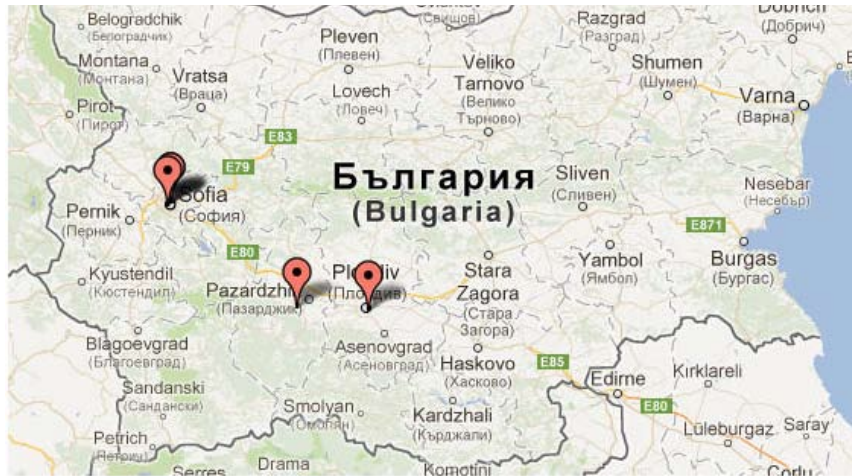
Advertisements in specialized media:

- »Who is Who in BG ERP«
- »Green book of BG ERP«
- Ad banners on the portals Aktualno and Economist – two weeks in November
- Ad banner at the portal All.bg for three months





Companies that began using PANTHEON in FY 12 (Bulgaria).



Datalab had a 50% stake in Datalab BG at the end of FY 12. The stake was purchase in September 2011 and the investment was impaired 100% in the same fiscal year. Figures of Datalab BG are not consolidated and audited because of their insignificance in the Group's statements.

In 000 euros	PL 2012	PL 2011
Revenue	22	72
- of that licenses	4	37
- services	18	35
Expenses	70	121
Profit (loss)	-48	-47

### 5.2.11 Other Markets

The first implementation in Libya was completed.

We have assessed the market conditions in Slovakia.

The Polish localization is spreading with companies from existing markets that are expanding to Poland. PANTHEON is mostly translated, but taxes and payroll are not localized.

### 5.3 PARTNER NETWORK

#### 5.3.1 Sales and Implementation Partners

The partner network remains stable. But staying still is not good in this case. Most partners have switched to survival mode; they cut costs and focus on providing services to existing users. The number of partners who fulfill the requirements for Premium Partner status remains stable; this status mostly requires sales capacity. This means that existing partners do not understand the need for intensifying their sales and adapting to the changed market conditions.

Partner from Competitor activities remain a good source for recruiting motivated partners. Partner sales in BiH and Croatia have had great results with this approach this year.

Technology oriented partners (implementation and support) are strong and growing and are, in general, well adapted to the market.

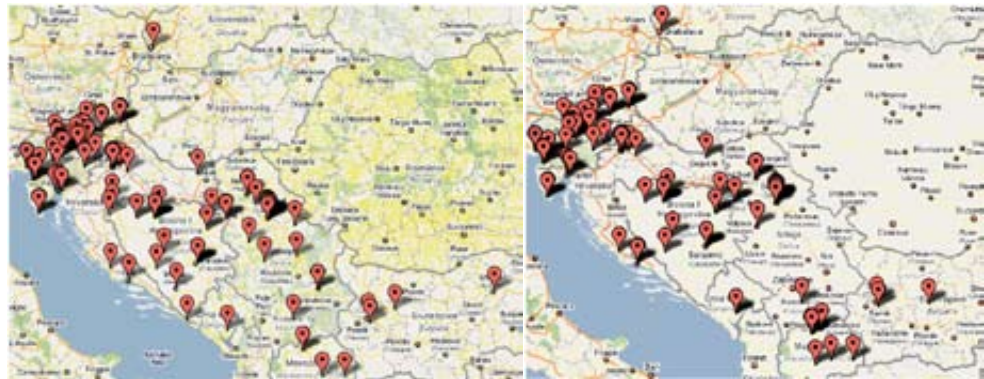
Country	Total number of Partners			Number of all registered Partner consultants		
	FY12	FY11	Indeks	FY12	FY11	Indeks
SI	55	51	108	147	145	101
HR	34	29	117	88	75	117
BA	107	120	89	119	108	110
SR	34	36	94	99	112	88
MN	3	3	100	9	9	100
MK	8	7	114	8	7	114
KO	1	2	50	3	4	75
BG	3	4	75	5	5	100
Skupaj	245	252	97	478	465	103

*The table shows the change in the number of partners companies and their consultants by countries in FY 12. There is a slight redistribution in the partner structure. Some are folding, others are employing more. The total number of all partners includes sales & implementation Partners, Development Partners, and EDU Partners (companies that train end users and Implementation Partners). We estimate that the total number of Partners in the market is actually about 20% higher than the one shown in the table, as the latter only includes those Partners who pay a monthly membership fee.*



Geographic distribution of sales & implementation partners in FY 12 (left) and FY 12 (right).

### 5.3.2 PfC – Partner from Competitor



We believe that the recession has slowed down most investments into ERP systems, which is evident from lower license sales across the region. Most affected are smaller competitors with outdated technology who had trouble selling event before the recession. Their user base is eroding, driving up the cost of maintaining existing software. Users will in the following years reach the point of no return with some vendors. Our goal is reaching those competitors while they still have good relations with their users. We offer them to join the PANTHEON ecosystem and give their business a new boost – this program is internally called Partner from Competitor (PfC).

In Slovenia, Serbia, Croatia and Macedonia, the program is becoming action. Datalab's idea is visionary; consolidation is becoming the logical future and self-evident mindset of ERP vendors. The idea is becoming somewhat of a template for other competitors with similar ambitions. It must be stressed that Datalab is the only ERP vendor with a business model and ecosystem structure suitable for such a market consolidation.

Country	SIGNED IN RECENT YEARS		SIGNED IN FY 12		TALKS IN PROGRESS	
	Company	Potential/achieved	Company	Potential/achieved	Type of Company	Potential
SI			C-Ring Šempeter	35,000 EUR	Specialist for midsize to large companies	2,000,000 EUR
			Optima Sistemi Hoče	500,000 EUR	Software for micro companies	700,000 EUR
HR	Excel Osijek ('10)	45,000 EUR / 72,000 EUR	DataLink Zagreb	105,000 EUR	Midsize to large companies	570,000 EUR
			Compa Đakovo	85,000 EUR	Midsize companies	300,000 EUR
					Specialist for midsize companies	700,000 EUR
					Software for micro companies	250,000 EUR
					Software for micro companies	150,000 EUR
RS	BlueSoft Beograd ('10)	1,200,000 EUR / 115,000 EUR	BlueSoft Beograd (10)	1,200,000*EUR / 30,000 EUR		
	Sinus Plus ('09)	84,000 EUR / 35,000 EUR				
MK	MegaSoft ('09)	30,000 EUR / 50,000 EUR	TrakonNet Veles	40,250 EUR		
	SoftMaki ('09)	3,000 EUR / 10,000 EUR				
	SNS ('09)	20,000 EUR / 30,000 EUR				
	Gord Sistemi ('09)	20,000 EUR / 50,000 EUR	Outtro Tetovo	20,000 EUR		

Saving competitors (and their users) from the way to the downfall, from problems and unnecessary costs is a difficult, time and energy consuming task. But when it works out, it is one of the fastest ways to grow PANTHEON's user base as well as save and grow established companies, now partners.

### 5.3.3 DEV Partner Program

The PANTHEON Developer Program encourages cooperation with companies which develop their own software solutions to supplement the features of the PANTHEON ERP system.

By making information available on our websites and through regular training provided by the Datalab Academy, independent software producers receive support for the development of their solutions.

Partner solutions cover specific and niche business processes at companies. Vertical applications find their use in all aspects of business, from B2B/B2C web portals, barcode solutions, access control systems, machinery control, project management, etc. Combining PANTHEON and partner-developed solutions provides users with comprehensive solutions for all their business processes.

In FY 12 we continued to improve our Marketplace in a manner similar to iStore and Google-Store to make application purchases easier. There are currently 38 applications from Slovenian companies in the Marketplace; further development and simpler licensing are planned to allow for significantly faster growth of offers and transactions.

In FY 13, we plan to expand the program with special OEM licensing for our DEV partners.



More information at: <http://www.datalab.si/partnerji/razvojni-dev-partnerji/>.

### 5.3.4 EDU Partner Program

The PANTHEON EDUcational Partner program is intended for cooperation with institutions where PANTHEON is used in the educational process. Through the program, educational institutions are outfitted free of charge with PANTHEON licenses, and also acquire the right to use Datalab Academy materials.

In FY 12, we started setting up partnerships for PANTHEON Farm Accounting training. We started in Slovenia and are now expanding regionally.

V poslovnem letu '12 smo začeli vzpostavljati izobraževalna partnerstva za PANTHEON FA. Začeli smo v Sloveniji, sedaj pa partnerstva širimo v regijo.

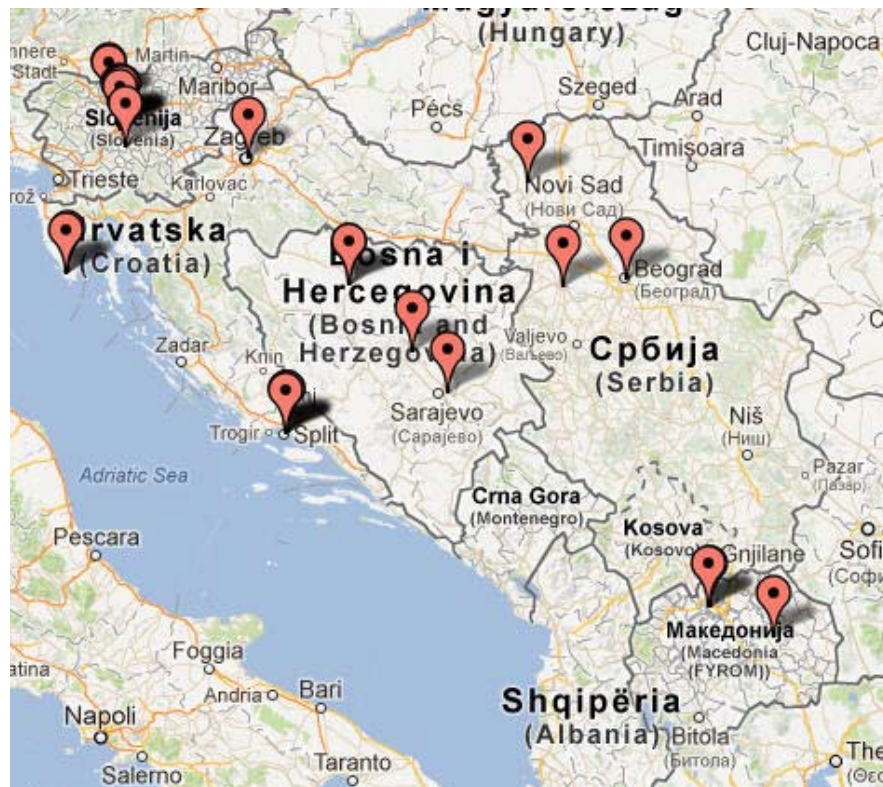
- Fakulteta za organizacijske vede
- Ekonomsko-poslovna fakulteta Maribor
- Ekonomska fakulteta Split



Locations of educational institutions that are using PANTHEON in their educational process.

- Faculty of Organizational Sciences
- Faculty of Economics and Business Maribor
- University of Split Faculty of Economics
- School of Economics and Business Sarajevo
- School of Economics and Trade Šabac
- Faculty of Economics Skopje
- School for Accounting and Regulated Business
- School for Electrical Engineering and Computing
- Algebra – IT Education and School for Computer Science
- Azura – Adult Education Center, Pula
- Faculty of Electrical Engineering and Information Science, Skopje
- Higher School of Accounting, Maribor
- Biotechnical School Rakičan
- Biotechnical Center Naklo
- School of Agriculture Grm and Biotechnical Middle School

For more information, visit [www.datalab.si/datalab\\_partnerji/izobrazevalne\\_ustanove/](http://www.datalab.si/datalab_partnerji/izobrazevalne_ustanove/)



#### 5.4 DIRECT SALES AND SERVICE DESK

We established channels for direct user contact in order to correct the market situation.

Datalab has traditionally been selling through partners. In FY 11, we started with direct sales in the micro segment in Slovenia, which proved that we are able to profitably sell in a segment where partners are not will or not able to operate. A side effect of our direct sales activities is increased

partner activity and professionalism. Because we are selling in very fragmented markets (we are below 20% market penetration in all markets), the risk of cannibalization is relatively low, despite two sales channels (direct and through partners).

#### **5.4.1 DIRSA – Direct Sales**

In FY 12, direct sales was the key for keeping the same license sales volume in all markets, especially in the first half of the year in Bosnia. Investing more into direct sales and own implementation services (or outsourced to partners) is the logical next step for compensating sales capacity in the partner network and its unwillingness to invest into their own sales capacity. New internal sales processes (pre-sales technical support, preparing offers, implementation quality control, performance-based pay) and new, improved partner relations (teaming and subcontracting) will be the focus of our efforts.

In the coming year, we will continue investing into the direct sales call center for the micro segment in Slovenia, and start call centers in other subsidiaries. Building direct sales brings along challenges related to sales management, internal tools and processes.

#### **5.4.2 ServiceDesk**

A Service Desk department is being established in each subsidiary. In FY 12, departments have been established in Slovenia, BiH and Macedonia, in Serbia towards the end of the year. In Montenegro, there are no partner companies since the reorganization in 2009; in Croatia, it will be started in FY 13.

The purpose of the Service Desk is support for users who:

- are left without a partner, or
- have had several negative experiences with partners, or
- are too small for on-site consulting and need optimized remote support.

Service Desk is not meant to be a competitor to partners, but supplement their offer in segments where it is ineffective or not available.

Service Desk tries to cover its costs with Service Desk contracts, but most of its work is still ad-hoc consulting billed in 15-minute intervals.

### **5.5 MARKETING AND COMMUNICATIONS**

---

#### **5.5.1 Strategic Directions**

The strategic direction of all market communications at Datalab is primarily focused on the business public; we want to present the concept of an ERP system as simple and understandable as possible to companies of all sizes and industries. It is paramount that businesses become aware that they need a software solution that allows them to manage their company, keep an overview of all the numbers, comply with legal requirements, and start analyzing their data to make the most of it. Datalab's motto "Turning data into profit" sums this up.

Positioning of the PANTHEON brand is separated into PANTHEON Basic (for micro companies and those who don't do their own accounting) and PANTHEON Professional (for midsize and large companies that are aware which data is key for a successful business). Marketing for those two sub-brands is done separately to make target group segmentation easier. We also point out that the program is affordable, localized for eight countries, always up-to-date with new legal requirements in each country, and suitable for companies of all sizes and industries. Datalab's "ecosystem" brings together over 100 Partner companies throughout the region on a daily basis; they see to sales, consulting, implementation, the development custom solutions, and technical support for end users of the PANTHEON ERP system.

### 5.5.2 Marketing as Active Sales Support

All marketing activities conducted in the Adriatic region are aligned with the clear goal of positioning and strengthening the brands Datalab and PANTHEON. We have secured the rights to both names with the Slovenian Intellectual Property Office.

In Slovenia and other countries where Datalab is present, we've set up call centers with which we generate new sales opportunities. Throughout the year, we conduct so-called ATL (Above-The-Line) and BTL (Below-The-Line) campaigns; with each passing year, we are further optimizing our communications tools and methods.

We advertise mostly in media that deal with the areas of economy, entrepreneurship, and finance. Advertising for specific activities also appears in relevant industry-specific media (for example, accounting services, manufacturing, etc.).

Together with our Partners, we organize promotions aimed at generating new users. In the area of sales lead generation and management, this year as well, we've upgraded our approach to potential users. All leads are subject to a more exacting classification, which is a great help for sales. At the same time, from the very beginning, we've been working on establishing a closer relationship between Datalab and the customer – methods used include in-depth telephone conversations and contact via e- and classic mail with the aim of providing potential users with essential information. We use an internally developed CRM tool (Datalab's Partner Site) to manage these kinds of customer relations; the Partner Site is constantly enhanced and upgraded to ensure an optimal overview of the individual statuses of all potential customers.

Marketing campaigns based on direct contact with potential users (through mail and e-mail and telephone calls) see the ever more intensive inclusion of Implementation Partners, as only in this way is it possible to achieve the loyalty of the members of their sales teams. Through joint actions of this kind, we can offer solutions tailor-fitted to the needs of target users – some development implementation partners have developed custom solutions for specific corporate and industrial branches. Industry-specific solutions greatly increase the value of our product, as, in line with our goal of achieving the greatest possible degree of usability of our solution, PANTHEON is not tailored to the needs of any specific sector or type of user.

We organize group presentations for potential users. The presentations combine a general presentation of PANTHEON with a focus on the specific fields in which participants have expressed interest. The presentations are aimed primarily at companies who are looking to replace their current IT system or to purchase a new system, and who are collecting information from potential providers. There was significant interest in e-accounting (Hosting) in FY 12.

We are advertising mostly special offers and events. Advertisements are published at our web sites (corporate and product web site, User Site), at various portals (e.g. of the newspaper Finance or magazine Računalniške novice, etc.), in print (e.g. newspapers Finance, Delo, Dnevnik; magazines Monitor IKT, Zelena dežela, etc.), sometimes even on the radio (some of the special offers mentioned below).

We inform customers about special offers by e-mail and/or direct mail.

Several campaigns were conducted in cooperation with partners, usually offering a package of the software and additional services at a reduced price, for example PANTHEON hosting bundled with accounting services, or PANTHEON bundled with a new computer.

In FY 12, we started advertising through Google AdWords, initially only for Slovene searches, expanding to other countries in FY 13.

### 5.5.3 Advertising Examples by Country

#### 5.5.3.1 Slovenia

Ad for PANTHEON Basic campaign, Ad for three-day campaign in cooperation with partner company Jamada

#### 5.5.3.2 Bosnia and Herzegovina

Ad for PANTHEON Professional, Ad for PANTHEON Professional and PANTHEON Basic



Ad for  
PANTHEON  
Farm  
Accounting

5.5.3.3 Datalab Serbia

**PANTHEON FA**  
FarmAccounting

Celokupno informaciono rešenje za farme od brojenja junadi do FADN izveštaja.

PANTHEON FA je isto porodično poslovno programiranje opreme PANTHEON, koji pokriva poljivost i sve sekcije poslovanja. Uključuje mnoge važne, ali često nekorisćene alate i odgovara svim zahtevima PANTHEON SE. Kao i u svim firmama, imate i mnoge izazovne situacije, koji koriste PANTHEON ME (posebno pogodan za računovodstvene servise) za dobijanje potrebne informacije preko interneta, kao da se nalazite u svakodnevnoj kancelariji. Uključuje dokumenta elektronski, ne da bi potvrdilo da li možete ili biste računovali, jer tako imate pristup digitalnim alatima. Iako račun za slobodu može biti izgubljen ne možete da ga vratite ili biste završili posao, a računovodstvo ga nije i dalje pronašlo.

[www.datalab.rs/fa](http://www.datalab.rs/fa)  
+381 11 311 94 29  
info@datalab.rs

© Datalab S.p.A. - Bulevar Titova 120/115, Beograd

**PANTHEON FA**  
FarmAccounting

Celokupno informaciono rešenje za farme od brojenja junadi do FADN izveštaja

[www.datalab.rs/fa](http://www.datalab.rs/fa)

5.5.3.4 Datalab Croatia

**PANTHEON**  
datalab Business operating system

Promenite podatke u dobit!

Podizanje informacionih resenja PANTHEON 3.0 i osim iz naprednijih resenja iz oblasti knjigovodstva i poslovne inteligencije, predstavlja najbolju poslovnu odluku.

PANTHEON 3.0 je savremeno resenje u oblasti ERP poslovanja i pruža 24/7 radno vreme korisnicima i korisnicima.

Drugi aspekti su: predviđanje poslovanja, analiza i predviđanje poslovanja, analiza i predviđanje poslovanja, analiza i predviđanje poslovanja, analiza i predviđanje poslovanja.

Vida u PANTHEON-u  
[www.datalab.hr](http://www.datalab.hr)

Ad for PANTHEON

5.5.3.5 Datalab Macedonia

**PANTHEON**  
datalab Business operating system

For today's decisions.  
For tomorrow's success.

What can PANTHEON do for you?

**Slovenian ERP brand product with more than 25,000 users in the region!**

PANTHEON is an all-in-one business operating system that enables you to:

1. KNOW what is going on in your business;
2. MAKE your work easier;
3. GET out of trouble fast;
4. CHOOSE the system you need;
5. EXPAND internationally;
- 5.5 SE unique.

**datalab**  
Turning Data into Profit!  
Londonska 19 / 101.7  
1000 - Skopje  
+389 (0) 2 3076-1X1  
info@datalab.com.mk  
[www.datalab.com.mk](http://www.datalab.com.mk)

Ad for  
PANTHEON

#### 5.5.4 User to User – Recommend PANTHEON

We reward users who recommend PANTHEON to their business partners, friends, etc. All users who share their experiences with PANTHEON by recommending the system to others will be awarded 10% of the value of the PANTHEON licenses installed at the new user's company. For Hosting, the reward is 20% of the license value that is bought based on their recommendation. The reward is not paid out, but subtracted from the monthly payment of the recommender.

The promotion is also active in Bosnia and Herzegovina, Montenegro, Serbia, Croatia, and Macedonia.

#### 5.5.5 Events and Sponsorships

In November 2011, we organized the PANTHEON Conference for Accountants at the Ljubljana Exhibition center with over 300 guests and a number of speakers (Datalab's and outside), professionals in accounting-related fields. We also celebrated the User Site's first birthday at the conclusion of the conference.

We were sponsors of various trade events (e.g. Congress of Accounting Firms, Accountants' Week at the Accounting Institute, etc.), thus strengthening goodwill and the brand.

In March 2012, we participated at CeBit in Hanover, the world's largest IT trade fair. There we presented the new member of the PANTHEON family – PANTHEON Farm Accounting, an ERP system for farms. We also presented it at the 79th International Agricultural Fair in Novi Sad in May and will present it at the Fair of Agriculture and Food in Gornja Radgona in August.

In June 2012, we organized the 7th PANTHEON Conference, this time in Laško. Two smaller conferences were held in parallel with it: one for accountants, the other for farmers (for PANTHEON Farm Accounting). The conference also had a charitable side; a part of the collected conference fees was donated to the youth care center Malči Beličeve, whose 60 children and youths could have a one-week seaside holiday. A symbolic check was presented to the center's director with animation provided by singer Alenka Godec.

#### 5.5.6 Informing Target Audiences

##### 5.5.6.1 PANTHEON News

Each month, we send an e-circular to our users, Partners, employees, and other interested parties. PANTHEON Novice (PANTHEON News) presents the most important events of the previous months, news, program enhancements, tips and new features, presentations of Partner companies, and other interesting news collected from throughout the Datalab community. Twice per year we make a print version of the News.

Because we wish to keep our users and Partners in markets outside of Slovenia informed about what's going on at Datalab, and because a concern for the environment is our priority, we also send an electronic version of PANTHEON Novice to Bosnia and Herzegovina, Serbia, Montenegro, Macedonia, and Croatia. Each month, a total of 5,500 recipients find a copy in their inboxes. We constantly update our database of users. Those who would like to receive a complimentary monthly copy of PANTHEON Novice, can send us an e-mail at [marketing@datalab.si](mailto:marketing@datalab.si). An archive of past issues is available at <http://www.datalab.si/o-podjetju/medijsko-sredisce/arhiv-e-novic/>.

##### 5.5.6.2 Corporate in Partner's Update

We prepare a Weekly and Partners Update each week. The Weekly Update keeps all Datalab employees at HQ and all subsidiaries informed about what's going on at the company and provides other important information. Through our Partner's Update, DEV and Implementation Partners receive up-to-the-minute information about new features, improvements, and upgrades

in PANTHEON, as well as important information about events at Datalab and within the broader Datalab ecosystem. The goal of the Updates is to keep all employees at Datalab and our Partner companies throughout the Adriatic region informed about actual events within the company and in PANTHEON.

### 5.5.6.3 Information for Investors

We have a website section dedicated to information for investors ([www.datalab.eu/investors](http://www.datalab.eu/investors)) where results, plans and other information related to the company is published.

The basic communications tool for informing stakeholders are releases on SeoNet, which are outfitted with more in-depth information on our website. In FY 12, we started publishing quarterly results for the needs of the financial audience.

At [www.datalab.eu/investors/analyses](http://www.datalab.eu/investors/analyses), we are publishing quarterly analyses of Datalab and its stock, prepared by the financial group Alta. Twice a year (along with annual and half-year results), longer analyses will be published, containing an overview and comments of the results as well as an investment thesis, investment risks, relative valuation and discounted cash flow valuation. Shorter analyses will be published along with the results of the first and third quarters, containing an overview of the results and comments of relative valuation.

### 5.5.6.4 User Site

The PANTHEON User Site's purpose is engaging PANTHEON users and other interested parties in sharing their knowledge and experience with others. Crowdsourcing is creating a knowledge base from which the whole Datalab ecosystem can draw from easily and above all free of charge.

The reason why we started considering to provide means of self-support and community support is the limited number of consultants in partner companies. Paying for support is significantly more expensive than those two methods, which decreases the cost of ownership and usage of PANTHEON for users. Users can find much useful information that will aid them in solving their issue (documentation, video, developer information) or they can ask the community for help (forum, remote support).

Under the motto »Join the Tribe«, the members of PANTHEON's online community range from Datalab employees to partners, users, accountants, entrepreneurs, etc.

The User Site contains news about the program and related contents (entrepreneurship, legislature, events, etc.), and offers users multiple ways to access support (official support via Help Desk and telephone, unofficial support via the forum), videos (PANTHEON TV), comprehensive documentation on the site's Wiki (which means that every visitor can edit the contents), an encyclopedia of entrepreneurship (featuring content by guest authors). All of this content is interlinked in a system which can detect what a user is reading or viewing and guide them to similar contents that may be of interest. This leads users from the problem to the solution, making not only support more efficient, but also operations in general.

The User Site is not an ordinary portal that offers only a forum for user communication about working with PANTHEON. Our ambitions are way higher; we have created an information portal for SMBs with complex foundations but easy to use. It offers useful and interesting information for businesses about fields like marketing, leadership, management, accounting, etc.

The redesigned User Site offers PANTHEON users numerous features related to content and usability; we are also glad to see that one of our key goals is getting fulfilled – the forum has become an additional free channel of support, where users can help out each other.

We are building good relations with PANTHEON users and User Site visitors also in person; we host monthly meetings at the Harfa restaurant in small groups to get live feedback. Users are encouraged to participate at the User Site with prize contests.

Nina Orel,  
community  
managerka

We are planning to bring more life to the Marketplace where our partners can offer and sell their PANTHEON-based or PANTHEON-integrated solutions. The Marketplace's concept is to follow the idea of the Apple Store – practical solutions for immediate download and installation. We will expand the offer to many more industries and make products available in all countries; users will thus have more contacts for their projects and PANTHEON will be more usable.

In FY 12, we added a User Site overview window into PANTHEON, where users can see the latest news and forum posts. This has significantly increased the number of site visitors. Users can also suggest and vote for improvements in the program with the Votebox module.

We have improved the forum's usability and look, and added features for tracking recent posts and email notifications. In the long-term, we are planning named sub-forums, where guest professionals will answer questions in various fields. At the same time, we would like to continue enriching our Entrepreneurship Encyclopedia with new and interesting entries and would like to add even more videos in the framework of PANTHEON TV.

We wish to encourage participation of professionals who are no longer employed with Datalab (so-called PANTHEON friends) to help users, but also to contribute into the Entrepreneurship Encyclopedia and PANTHEON TV video library. We are also planning a project called »Datalab Cash« to engage users even more than with prize contests and informal meetings.

Users will get a start amount of Datalab Cash and will be awarded for participation: posting forum answers, contributing into the wiki, uploading videos, etc. The collected Cash will then be used to post questions in the forum, as credit for Datalab Academy courses, PANTHEON licenses, User Site banner ads, etc.

#### **U-site v hčerinskih podjetjih datalaba**

Uporabniške strani so zaživele v drugi polovici poslovnega leta 2011 tudi v hčerinskih podjetjih Datalaba – v Bosni in Hercegovini, v Makedoniji, Srbiji in na Hrvaškem. Do konca poslovnega leta 2012 smo zabeležili na vseh U-site-ih 9161 novo registriranih obiskovalcev, katerih število enkratnih obiskov U-sitea se giblje med 3000 in 5000 tedensko, pri čemer je trend naraščajoč.

#### **Grafični prikaz unikatnih obiskov na u-site-ih**

V nadaljevanju sta grafična prikaza števila unikatnih obiskov na vseh U-site-ih v poslovnih letih 2011 in 2012 ter tabelarni prikazi števil objav in njihovih ogledov po posameznih področjih na vseh U-site-ih v teh dveh letih.

Ker je prenovljeni U-site v Sloveniji postal dostopen širši javnosti 2. novembra 2010, je obisk merljiv od tega datuma dalje. Prvi skokovit porast obiskov sredi marca 2010 pa pripisujemo začetku javne dostopnosti U-sitea tudi v državah s hčerinskimi podjetji Datalaba. Manjše število obiskov je zaznati med novoletnimi, velikonočnimi in prvomajskimi prazniki.

Od julija 2011 do junija 2012 graf kaže, da se število giblje med 4000 in 5000 obiskovalci tedensko, trend je naraščajoč (vir: Google Analytics).

Izrazit porast obiskovalcev je zaznati decembra 2011 in januarja 2012, kar pripisujemo odprtju U-site okna v PANTHEON-u, ki je uporabnike od tedaj začel avtomatično preusmerjati na strežnik. Manjše število obiskov je zaznati na vseh U-site-ih med novoletnimi, velikonočnimi in prvomajskimi prazniki.

#### **The User Site in Subsidiaries**

The User Site has been launched in Bosnia, Macedonia, Serbia and Croatia in the second half of FY 11. There were 9161 new registrations at the User Site until the end of FY 12; unique visitors per week range between 3000 and 5000 with an upward trend.

#### **User Site Visitor Statistics**

The following charts shows unique visitors across all local User Sites in FY 11 and FY 12 as well as the number of published matter (news, post, etc.) and their views in those two years.

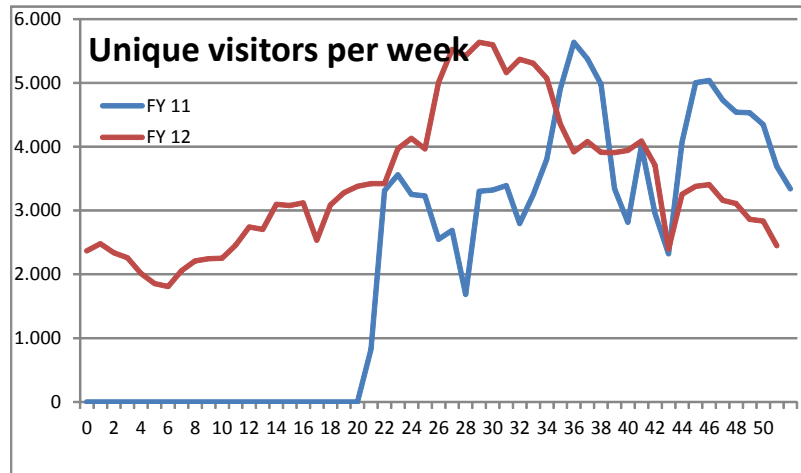
The User Site opened to the general public in Slovenia on 2 November 2010, that is why statistics are measured from then onwards. The first peak of visits was in March 2010 and can be attributed to opening the User Site in other countries. A significant drop in visits occurred around the holidays for Christmas and the first of May.



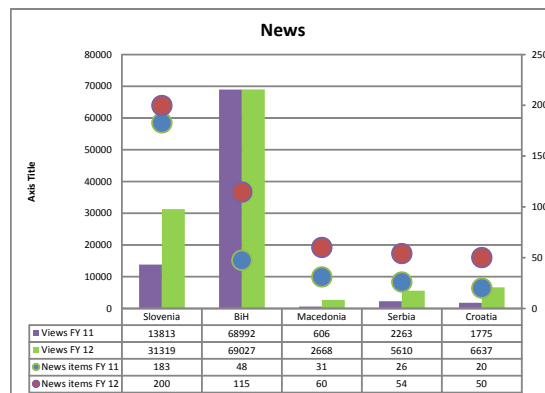
The number of weekly visitors was between 4000 and 5000 in FY 12, with an upwards trend (source: Google Analytics).

A steep increase in visitors can be noted in December 2011 and January 2012, which can be attributed to the User Site overview window in PANTHEON, where users can see recent news, forum posts and videos directly from the program. A drop in visits occurred around the holidays for Christmas and the first of May in all countries.

The chart shows the number of unique User Site visitors by countries by weeks from July 2010 to June 2012 (FY 11 and FY 12 superimposed over week numbers). Unique weekly visitors range between 3000 and 5000 (source: Google Analytics).



Visitor comparison FY 11 / FY 12: the number of User Site visitors is steadily increasing since its launch in November 2011, which is certainly encouraging.



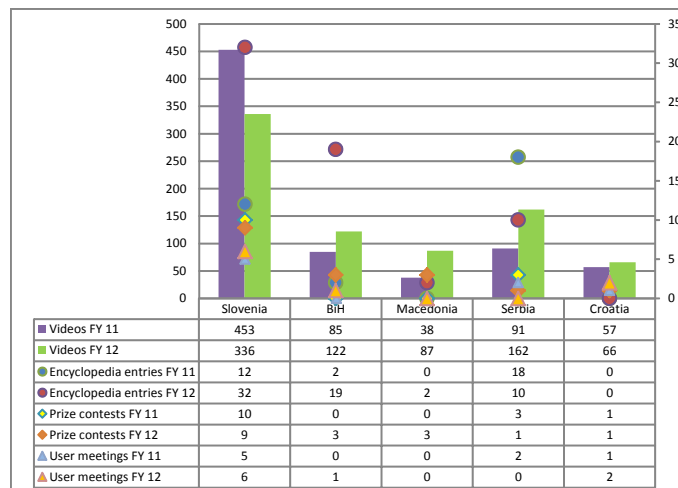
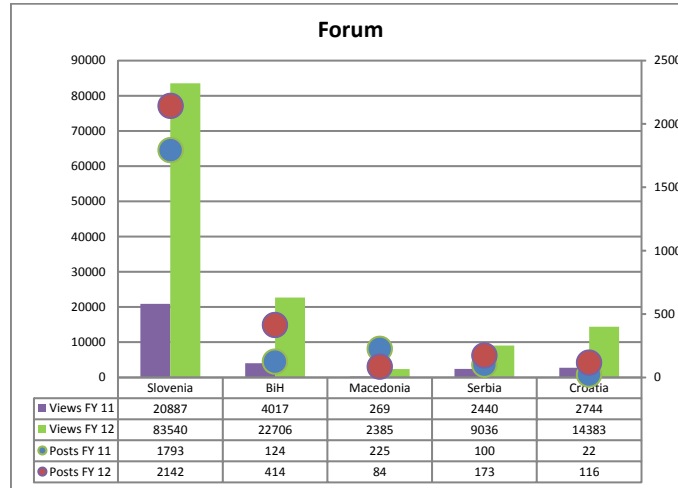
The tables below the charts show the number of published items in the segments News, Forum and Video as well as the number of views. (More about video statistics in the section about the Datalab Academy.) Both parameters have increased since the beginning of FY 11 until the end of FY 12, in Slovenia as well as in other countries.

What is best is the more than four-fold increase in forum views. The increase is very similar across all countries which proves that a functioning community can be spread from one »pilot« country (Slovenia in FY 11) a wider region.

The number of published articles and the number of authors in the Entrepreneurship Encyclopedia also grew more in FY 12 than in FY 11, in Slovenia somewhat more than in other countries. The same goes for building user relations through prize contests and informal meetings. But this is understandable, because other countries launched the User Site six months after Slovenia.

In FY 12, two charity campaigns were organized within the User Site community, one in Slovenia and one in Bosnia. The campaigns also marked the first birthday of the User Site, accompanied with a series of prize contests, an interview with Andrej Mertelj, etc.). A party was held for

employees, partners and users on that occasion in Slovenia and Macedonia.  
 A User Site promotional video is being produced for its second birthday.



### 5.5.6.5 Market Share

IDC's report on the ERP systems market in Slovenia in 2010 placed Datalab third with a 8.6% market share. The good result was a reflection of its dominant market position among ERP systems for small and midsize businesses. Data for 2011 is not yet available and will be published towards the end of 2012.

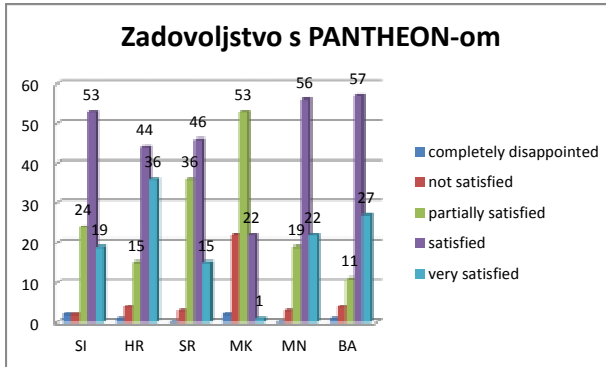
## 5.6 CUSTOMER SATISFACTION INDEX

We conducted a CSI (Customer Satisfaction Index) survey of user satisfaction with PANTHEON in Slovenia as well as in Bosnia and Herzegovina, Serbia, Croatia, and Montenegro.

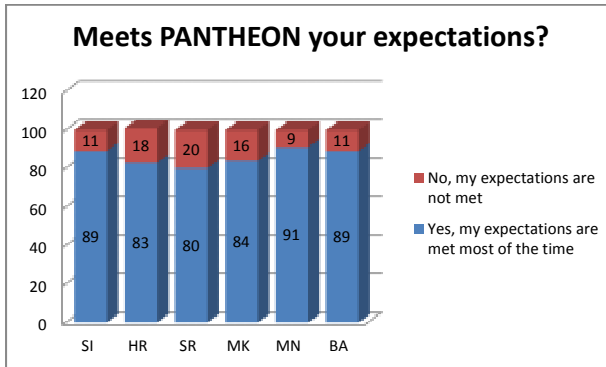
Included in the survey were 500 users in Slovenia, 598 in Bosnia, 100 in Croatia, 106 in Serbia, 34 in Montenegro, and 68 in Macedonia; 1406 total. The survey contained 22 questions in the following categories:

- satisfaction with PANTHEON software and its features,
- questions about marketing,
- satisfaction with customer support and assistance,
- satisfaction with documentation and support mechanisms.

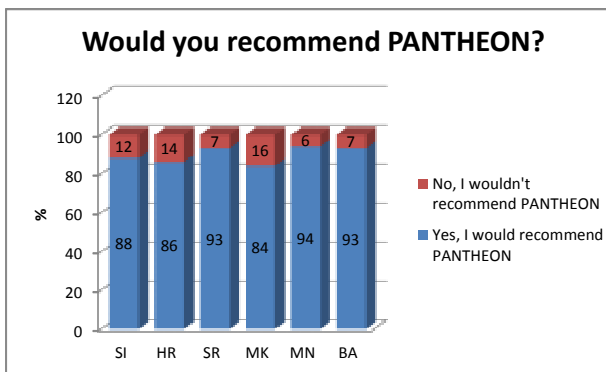
Below, a summary of the results by countries (all numbers are percentages):



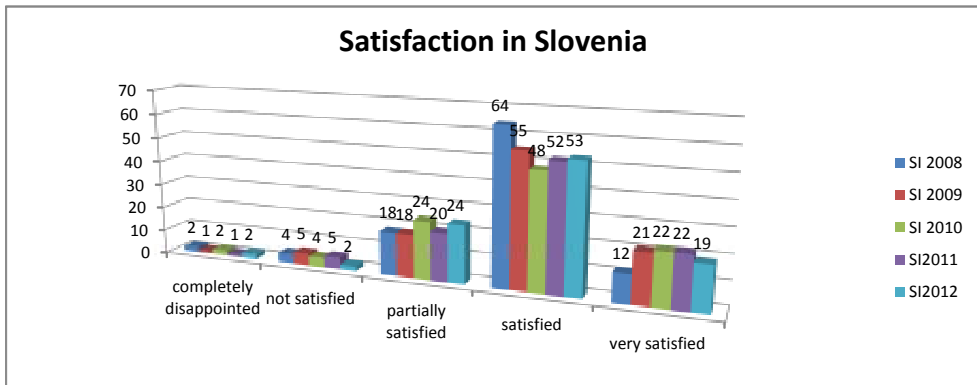
A vast majority of users were satisfied or very satisfied with PANTHEON software. On average, 75 percent of users in the region are satisfied or very satisfied with PANTHEON.



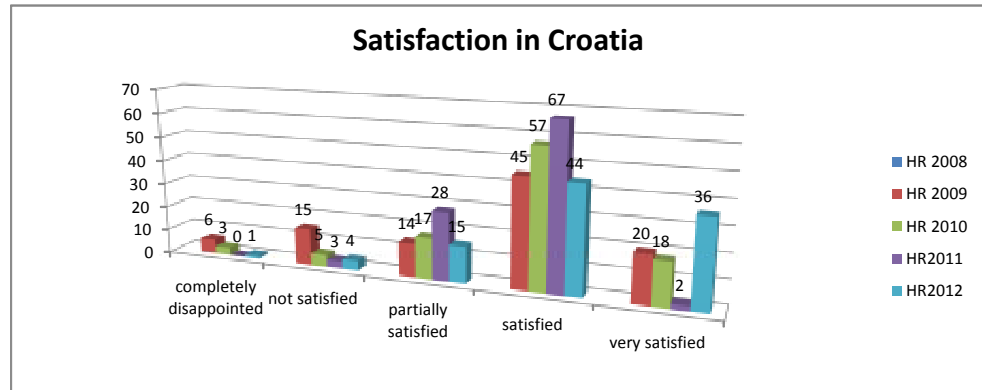
PANTHEON fulfills most user expectations. Feature satisfaction is highest in Montenegro and lowest in Serbia, but only 20%.



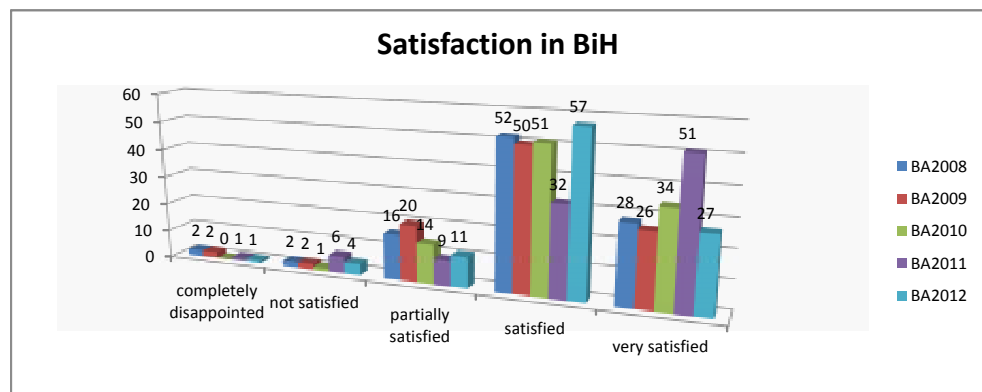
On average, 90% of PANTHEON users would recommend the program to their friends, associates, and business partners. Those who would not recommend the program, listed complexity and difficulties with software upgrades as most common reasons. In the previous year, 87% of all respondents would recommend PANTHEON further.



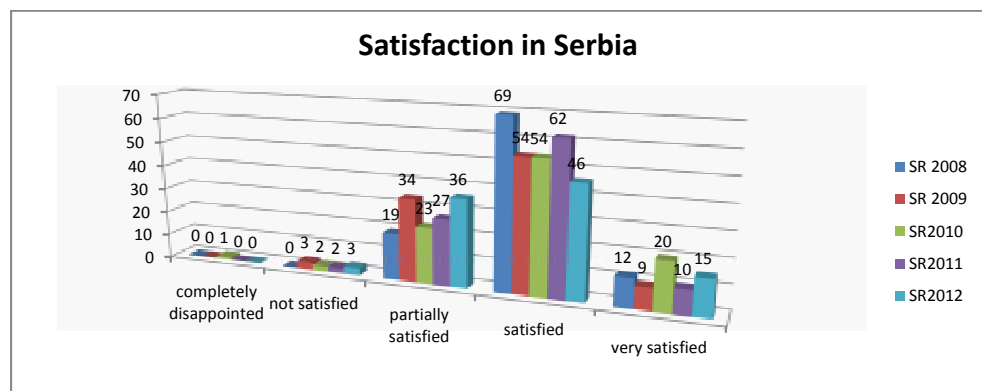
User satisfaction through the years 2008-2012 for those countries where a CSI survey was conducted in all five years



User satisfaction was growing from 2008 to 2012. The percentage of extremely satisfied users grew for 10 pp from 12% to 22% in 2011, but fell again in 2012 by 3 pp.

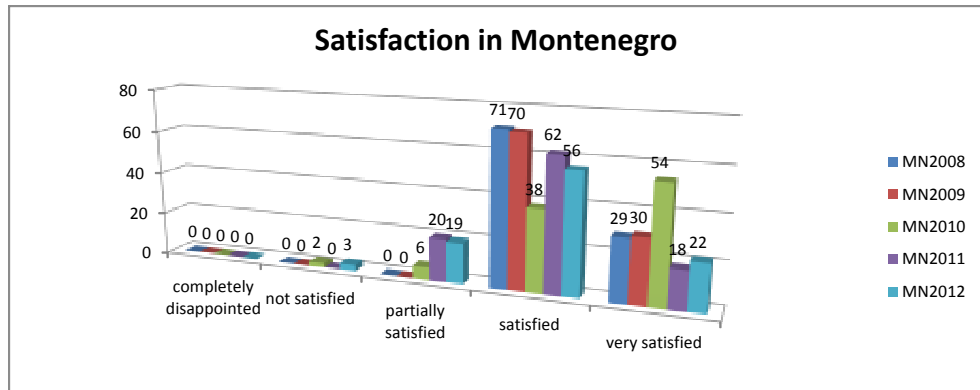


User satisfaction in Croatia is constantly growing, with the share of extremely satisfied users showing the greatest growth. In 2011, only 2% were extremely satisfied, in 2012 a whopping 36%.

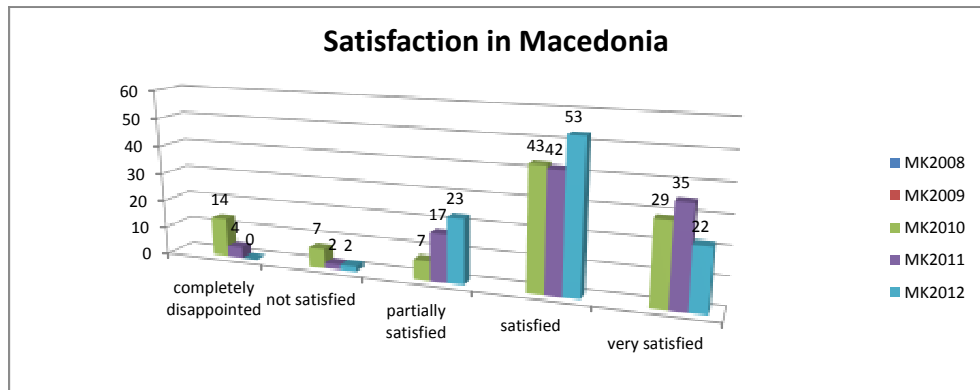


User satisfaction in Bosnia and Herzegovina is constantly growing, with the greatest increase in satisfied users, but a drop of 24 pp in extremely satisfied users.





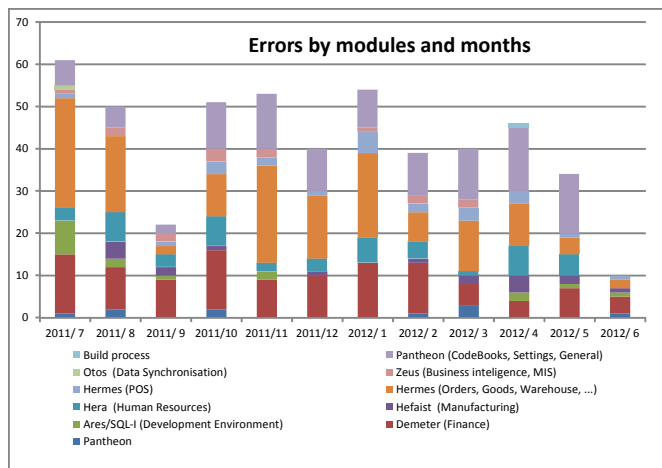
From 2008 to 2012, the percentage of extremely satisfied users in Serbia grew by 3 pp. But compared to last year, this increased by 5 pp, mostly from the group of satisfied users.



In Montenegro, the share of satisfied and extremely satisfied users ranges between 78% and 100% over the years. Extremely satisfied are 4 pp more than last year.

The share of partially satisfied and satisfied users in Macedonia increased by 17 pp, mostly at the expense of extremely satisfied users. 75% of all users are satisfied or extremely satisfied.

### 5.7 SOFTWARE DEVELOPMENT IN THE FISCAL YEAR 2012



We continued with code refactoring, with the focus shifting from Delphi to SQL code, mostly with the goal of program speed-up. Refactoring brings us significantly faster program execution and code that is easier to maintain. We started cooperating with vendors of document management systems and document exchange systems. The user interface in PANTHEON for that is standardized and in practice it doesn't matter to the user which provider he is using. We started provi-

standardized and in practice it doesn't matter to the user which provider he is using. We started provi-



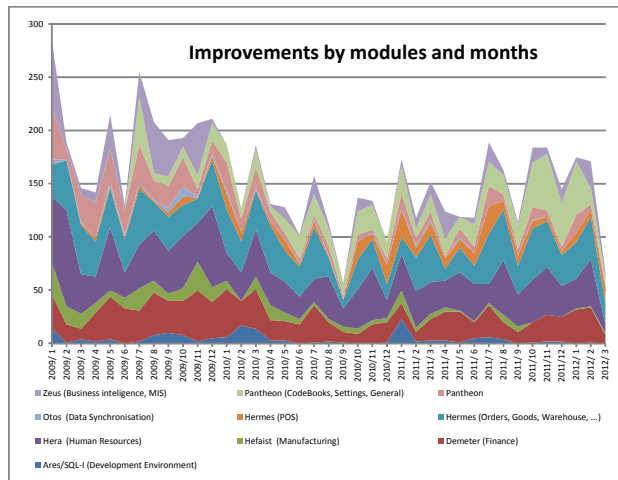
**Dare Rihter,**  
CDO

ding standard master data through web services so that users no longer need to make manual corrections but can just update their master data.

Like every year, most of our resources went into improvements. Many were required by law, others bring new value to users and those are the most rewarding. An overview of key improvements can be found at the User Site where we communicate important program information to users. The User Site is also generating valuable feedback that we try to incorporate into the program to make a better PANTHEON. Common practice is planning features with whitepapers, where Datalab's experts, partners and advanced users can cooperate in the design phase. The whitepapers are published in a wiki, therefore the collective brain can work wonders. In combination with User Groups (advanced users from a certain field) and regular PSS conferences, we have a wide array of feedback sources which can be used to fuel further development ideas.

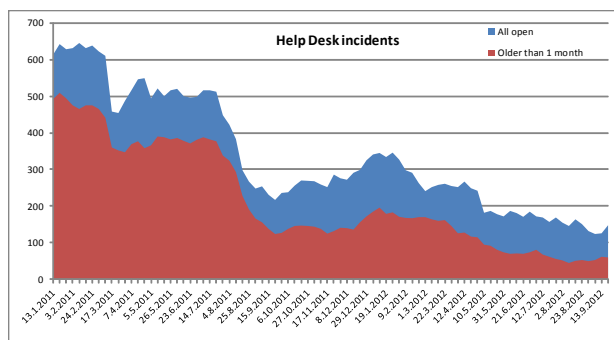
The quality of our work has improved over last year: in FY 12 there were 579 bugs, in FY 12 503 (-15%), which includes 14 bugs of the new product PANTHEON Farm Accounting.

The chart shows the number of bugs by months and modules. A constant downward trend for bugs in all modules can be observed. Peaks (October and November 2011, January 2012) are mostly due to considerable changes in legislation (and incomplete regulations about it).



The number of improvements made in PANTHEON per month has, after dropping in FY 2010 due to refactoring, started to rise again in FY 11 and continuing to rise in FY 12. We have made 31% more improvements than last year (1944 compared to 1488 in FY 11).

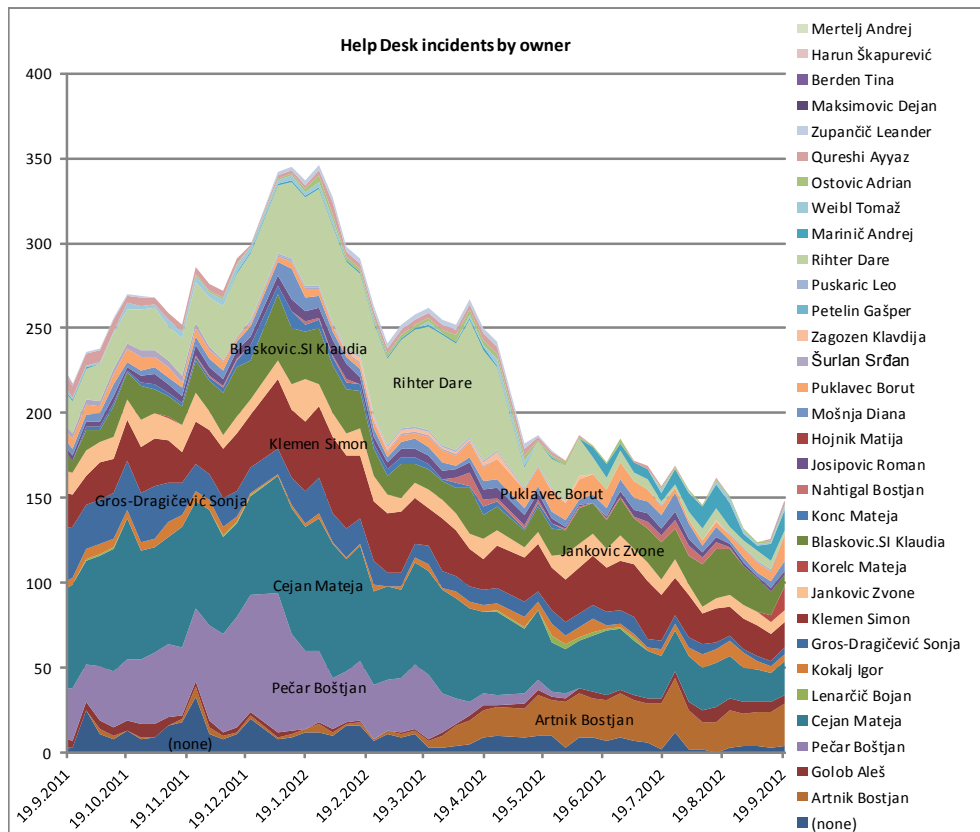
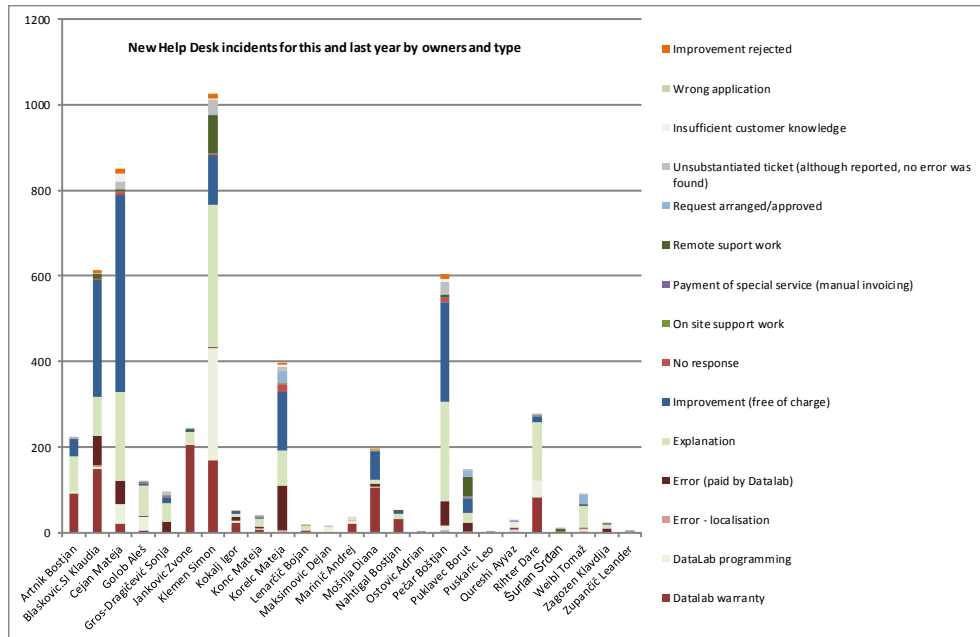
The development team is true to Datalab's mission and wants to make users' work in those difficult times as easy as possible, that is why we decided to pay special attention to Help Desk incidents.



One of the most common complaints from partners and users was that incidents were piling up and were not answered within a reasonable time. And it was true. Incidents started piling up when development of PANTHEON 5.5 started and we placed full focus on development; the pile was not falling off until December 2010.

Let us have a look at the types of incidents. Most are improvement suggestions, 2038 or 38% (Improvement rejected, Request approved, Payment of special service, Improvement, Datalab programming). The second largest group (1860 or 35%) are incidents related to insufficient partner or user knowledge (Insufficient customer knowledge, Unsubstantiated ticket, Remote support, work, On site support work, Explanation, Customer error) and third are error-related incidents (Error, Warranty) that make up 25.5%.

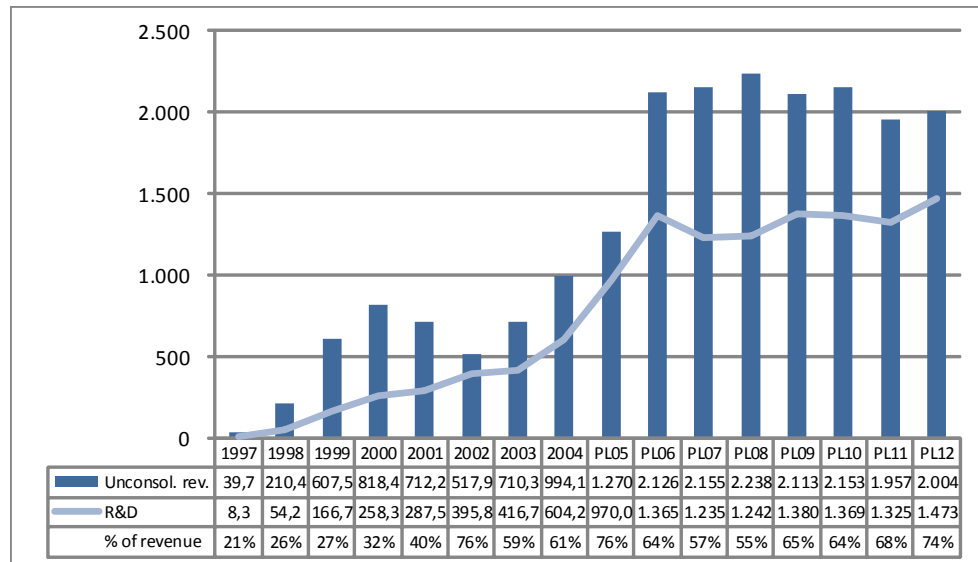
The chart clearly shows how our response times have further improved. Much effort has been placed into solving older, piled-up incidents and their number dropped to around 200. A period of intense refactoring and development followed (improvements, legislation changes, etc.), during which the number of incidents increased somewhat. We drastically reduced the number of open incidents since the beginning of the fiscal year. Currently, there are less than 250 open incidents, of that around 50 older than one month. We hope and wish that other members of the PANTHEON family will follow suit and thus be more accommodating towards users' requests and problems.



### 5.7.1 Investment in Software Development

We invested 1.47 million euros into the development of PANTHEON in FY 21 (compared to 1.32 million euros in FY 11). The production value of PANTHEON as of 30 June 2012 was 12.5 million euros (carrying value of 4.749 million euros in financial statements). The value of this intangible asset was determined using the Hierarchy of Valuation Standards and other applicable valuation models.\*

More about capitalization and write-off of development in chapter 7.15.



Investments in development 1997 – FY 12 in 000 euros. There is a notable drop in non-consolidated revenue of Datalab Tehnologije, d. d.(the parent company), because a subsidiary, Datalab SI, was established to assume operations in Slovenia.

### 5.7.2 Development of PANTHEON 5.5 in FY 12

#### PANTHEON – Registers and LT Edition – 267 improvements

Various improvements for a better user experience have been made in the PANTHEON module (registers, partly system) and the LT edition. Some notable improvements follow:



**Boštjan Artnik,**  
Product  
Manager

- Reworked the PANTHEON licensing system, allowing the use of a license on only one server.
- Improved the installers (full and LT) to allow for easy installation on 32- and 64-bit systems. The installers include SQL Server 2008 R2, which works in various operating systems.
- Updated authorizations so that each edition has its own authorization tree with the features it contains.
- Added shared registers that allow transferring register data between databases, which is most useful for accounting firms with multiple clients.
- Added scrollbars to the User Site overview window (latest news, forum posts and videos) so that more items can be viewed (up to 30 in each group).
- Added a Bcc field to the email sending client in PANTHEON.
- Added a function for downloading an updated list of blocked bank accounts.
- Added report criteria for payment assurances (letters of credit, bills of exchange, etc.) defined in subjects' financial information.
- Fixed issue with linking document types between LT and some higher editions, which is commonly used especially in Hosting.
- Updated LT edition menu of predefined documents for easier use.

- Added outstanding payments reports to LT edition with the ability to send them by email, as in higher editions.
- Added feature for defining item packages, which is useful in retailing and services for defining sets of items sold together.
- Added a survey to the LT edition for collecting feedback from users.



**Klaudija Blašković,**  
Product Manager

### 5.7.3 Hermes – Orders, Goods, VAT, Customs and Service Modules – 167 Improvements

There were 167 improvements made in Orders, Goods, VAT, Customs and Service modules in FY 12.

Emphasis was on localization for each country's legal requirements.

#### Notable new common features:

- Added feature for goods/service packages, which is used to create sets of items sold together without needing to operate with work orders.
- Added the possibility to have more discounts in receiving documents.
- Added recurring invoicing reports that can be used to list issued invoices, sales orders and purchase orders that have been created from recurring invoicing.

The functions for adding and refreshing stock have been speeded up. The specification window has been reworked; the exchange rate has been added to order documents.

Specific improvements related to individual localizations:

#### Bosnia and Herzegovina:

- New report in commercial records for the records of written off receivables
- Record on statistical value in VAT records

#### Bulgaria:

- New tax records and VAT accounts due to changed tax rate
- Changes in the VIES report file
- Changes with exporting VAT records into text file

#### Croatia:

- Added e-invoice
- New tax records and VAT accounts due to changed tax rate
- New reports for the HUB3 form in the Goods and Orders modules
- Excise tax records and PP-MI-PO report

#### Kosovo:

- Changes in VAT records in accordance with customs documentation

#### Macedonia:

- Localized excise documents
- Added records for packaging and the related monthly and yearly reports
- Changes in the VAT account

#### Slovenia:

- Added SLOPAK's register into the packaging waste register
- Changes in Intrastat
- UPN form – changes due to elimination of the old form
- Changes in VAT – elimination of article 66a

**Serbia:**

- Export VAT form to XML file
- Report on environmental tax
- Changes in the KEPU form

**5.7.4 Hermes – POS – Retail Sales – 150 Improvements**

**Improvements related to all localizations:**

- Added: the step for item quantity increases can be customized for each item
- Updated the overview of errors in cash register close
- Added printing of product and shelf labels from POS
- Added: item image displayed in POS
- Added: cost center on POS receipt
- Added packages for POS
- Print turnover by users – added turnover share
- Added the following options to active fields in advanced layout:
  - active fields in lines,
  - set font for lines,
  - quick payments,
  - enter bar code into the Quantity field



**Slika Diana Mošnja,  
Product Manager**

**Excise duty**

- Enabled excise duties that increase the VAT basis and that don't increase the VAT basis
- POS document can be entered without calculating excise duty
- Documents that contain excise duties can now be reversed
- Updated cash register reports, added summary by excise duties

**Special discounts**

- Added special discounts for individual items for a certain period; implemented also for POS receipts

**Cash register close**

- Faster close
- Enabled close in days without transactions
- Visually split the cash register panel in two

**Touch screen**

- Added option for enabling/disabling numeric/alphanumeric keyboard
- Added user name display

Specific improvements related to individual localizations:

**Bosnia and Herzegovina:**

- Print duplicate with Neosoft fiscal printer for retail and wholesale
- Approval of receivables write-off
- Fiscal printer HCP for wholesale
- Fiscal printer SK Tradeing for retail and wholesale
- Parameters added for Neosoft driver for retail and wholesale (item name length, customer name length, length of non-fiscal text)

**Serbia:**

- Fiscal printer Metalink for document 310

**Macedonia:**

- Added records about price changes
- New parameter: changing VAT rate on retail receipt does not affect retail price

**5.7.5 DEMETER – Financials – 169 Improvements**

We have added a complete new module: collateralization. It allows users to track limits and late payments by individual customers and different financial institutions. We continued adding other features throughout the year.

We made two improvements aimed primarily at accountants. We added a procedure for importing eKartica tax data to help users who were having trouble having an overview of their balance with the tax administration; now users can reconcile differences between the tax administration' records and their own. Sometimes the need arises for mass re-posting or changing an account in a large number of posts; we added a function to do just that.

The most changes were made in payment transactions. In Slovenia, this was mostly about SEPA mass payments. We added the option to prepare a file with mass payments, even from multiple separate payment transactions. Similar changes in payment transactions as last year in Slovenia have this year started in Croatia; we added data import and export according to the new HUB3 standard as well as new reports, etc.

The majority of all improvements are small, but useful to many users. We have made such improvements throughout the module. To name only a few:

- fixed assets can be partly deactivated; custom fields can be used;
- additional criteria can be set in many reports;
- the financial overview of customers and suppliers has now twice as many overdue periods and an overview by currencies;
- the payment purpose code is now filled in according to the settings for the subject and transactions in general.

Like in previous years, some time was spent on code refactoring.



**Simon Klemen,  
Product Manager**

**5.7.6 HERA – Personnel, Payroll, Travel Management – 250 Improvements**

Apart from fulfilling legal requirements, we spent much time on user experience and decreasing the need for manual data entry. This will save users much time with common tasks.

The following improvements should be pointed out:

- Payroll automation: Accounting firms and users with multiple databases can now run payroll on multiple databases simultaneously, also as a scheduled task. This way, payroll can be run overnight. There is no longer the need to switch between databases.
- Data import through web services: Standard data sets can be imported and updated via a web service, eliminating the need to do it manually. E.g. average salaries can be imported from the Statistics Office with a single click. Some GE edition specific data is also available through web services. The same goes for daily allowances.
- Sending encrypted documents by email to employees: any cost saving is welcome that is why we tried to help users achieve just that by cutting down on administrative work. Many HR forms can be sent to employees directly from the program, like pay slips, various forms and reports, etc. The attached documents are encrypted so that only the intended employee with his or her password can open it.
- Easier handling of data: a salary summary has been added to the Employee Files, where all payments to an employee can be seen at a glance, without the need to generate



**Mateja Cejan,**  
produktni vodja

reports or look it up in payroll. We have reworked the reliefs panel and combined all general and individual reliefs into one panel, all in connection with the Family Members panel. Now only the family members need to be selected that should be used as relief.

- Authorizations for superiors: There were some changes in authorizations. Team/department leaders can grant access to HR data to just their subordinates. So the leader only sees data of his or her team.

The Personnel module is by far the most country-specific, some significant improvements for each localization follow.

### Slovenia

- export for SEPA mass payments,
- salary amount acknowledgement for ZRSZ
- attachment S-1 for CSD,
- changes according to ZUJF.

### Bosnia and Herzegovina:

- forms for the Federation of Bosnia and Herzegovina: JS3400, JS3400-T, JS3400-B, JS3400-DL, JS3100, RAD-1, RAD-1G,
- forms for Brčko District: MIP-1023, OLP-1021 RAD-1, RAD-1G,
- forms for Republika Srpska: PD3100, Registration/Alteration/Checkout,
- PMIP-1024, GIP-1022 SP, Kumulativni GIP-1022,
- average salaries separate for all three entities.

### Croatia

- export for forms IP 2011 and ID-1 2011,
- use multiple bank accounts when creating payment orders for final statement.

### Macedonia

- form NP-1,
- export for PDD-GI.

### Serbia

- forms: M, M-A, ZSP, ZSD,
- can enter more than one DDPO.

### 5.7.7 Modul Hefaist – Proizvodnja

The second set of refactoring continued in FY 12, resulting in faster program operation and report generation. There were no major improvements in the module; we focused on maintenance and keeping up to date with other parts of the program.

In FY 12, 65 additional scenarios for automated testing were recorded for a total of 338 scenarios for the Hefaist module. This covers the whole functionality of the Hefaist module (for ME and ME editions).

### 5.7.8 ZEUS – Business Intelligence – 148 Improvements

ZEUS has achieved a point where polishing the user experience is more important than adding larger new features. Thus FY 12 was spent mostly on detailing and implementing user suggestions. Of course, we have been working also on new features.



**Andrej Črne,**  
Product Supportt





**Borut Puklavc,**  
**Product Manager**

The most notable is the so-called dashboard multi-component: an interactive linking of elements like maps, charts, tables and date selection sliders. Changing one element updates all other linked elements, which makes for a more clear and usable experience.

Some of the features suggested by users are additions to ZEUS Analyses. We have added new dimensions and measures to OLAP cubes, like the price in purchasing cubes, introduced custom overdue periods, a tree-view browser of dimensions, etc.

User feedback and suggestions have found their way also into dashboards: prefetching now works for any selected dashboard components, dashboards can be resized better on large resolutions, and we added a range of new components.

Probably the best example of usability improvements are dashboard reports that can now be used as a template for annual reports. We count this among the larger improvements of the year; not only because we cooperated with one of the biggest authorities in the field of annual reports – the company Masset Consulting – but also because this feature is a huge time-saver to users when preparing annual reports.

Much has been made also for ZEUS Planning. Notable improvements are: quarterly totals; data export to password protected Excel spreadsheet; export from multiple tabs into multiple Excel worksheets; counting quarters from a given month; planning in secondary units of measurement; planning of payment due dates; automatic filling in of planning lines with data from the previous line; use of indexes in totals; and last but not least, the multi-analysis which brings us a powerful plan/results comparison according to multiple parameters in separate tabs.

Further feature polishing is planned for the future. We will add many new dimensions and measures into OLAP cubes, the majority suggested by users. Planning will continue to evolve, as will various multi-components that will upgrade out-of-the-box dashboards.

### 5.7.9 ARES – 68 Improvements

Ares je iz aktivnega razvoja funkcionalnosti vgrajenega Delphi prevajalnika dosegel zrelo in stabilno fazo in razvoj se je preselil na uporabo Ares funkcionalnosti, ki omogočajo tesne integracije zunanjih sistemov v samo jedro Delphi kode Pantheona.

Tako smo začeli omogočati koncept gonilnikov, ki omogočajo zunanjim ponudnikom raznih storitev na enostaven način integracijo v unificiran uporabniški vmesnik Pantheona. Koncept gonilnika (gonilnik je v osnovi prilagojen Ares postopek) se od klasičnih integracij z Ares postopki razlikuje po tem, da prinaša veliko večjo mero standardizacije uporabniške izkušnje pri uporabi Pantheona z različnimi ponudniki, ker je večji del funkcij pri komunikaciji Pantheona z gonilnikom ponudnika predpisan in z vidika Pantheona tako standardiziran. Pri razvoju vmesnika gonilnikov poskušamo upoštevati maksimalen možni nabor funkcionalnosti potencialnih ponudnikov in tako že v gonilniku pripraviti teren, da ni potrebe po kompleksnih pristopih integracij za implementacijo posebnosti posameznih ponudnikov.

Uporabniki lahko na ta način iz Pantheona dostopajo do storitev različnih zunanjih ponudnikov na povsem enak način, če le imajo ponudniki razvite v gonilniku vse možne funkcionalnosti. Zunanji ponudniki storitev pa lahko na osnovi znanih specifikacij programskega vmesnika (API) napišejo svoje implementacije gonilnikov, ki se jih lahko skupaj s Pantheonom ponudi kot celovito rešitev. Tipična primera uspešnih implementacij tega pristopa sta integracija Pantheona z dokumentno-arhivskimi sistemi in pa v zadnjem času elektronska izmenjava podatkov preko različnih zunanjih ponudnikov teh storitev.



**Dare Rihter,**  
**CDO and ARES**  
**Product Manager**



**Klavdija Kopač  
Zagožen,  
FA Product Manager**

### 5.7.10 PANTHEON FA – FarmAccounting, nov član družine

In FY 12 we started developing PANTHEON Farm Accounting. Why? Because of the agricultural production's increasing need for information support and trends from business information systems expanding also to this area. Another reason is the reporting requirements for the EU's Farm Accountancy Data Network (FADN) for agricultural holdings.

We started developing a concept in October 2011; first the data structure, then in November 2011 programming started. The development was centered around the data structure, with adaptations for certain functionalities. Simultaneously, other activities, like looking for partners, were taking place. We cooperate on the project with the Biotechnical Faculty in Ljubljana.

First testing started in January 2012 on the features Farm Settings and Cattle Records. This first version of the program was presented at CeBit in March 2012. After that, development continued and the features Crop Farming, Sheep and Goats Records, and Pigs Records have been added. In May 2012, we presented the program at the 79th International Agricultural Fair in Novi Sad. There, we met with representatives of the EU who work at the FADN project and they were impressed with the program.

In June 2012, the first test version was released to the general public. In the same month, we connected with the Ministry of Agriculture and agreed for a data exchange, planned to start in October. This is a big step forward, because it will save farmers time, work and, most importantly, paperwork.

The public release of the program was at the PANTHEON Conference in Laško in June. First responses were positive – at least with those that know that PANTHEON FA will bring them added value when making decision on their farm.

In the future, we will be focusing more on user feedback. We will be incorporating their suggestions into the program, which surely has a bright future ahead of it.



**Sašo Trnovec,  
Kristjan Bratuša**

### 5.7.11 PANTHEON Test Automation\*

In the past year, much effort has been placed into program testing in order to:

- improve the quality of PANTHEON,
- improve user satisfaction with the program,
- reduce cost of manual testing,
- reduce cost incurred from bugs.

That is why we developed out automated testing further. Automated testing (or autotesting) is a process where a specialized program goes through PANTHEON step by step and checks and analyzes PANTHEON functionalities that are defined in a recorded test scenario (one scenario contains several functional tests). There is also a reporting system that notifies the person responsible for the field in which an error is found.

The new testing system was developed because of the growing number of testing scenarios (from 1728 to 2864 in FY 12) as well as to achieve a larger throughput of tests and a more robust system. The new system can run 350 per hour and do so in real time, what the old system couldn't.

The image below shows the hardware used for dedicated test execution. Nine servers are used, of that one for recording and one for data storage. The other seven run virtual machines. One of them is dedicated to upgrades, the other 56 run test.

81,744 euros and 420 engineering hours have been invested into hardware for testing purposes.

We would like that also our partners and users (with upgrade subscriptions and free) take advantage of automatic testing for their own solutions. We already have the prerequisites for including their solutions (security and data encryption). We will continue towards unleashing the potential of the auto-testing system for our partners.

The auto-testing system depends also on other systems. Its integrity is crucial; that is why we will continue to ensure identical conditions for test recording and test execution, but we will also work on decreasing the influence of other systems (like it was with the build system) or improving their integration. On the other hand, the auto-testing system detects any errors/events in other processes (build, upgrade) and we will continue to improve the system of notifications about those errors/events to process owners.

An overview of recorded scenarios by months and fields (1634 tests total in FY 12, which is +144 % more than in FY 11):

	Zeus	Pantheon	Ares	POS	Hermes	FA	Hera	Demeter	Hefaist	Skupaj
<b>2010</b>										
<b>12</b>	41	98	8	43	143	11	66	36	45	491
<b>2011</b>										
<b>1</b>		3	1	15	2	1	2	3	1	28
<b>2</b>	2	3	2	1	3					11
<b>3</b>	3	3	12		7		1		3	29
<b>4</b>	2			1	3			1		7
<b>5</b>		3	1	5	8			62		79
<b>6</b>		4	1		12	2	1		3	23
<b>7</b>	4	3	1	2	10	3				23
<b>8</b>	1	3	4	1	4		2	2		17
<b>9</b>	3	5	4	5	12			4	3	36
<b>10</b>	6	7			14		1	5	1	34
<b>11</b>	2	8	3		12	1		6		32
<b>12</b>	4	5	1	2	11	1	9	3	2	38
<b>2012</b>										
<b>1</b>	9	59	1	21	115	2	68	56	3	334
<b>2</b>	27	36		10	137	3	26	36	30	305
<b>3</b>	12	22		10	35	5	48	21	55	208
<b>4</b>	15	14	2	3	46	12	17	12	10	131
<b>5</b>	1	34		16	46	3	18	31	1	150
<b>6</b>	29	12	1	17	138	17	32	57	23	326
<b>7</b>	7	9		1	24	1	9	19	9	79
<b>8</b>	9	15		5	61	2	12	20	7	131
<b>9</b>	24	24		5	36	2	19	24	5	139
<b>10</b>	1	3		2	19	7	2	11		45
<b>Skupaj</b>	<b>202</b>	<b>373</b>	<b>42</b>	<b>165</b>	<b>898</b>	<b>73</b>	<b>333</b>	<b>409</b>	<b>201</b>	<b>2696</b>

\*In previous years, we counted single tests, now logical sets of tests - scenarios - that usually contain several (up to 50) tests.

This investment will help us lower our costs, which is especially important in these troubled times.



Luka Levstek

### 5.7.12 Internal IT (236 Improvements)

Internal IT was in FY 12 occupied with the reworking of our intranet sites and processes. It significantly contributed to the establishing of controlling mechanisms and the automation of sales and post-sales processes. We paid special attention to reporting; a Microsoft Report Server infrastructure was set up in order to quickly create and update reports as needed.

All server resources for our operations have been virtualized in FY 12; a NAS appliance has been purchased to consolidate storage capacity. We purchased additional servers and replaced older ones.

#### Partner Site

The following improvements have been made at the Partner Site:

- Top Search – global site search,
- various fixed in the sales funnel (statuses, dates, etc.),
- updates to the Hosting management/provisioning bot,
- added support for installment payments and upgrade subscription sales,
- added automatic notification through the reporting server,
- added support for license protection,
- added feature for locking and unlocking licenses.

#### Intra Site

The following improvements have been made at the Intra Site:

- added reports for commissions, OTE and MBO,
- new autotesting management system, including appropriate reports,
- overview of performance and key performance indicators of individual departments,
- unified billing in Slovenia: automated issuing of invoices (accounting and sales save time); currently ca. 700 invoices per month,
- mailing list management system,
- server-side multi-components for ZEUS,
- site for certification: certification.datalab.eu.

#### User Site

The following improvements have been made at the User Site:

- new wiki (optimized for speed) on all sites with an included WYSIWYG editor,
- improvements to the forum:
  - new topic notification via RSS and e-mail,
  - overview of recently active topics,
  - allowed editing of display name,
  - allowed adding of images and other files to posts;
- redesign (new skin, rename to U-SITE, new logo, reworked first page, unified subpages, etc.),
- added module for registering PA (for releasing lockdown),
- currency import (additional banks, updates to existing),
- PANTHEON demo feedback and monitoring,
- mobile travel management,
- events/calendar,
- import company register for BiH, Serbia, Croatia,
- renew upgrade subscription directly from PANTHEON,
- upgraded site search to Apache Solr
- added overview of solved/unsolved bugs,
- Help Desk improvements (build search; new fields; reports; e-mail notification: user gets

notified about billed hours when incident is closed; etc.),

- Votebox – module for suggesting improvements and voting for them,
- new ad banner system,
- upgraded the build overview with additional features,
- CLR licensing,
- added videos to build overview, added Featured Video option,
- new video player and server for wider support (HTML5),
- user tracking: tracking of a given user's actions for further analyses,
- Hosting management at the User Site.

## 5.8 TRAINING – DATALAB ACADEMY

### 5.8.1 Mission of the Datalab Academy

Datalab Academy formally started work in June 2007. The Academy provides training and certification to Partners and end-users. Training courses are carried out in Datalab Academy classrooms and at other venues as classical frontal teaching. They are led by instructors and qualified trainers. Community-based mechanisms for self-learning are another active and free of charge method. You can access online videos, written material (PANTHEON user guides) and active forums (intended to build the knowledge base and active user community collaboration).

We at the Academy strive to boost and strengthen the PANTHEON community with all forms of training. This way we also encourage trust in the PANTHEON brand so that it does not only represent a good and high-performance business information system but it includes a variety of quality and low-cost services.

### 5.8.2 Training Courses/Certification at the Datalab Academy Classrooms and Other Venues

#### 5.8.2.1 Training Courses at the Datalab Academy Classrooms

We offer our own classrooms or provide training at rented training venues where we are carrying out courses/certifications for PANTHEON users and partners. Training is regularly provided in Slovenia, BiH, Macedonia and Serbia.

In FY 12, most of our activities were carried out at the Datalab Academy classrooms and other venues (educational events); other activities included preparing video materials and setting up self-learning mechanisms at the User Site.

Training and events at the Academy are standardized and are carried out under regulated curricula and regulations. Datalab Academy puts great emphasis on the quality of educational and training services it provides. That is, a record of trainee satisfaction index is kept by handing out surveys after each training course. Participants assess the quality of training with marks from 1 (unsatisfactory) to 5 (excellent).

All invitations for the Academy that are sent out use a standardized design. This way, the Academy builds brand awareness, a quality image and a unified approach.

Template for participant survey

The image shows a questionnaire form for PANTHEON training. At the top right is the 'datalab' logo with the tagline 'Turning data into insight'. The main title is 'QUESTIONNAIRE' next to the 'PANTHEON' logo. Below the title is a disclaimer: 'The information collected through this survey is very important. It will be used to analyze and improve the courses we offer. We also request that you take a few minutes of your time to complete the survey.' The form contains several sections: 'I. Course Information' with fields for 'Course', 'Date', and 'Instructor(s)'; 'II. Course Evaluation' with a sub-section 'A. Course Organization' and a sub-section 'B. Course Content'. Both evaluation sections have a scale from 1 to 5.

Sample invitation for Datalab Academy BiH training. Sample invitation for Datalab Academy Macedonia training.

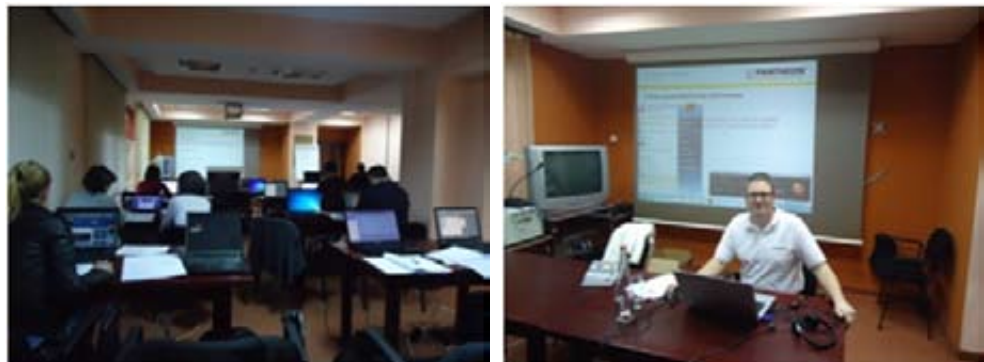


### 5.8.3 Training Activities by Individual Countries

#### 5.8.3.1 Slovenia

In FY 2012, the Academy carried out training courses which were attended by 1446 participants (60% more than the previous year). Courses were carried out from July 2011 (on a monthly basis) to June 2012. There were altogether 96 workshops/courses, of that 11 larger educational events.

Datalab Academy, International ZEUS training, Brčko (January 2012)



The Datalab Academy put great emphasis on the quality of its educational services. That is, a record of trainee satisfaction index is kept by handing out surveys after each training course. The participants assess quality of the course with marks from 1 (unsatisfactory) to 5 (excellent). The obtained results show that we managed to increase the quality of services from an average mark below 4.0 in 2007 to an adequate 4.32 in 2008, 4.36 in 2009, 4.37 in 2010 and 4.38 in 2011, and finally 4.40 in 2012.

In FY 12, we continued with carrying out free of charge training for new PANTHEON users with the aim of increasing the number of new participants, boosting general knowledge and in particular user satisfaction. All new users who expressed a wish were included in intensive and free of charge introductory training sharing key information and best possible overview of options PANTHEON has got to offer. At the same time we tried to help partners with product implementation with customers. In addition, we wanted to help customers in their attempts to set up their business operations and cooperate with support partners.

**Datalab Academy,  
Invitation to  
beginner's course.**

Brezplačen tečaj - Začnimo s PANTHEON-om v juliju

**datalab  
ACADEMY  
PANTHEON™ TRAINING**

"A little knowledge is a dangerous thing."

**Začnimo s PANTHEON-om – brezplačno!**

V **toršek, 26.7.2011** ob 9. uri bomo organizirali brezplačen tečaj »Začnimo s PANTHEON-om«. Tečaj bo potekal na sedežu podjetja Datalab d.d. – Koprška 92, 1000 Ljubljana.

Predavanje bo pokrivalo naslednje teme:

Besides carrying out regular training, we tried to bring activities closer to users and meet their requirements. For this purpose we regularly carried out tailor-made training courses intended for groups (courses carried out according to the requirements and individual users' availability) as well as counseling for individuals (one-on-one contact between customer and instructor).

**Datalab Academy,  
Invitation to tailor-  
made training course.**

**Teden izobraževanj »po meri«**

Spoštovani,

Datalab akademija vam ponuja izobraževanja »po vaši meri«, po ugodni, polletni ceneženi.

We cooperated with various external experts and organizations at educational events to provide our users with more access to knowledge. Some of the cooperations have become quite permanent. They enrich our user community by contributing into the Entrepreneurship Encyclopedia at the User Site or carry out courses in cooperation with the Academy.

In FY 12, we cooperated with:

- the Institute for Management Accounting: articles in the Entrepreneurship Encyclopedia, presentations at the PANTHEON Conference and the Academy's courses in the fields accounting, finance and taxes,
- the company Inspiris and its owner Mrs. Nataša Tovornik, who contributed articles into the Entrepreneurship Encyclopedia and presentations at the PANTHEON Conference on the topic of leadership,
- the company Data that contributed articles into the Entrepreneurship Encyclopedia on the topic of Entrepreneurship,
- the company Heliopolis and its owner Mrs. Saša Einsiedler, who contributed articles into the Entrepreneurship Encyclopedia and presentations at the PANTHEON Conference on the topic of business communication,
- the company Zeus that contributed articles into the Entrepreneurship Encyclopedia and presentations at the PANTHEON Conference on the topic of accounting,
- the Faculty of Economics in Ljubljana, namely mag. Aleksander Igljičar who spoke at the PANTHEON Conference on the topic of financial statements,
- the company Protokorp that had a speaker at the PANTHEON Conference on the topic of taxes,

- the company Taxgroup that had a speaker at the PANTHEON Conference on the topic of taxes,
- the private Gea College that had a speaker at the PANTHEON Conference on the topic of business communication and entrepreneurship.

Datalab Academy, announcement of an article by Dr. Živko Bergant as part of the cooperation with the Institute of Management Accounting

**Denarni tok in plačilna sposobnost podjetja**

21. 3. 2012 @ 15:12 – Podjetništvo – Cigoj 584 0

O plačilni sposobnosti podjetja mnogi kot boljše informacijo (v primerjavi z informacijami, ki so zasnovane na osnovi bilance stanja) pogosto navajajo **denarni tok**, ki prikazuje prejemke in izdatke, torej gibanje denarnih sredstev podjetja...Več o razmišljanju preberite v članku "**Denarni tok in plačilna sposobnost podjetja**", ki jo je za nas pripravil **dr. Živko Bergant**, avtor na Uporabniških straneh ter Predsednik sveta **Inštituta za poslovodno računovodstvo** in docent na Visoki šoli za računovodstvo.

We worked hard to bring users regularly new video content for comfortable self-learning anytime and anywhere.

Video instructions are added monthly and bridge a gap for those users which cannot personally visit our regular training courses or want to invest as little money and energy in them. At the end of FY 12, the video library had over 500 video instructions, over 400 recorded courses and conferences, over 300 videos about new PANTHEON features and tips, and over 50 videos about entrepreneurship. Some videos have achieved over 3000 views in FY 12, which confirms that the community is accepting them and that we are heading in the right direction.

Datalab Academy, an item in the video library, here an interview at the PANTHEON Conference

**Formule uspeha za mednarodno poslovanje**

Dodano: 16.6.2011, kategorija: PanCon 2011

Avtor: VANJAC

Komentarjev: 0 / Ogledov: 1309

V tem video posnetku vam predstavljamo iskrih intervju, ki ga vodi ga. Katja Černela - častni gost g. Janez Škrabec, direktor podjetja Riko.

Strani: 1 2 3 4 5 6

### 5.8.3.2 Bosnia and Herzegovina

We carried out two training course programs for partners and users in Bosnia and Herzegovina. The first was in October 2011 and the second from February to June 2012.



Training at the Academy in Sarajevo

54 courses and events were carried out in FY 12. Participants included partners and users.

585 participants attended the courses. The participants gave an average mark 4.6 for courses (1 for unsatisfactory and 5 for excellent).





Example of an invitation/news at the Bosnian User Site

In January 2012, the Academy got a new classroom. It accepts 12+1 people. With this classroom, we are able to organize events on a daily basis.



The new Academy classroom in Sarajevo

Signing of the agreement between SSST and Datalab BA

We actively cooperated with educational institutions. We signed a cooperation agreement with the University of Sarajevo – School of Science and Technology. Together with the Faculty of Economics and the Chair of Accounting and Auditing, we are working on learning materials for the practical part of the class Accounting and Auditing; the release is planned in the next fiscal year. In June 2012 we started working with the Banja Luka College. We expect to sign a cooperation agreement in the next fiscal year.

Datalab BA is regularly expanding its video library. Promotional videos for accounting have been produced, 16 videos from the PANTHEON Conference, a general promotional video for TV, videos about new PANTHEON features and many more. At the end of FY 12, the video library contained over 90 video instructions, over 30 recorded courses and conferences, and over 130 videos about new PANTHEON features and tips.

### 5.8.3.3 Srbija

We carried out three training course programs for partners and users in Serbia. The first was in October 2011 (for users), the second in December 2011 (partner certification), and the third from May to June 2012.

Example invitation/news item at the User Site for training



27 courses and events were carried out in FY 12. Participants included partners and users. 260 participants attended the courses. The participants gave an average mark 4.59 for courses (1 for unsatisfactory and 5 for excellent).

Datalab Serbia is regularly expanding its video library. Produced were video instructions for various modules, promotional videos, videos about new PANTHEON features and many more. At the end of FY 12, the video library contained over 200 video instructions, over 50 recorded courses and conferences, and over 140 videos about new PANTHEON features and tips.

Example content of the video library in Serbia



### 5.8.3.4 Macedonia

We carried out two sets of training courses for partners and users in Macedonia. The first was in August 2011 (mini PANTHEON Conference 2011), the second in April 2012 (training and certification for partners).

Three courses were carried out in FY 12. Participants included partners and users. 140 participants attended the courses. The participants gave an average mark 4.6 for courses (1 for unsatisfactory and 5 for excellent).

Example invitation/news item at the User Site for the mini PANTHEON Conference



Datalab Macedonia is regularly expanding its video library. Produced were video instructions for various modules, videos about new PANTHEON features and many more. At the end of FY 12, the video library contained over 60 video instructions and over 70 videos about new PANTHEON features and tips.

## 5.8.4 Educational Events

### 5.8.4.1 PANTHEON Conference for Accountants, 25 November 2011, Ljubljana Exhibition Center

On 25 November 2011, we organized the first PANTHEON Conference dedicated to accountants and related professions. The Conference was a one-day event in four conference rooms.

The Conference was opened by Executive Director Andrej Mertelj and colleagues. A round table followed, with directors of three acknowledged accounting firms and hosted by TV host Edita Cetinski Malnar. Dragica Kosterov, director of Lermani (Best Accounting Firm 2012, midsize category), Drago Bučar, director of Biro Bonus (finalist for Best Accounting Firm 2008) and Janja Praznik, director of Apo Vizija (Best Accounting Firm 2011, midsize category) had an interesting and lively discussion about their careers and business experiences in accounting, and also shared a few tips for a successful accounting firm.

The Conference continued with presentations about working with PANTHEON and many other fields: accounting, management, taxes, sales, etc. Over 300 participants could listen to various acknowledged experts, including Mag. Aleksander Igljučar (Faculty of Economics), Mag. Dejan Petkovič (company Abeceda svetovanje and Institute for Management Accounting), Dr. Živko Bergant (Institute for Management Accounting), Mag. Klara Koželj (Institute for Domestic and International Tax Law), and others.

The Conference concluded with the celebration of the first birthday of the User Site.



**PANTHEON  
Conference for  
Accountants,  
25 November  
2011, Ljubljana  
Exhibition  
Center**

### 5.8.4.2 PANTHEON Conference, 7 June 2012, Thermiana Laško

The 7th PANTHEON Conference was organized on 7 June 2012 in the Thermiana resort in Laško and with over 300 participants. Executive Director Andrej Mertelj and colleagues opened the Conference with a presentation of new developments in PANTHEON. A round table, hosted by TV host Edita Cetinski Malnar, followed with a discussion about how entrepreneurs can react in the recession.

The Conference continued with presentations about working with PANTHEON and many other fields, including accounting, manufacturing, business, taxes, sales, etc.

A charity campaign was also part of the Conference.

Andrej Mertelj presented Olga Rupnik Krže, the director of the youth care center Malči Beličeve, a symbolic check after a performance by Slovenian singer Alenka Godec. Datalab's 15th birthday was also celebrated.

**7th PANTHEON  
Conference,  
7 June 2012,  
Thermana Laško**



#### **5.8.4.3 PANTHEON OPEN DAYS, julij 2011**

The Datalab Academy in Bosnia and Herzegovina organized the event PANTHEON Open Days, where they presented PANTHEON and All In One solutions for fiscal cash registers. The event tried to present PANTHEON's advantages to potential customers and partners in an innovative and direct manner. Interested entrepreneurs and the general public could learn about PANTHEON in a non-binding presentation, meet the Datalab team and share their experiences with others. Entrepreneurs from 150 companies could learn about the advantages that PANTHEON can bring to their business.

#### **5.8.4.4 PANTHEON Conference, November 2011, Sarajevo**

We organized the PANTHEON Conference in Sarajevo on 22 November 2011 at the Bristol Hotel. Over 130 user, partners and potential customers attended. Presented were various topics in the fields of accounting, finance, fiscalization, etc. Fiscalization was a key issue throughout FY 12. Several guest speakers enriched to Conference, among others Doc. Dr. Haris Jahić from the Sarajevo Faculty of Economics. There were 17 presentations by 16 speakers. Five sponsors supported the event. The Conference concluded with some socializing in the Reina lounge bar at Bosmal City Center, where also the first birthday of the User Site was celebrated.



**PANTHEON Conference,  
November 2011, BiH**

#### 5.8.4.5 PANTHEON Conference, 22 June 2012, Holiday Inn, Belgrade

Datalab Serbia organized the 2nd PANTHEON Conference on 22 June 2012 at the Holiday Inn in Belgrade. Users and partners could learn about new and planned PANTHEON features as well as about the activities and solutions of our partners.

Participants shared their experiences and networked with potential colleagues and partners.

Over 100 attended the event. A survey revealed that participants were very satisfied with the presentations, event organization and related services.

Special guest Prof. Dr. Stanislav Polić talked about the advantages of ERP systems to the management.



PANTHEON Conference,  
June 2012, Serbia

#### 5.8.4.6 Mini PANTHEON Conference, 31 August 2011, Skopje

Datalab Macedonia organized a Mini PANTHEON Conference on 31 August 2011 in Skopje. Presented were new and improved features in PANTHEON, as well as results and plans of the partner network in Macedonia. Mr. Matt Mayfield, Datalab's sales executive, talked about best sales practices.



PANTHEON  
Conference, August  
2011, Macedonia

#### 5.8.4.7 International Training and Certification for Partners

With the support of Datalab's consultants and product managers, the Academy organized a training event in Brčko; some training courses were aimed at an international audience, others at a local one.

Over 20 partner companies and many Datalab employees from the whole region attended the event.

The following international and local training courses and certifications took place: ZEUS international boot camp, Brčko (26 to 27 January 2012), MF international boot camp, Brčko (27 to 28 January 2011), Sales boot camp, part 2, Brčko (28 to 29 February 2012), ARES boot camp, Brčko (5 to 6 April 2012), New partner boot camp, Slovenia (modules System, PANTHEON General, Orders, Goods, VAT and ZEUS, 12 to 23 March 2012), training and certification for VAT (26 August to 28 November 2011), ARES boot camp, Slovenia (10 to 17 November 2011), MF boot camp, Slovenia (19 to 20 October 2011), and SQL Server optimization (19 September 2011).

International boot camps, Brčko



### 5.8.5 PANTHEON TV – Video Instructions

The Datalab Academy Slovenia put all its efforts into creating an efficient and user-friendly self-learning tool. Using funds from the Feniks project we created online learning tools which can be accessed at any time from the comfort of your home or office. In FY 2011 we went a step further; we updated the video gallery and formed a true video portal, PANTHEON TV. It was first introduced in Slovenia, in FY 12 video production started also in Croatia, Bosnia, Serbia and Macedonia.

It is designed as a simple and user-friendly way of learning about PANTHEON. Users watch videos that guide them through the desired topic. Video instructions bridge a gap for those users which cannot personally visit our regular training courses or want to invest as little money and energy in them.

Online Video Gallery



To access video instructions and start learning, you have to visit the User Site (<https://usersite.datalab.eu>) where you can find video instructions for Slovenia, Croatia, Bosnia and Herzegovina, Serbia, and Macedonia.

User with an internet connection and the necessary hardware can watch instructional videos, recorded events, video tips

and business advice. All users have full and free access to the videos, which are currently available in five languages.

Users are generally more inclined to visit courses in person (as questionnaires filled out by participants show). Users are still rather reluctant to self-learning through videos and to bring up necessary discipline; questionnaires show they prefer videos as supplements to courses.

To motivate users to self-learning, new videos are regularly published as well as recorded courses.

News item as invitation to users to watch videos



Initially reluctant, users are starting to accept this approach; videos about new developments in PANTHEON are getting over 3000 views, some video categories even around 40,000 views, which is definitely a motivation to continue creating such content.

Most viewed video categories in FY 12

Category	Views	Category	Views
PanCon 2011	40450	Potni nalogi	12098
build 5553	38101	Proizvodnja	11691
build 5552	37054	Enostavna proizvodnja	11608
Program	33768	Novice in dogodki	11213
build 5554	30346	Kako začeti?	11016
build 5555	26957	Blagovno-materialno poslovanje	10681
build 5551	25570	Kadri	10465
PanCon 2006	23323	DDV	10326
PanCon	21583	Prijem	10066
build 5556	19248	IzoDog 2010	9876
DogDec 2010	17845	Denar	8840
PanCon 2008	16853	Nastavitve	8393
build 5550	16609	ZEUS	8248
Promocijski posnetki	16065	PanCon SA 2010	8155
PanCon 2007	15227	PANTHEON <b>Ynamcmea</b>	7613
Konference	14979	Blago	7488
Personalna mapa	14341	Pantheon LT/LX	7262
Izdavanje	12925	Plate	7102
build 5557	12833		

### 5.8.6 Investments in Strengthening the Knowledge of the User Community

We at Datalab Academy are aware that the use of PANTHEON knowledge is what helps boost trust in the PANTHEON brand and product line. For this purpose we offer to the entire user community an extensive set of knowledge tools which are available free of charge. They are available as:

- “Getting Started” training courses for beginners;
- recorded PANTHEON video instructions (“Getting Started”);



### 5.8.6.1 “Getting Started with PANTHEON” Training Courses for Beginners

We are aware that any start is difficult. It is difficult when starting to learn how to walk, swim, drive a car, etc. Besides willpower and desire to learn, you also need knowledge and skills.

For those of our users which will not read our user-friendly guides or try to learn using video instructions, we prepared an introductory free of charge training entitled Getting Started with PANTHEON.

It consists of three sections. The users are first introduced to:

- the program environment,
- general information about registers (basic settings, subjects, items, etc.),
- document types – settings and how they are used.

The courses deal with practical cases (participants follow the instructions given by the instructor on their computers). They are held every month and last 3 hours. Free introductory courses are organized twice per month. These introductory training courses are a must. They enable new users to get working with the program as soon as possible

### 5.8.6.2 Instructional Videos for Beginners

o make PANTHEON usage as easy as possible and bring it closer to users, we updated the extensive text documentation with instructional videos for beginners. The tasks presented in the manual and in video examples follow the business events of an imaginary company in a clear-cut and easy-to-understand way: from ordering and procuring materials from suppliers, warehousing and manufacturing, the shipping and sale of finished products to wholesale customers and end customers.

## 5.8.7 Informing the PANTHEON Community about Training Activities of the Datalab Academy

### 5.8.7.1 PANTHEON News



PANTHEON e-News

The PANTHEON community is informed about training activities of Datalab Academy in PANTHEON e-News which are sent out monthly. It contains a monthly training course schedule and other news and information. Twice per year we make a print version of the News.

### 5.8.7.2 Monthly Notifications of the Academy

Notifications about the Academy's current training activities are sent out monthly. Included are:

- training schedule for the current month,
- course program,
- dates and prices.

Readers are also directed to the Academy section of Datalab's web site <http://www.datalab.si/podpora/izobrazevanja-in-tecaji/>

### 5.8.7.3 Notifications to Course Participants

At the Academy, we are aware about the importance of post-sales activities related to sales and training services. All participants who sign up for training courses taking place in the Academy's classrooms and at other venues are notified regularly. The notifications contain information about the course's location and time. Moreover, we always provide participants with a map to the location, inform them about terms of payment and about the training sign-up and sign-off clause.



Notification about a course

### 5.8.7.4 Notifications at the User Site

The User Site contains notifications about the Academy's activities in two sections: News and Events.

We keep users constantly informed about various training options through emails, web sites and printed matter.

In the News section we publish short motivational calls-to action. The Events section contains schedules, programs and prices.



News item about an event in BiH

## 5.9 NOTABLE EVENTS IN THE FISCAL YEAR 2012 (1 JULY 2011 TO 30 JUNE 2012)

---

### JULIJ 2011

- Unaudited data from the balance sheet and profit/loss statement for Datalab Tehnologije, d. d., and Datalab SI, d. o. o., were published.
- Talks with the other venture fund were started; within the following 60 days, economic, legal, tax and financial due diligences were completed.
- Management changes: David Čeplak became managing director of Datalab SI, d. o. o.; then managing director of Datalab Croatia Igor Sigmundović became Chief Operations Officer in Datalab Tehnologije, d. d.; the new managing director of Datalab Croatia became Tihomir Stričević, until then director of Excel Computers, Osijek.

### AUGUST 2012

- We participated at the Fair of Agriculture and Food AGRA in Gornja Radgona; at the stand of the Chamber of Agriculture and Forestry, Executive Director Andrej Mertelj and FA Product Manager Klavdija Kopač Zagožen were presenting PANTHEON Farm Accounting.

### SEPTEMBER 2011

- The 24,000th PANTHEON license was sold on 14 September.
- Datalab was a silver sponsor at the Accounting Week, traditionally organized by the Institute of Accounting. There, Simon Klemen, Product Manager for the Financials module, had a presentation titled »Preparing consolidated financial statements in international business«.
- Talks with the venture fund about valuation were continuing; the documentation about implementation was getting started; the possibilities about the suggested financial instrument were being sorted out.
- We had the traditional Datalab sailing trip in the Kornati archipelago. As usual, we used the sailing trip to forge plans for the future, had workshops for individual modules, and strengthened ties between employees and partners from the whole region.

### OCTOBER 2011

- The business cooperation with Blue Soft that had started on 15 July 2010 was terminated on 5 October 2011.
- Datalab was the gold sponsor at the Congress of Accounting Firms in Portorož.
- A boot camp for the manufacturing module was organized for the whole Datalab group.
- Implementation documents for the capital increase were finalized, representations and warranties were specified, and the results of the first quarter were thoroughly reviewed.
- An agreement has been signed with Renault Serbia to implement PANTHEON with all their larger resellers.
- Datalab presented itself to participating students at the University Programming Marathon, organized annually by the Faculty of Electrical Engineering and Computer Science in Maribor.

### NOVEMBER 2011

- Datalab organized a press conference presenting results and future plans.
- At the Days of Entrepreneurship, organized annually at the Technology Park Ljubljana by the company Data, Andrej Mertelj had a talk titled: »Datalab went public. Then the recession hit. What now?«

- On 25 November, we organized the PANTHEON Conference for Accountants at the Ljubljana Exhibition Center with over 300 participants.
- Reworked features of PANTHEON LX and LT.
- Launched the mobile application Mobile Travel Management.
- Datalab donated two personal computers to a kindergarten in Tržič so that the children can learn the basics about computers.

#### **DECEMBER 2011**

- The 25,000th PANTHEON license was sold to the Serbian company The One, who received that license for free as a prize.

#### **JANUARY 2012**

- Organized the ZEUS international boot camp in Brčko (26-27 January 2012).
- Andrej Mertelj was guest in the TV program about entrepreneurship Prava ideja.

#### **FEBRUARY 2012**

- International training with practical workshops in Brčko (28-29 February 2012).
- PANTHEON Farm Accounting was presented at CeBit at the Slovene national pavilion.

#### **MARCH 2012**

- We presented PANTHEON Basic and Hosting at the conference Minimum IT for small and midsize businesses.

#### **APRIL 2012**

- Organized the ARES international boot camp in Brčko (5-6 April 2012).
- Andrej Mertelj had a talk for students at the Ljubljana Faculty of Economics titled »PANTHEON – where architecture and form support functionality«. He also revealed some useful advice for a more transparent business.
- The April release changed how PANTHEON license are protected. Since then, one PANTHEON serial number can only be used on one SQL Server instance.
- At the Days of Slovenian Informatics between 16 and 18 April in Portorož, Datalab had two presentations: Borut Puklavc, together with Matej Šircelj from Faculty of Computer and Information Science, talked about mobile solutions as extension to ERP systems. The second presentation was also held by Borut Puklavc, this time together with Simon Mastnak of the company Maset consulting, who presented annual report automation.
- The 26,000th PANTHEON license was sold.

#### **MAJ 2012**

- PANTHEON Farm Accounting was presented at the 79th International Agricultural Fair in Novi Sad.

#### **JUNIJ 2012**

- We organized the 7th PANTHEON Conference which acted also as a charity fundraiser. A part of each participation fee was donated to the youth care center Malči Beličeve.
- The demo version of PANTHEON Farm Accounting was released.
- PANTHEON 4pad has been launched, allowing access to PANTHEON with tablets and smartphones.

## 5.10 NOTABLE EVENTS IN THE FISCAL YEAR 2013 (AFTER 1 JULY 2012)

---

### JULY 2012

- On 31 July 2012, Datalab signed a long-term 2 million euro loan contract with the SID bank for financing the project PANTHEON Feniks III. This project is the next step in the development of PANTHEON, allowing its use in the cloud and extending its usability to new market segments.
- The 27,000th PANTHEON license is sold.

### AUGUST 2012

- We presented PANTHEON Farm Accounting at the Fair of Agriculture and Food AGRA in Gornja Radgona to the fair's visitors from neighboring countries.

### SEPTEMBER 2012

- We organized the PANTHEON Conference in Macedonia. It was titled »Recent trends in e-business«. The Conference was opened by Executive Director Andrej Mertelj and Sašo Jovanovski, director of Datalab Macedonia. Together with colleagues, they presented what's new in PANTHEON in the past year and what is planned for the future.

### OCTOBER 2012

- Datalab was together with the company Žejn gold sponsor at the 14th Accounting Firm Congress in Portorož 9-10 October. We presented key benefits and new features for accounting work in PANTHEON.
- Datalab sponsored the University Programming Marathon at the Faculty of Electrical Engineering and Computer Science in Maribor. Andrej Mertelj also addressed the participants.
- The 28,000th PANTHEON license is sold

## 5.11 PLANS FOR THE FISCAL YEAR 2013

---

A significant improvement of the user experience with PANTHEON and the support ecosystem is planned.

We are transitioning to Unicode and new developer tools. Refactoring will continue. We will try to be as current and proactive with legislation changes as possible.

We will develop a module for PANTHEON Farm Accounting for mobile (on-site) data capture/input and a feedback system to gather and implement user suggestions.

The number of users using the hosted e-accounting system will be increased. Hosting centers will launch in Macedonia, Croatia and Serbia.

A 30-90% revenue growth in single segments in all markets is expected.

competitors will become associates. Building upon development, accounting and education partnerships will continue.

Expansion of the User Site will continue; content that reduces the cost of software use will be added.

The employee profit sharing scheme will be extended. In FY 13, such schemes will take effect also in subsidiaries.

## 5.12 RISK MANAGEMENT IN THE GROUP

Even though the group and the companies within it are small, risk management is one of the basic fields that every business must constantly develop. The most important and most likely risks have been identified and sorted by importance and probability. Internal control mechanisms have been revised, and risk monitoring and management methods have been devised. The objective of risk management is the identification of risks and using them to one's own advantage.

Risks have been divided into business risks and financial risks, as shown below.

### 5.12.1 Business Risks

Area of risk	Description	Treatment	Exposure
Recession	Risk of small companies going out of business, thus reducing Datalab's installed base; smaller budgets.	Positioning: business intelligence as a tool for reducing costs. Increased consolidation of competitors into the group. Attract more users with e-accounting and hosting.	High
Intellectual property	Risk of software patents and legal actions.	Active participation against software patents.	Low
Development process	Risk of not bringing product development to a conclusion.	Project-oriented processes, supervision of development, process optimization.	Low
Reliability of suppliers and business partners	Risk of non-competitive or interrupted deliveries.	Constant supervision of contractual agreements.	Moderate
Competition	The emergence of new or strengthening of existing competitors. Competitors drastically lowering their prices to keep their sales up.	Monitoring the competition; constant improvements to the business model (e.g. installment plans for customers, partnership benefits) and products (not lowering the pace of software development). Shift from CAPEX to OPEX in PANTHEON Hosting.	Moderate
Technological obsolescence	Risk of non-competitive product due to technological obsolescence	Constant development; new product generation roughly every four years.	Low
PfC partners fail to perform	PfC partner (see 5.3.2) does not achieve the contractually agreed goals	The PfC program is a variant of the so-called earn-out, where the partner gets a part of the revenue generated together. The risk for the company is usually just a flat sum in the amount of ca. 3-5% of planned revenue.	Low
Drop in capacity of the Partner Network	Drop in the number of partners or capacity overload due to existing projects.	Expanding the partner network; reducing the time spent for support and implementation. Establishing EDU partnerships with educational institutions. Liberalization of support services (accounting firms, self-employed consultants, peer support).	Moderate

### 5.12.2 Business Risks

Area of risk	Description	Treatment	Exposure
Drop in stock price	Lower demand for financial instruments due to financial crisis.	Intensifying communication with analysts and investors, presenting opportunities in the recession and emphasizing mid-term growth potential. Current shareholders not willing to sell below value.	High
Insufficient loan sources	Risk of significantly reduced access to loans.	Selling long-term lease contracts; using other financial instruments (bonds) for refinancing lease sales. Taking advantage of the national loan guarantee scheme.	Moderate
Changing interest rates	Risk of changed conditions for taking out and financing loans.	Long-term loans with fixed interest rates.	Moderate
Credit Risk	Risk of customers' non-payment.	Withdrawing services, blocking software use, debt collection, securing payments.	High
Reduced Liquidity	Risk of not being able to settle current obligations.	Planning in monitoring liquidity and properly managing lines of credit. Reducing outstanding payments. Stricter monitoring of subsidiaries' debts.	Moderate
Property damage	Risk of fire, explosion, halted operations.	Proper insurance. Saving data in a remote digital locker on a daily basis.	Low

### 5.13 CORPORATE SOCIAL RESPONSIBILITY

Even though a company's basic purpose is generating profit for its stakeholders, the way in which it sets out to achieve this goal is also important. A company's activities must produce positive effects for its clients, partners, employees and their families, and the community. Datalab and other companies in the group respect the principles of corporate social responsibility:

- fair and equal treatment of all employees;
- ethical and fair business practice;
- respect of basic human rights;
- environmental consciousness;
- good relations with the local community and society in general;
- giving back and support to the community.

Datalab sponsored the University Programming Marathon at the Faculty of Electrical Engineering and Computer Science in Maribor. Borut Puklavec, ZEUS Product Manager, addressed the contestants and talked about a programmer's work at Datalab.

The PANTHEON Conference in July 2012 was also a charity fundraiser: a part of each participant fee went to the youth care center Malči Beličeve. A total of 7,677 euros were donated, allowing the children an unforgettable vacation.



In April 2012, we sponsored an expedition of young mountaineers called Freeapproved. They spent a month in Alaska with the intent of climbing some unnamed and unclimbed peaks, climbing some new routes, perform measurements on a glacier, and record a documentary titled Aurora Polaris, planned to be shown in November.

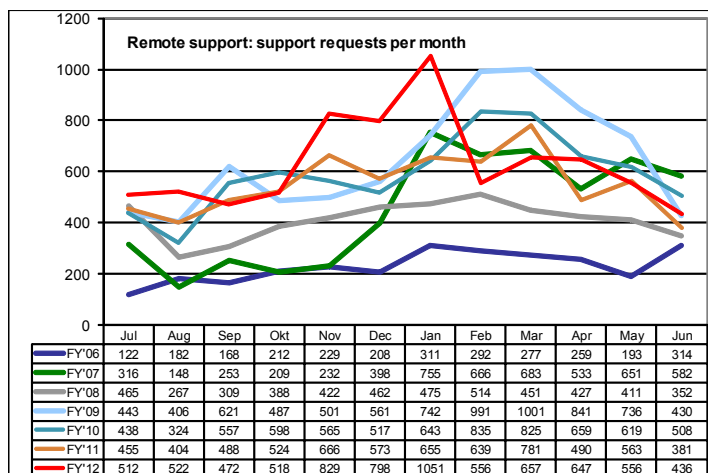
We annually pay a members' fee for LUGOS (open source community) at the Slovenian Institute for Standardization supporting the open source movement.

For more information on corporate social responsibility visit <http://www.datalab.si/o-podjetju/druzbeno-odgovornost/>.

## 5.14 SUSTAINABLE DEVELOPMENT AND ENVIRONMENTAL POLICY

Datalab is very conscious of the environment. Even though its work takes place in a "clean" industry that does not directly produce huge amounts of pollutants, through a sound environmental policy, we can actively contribute to saving the planet.

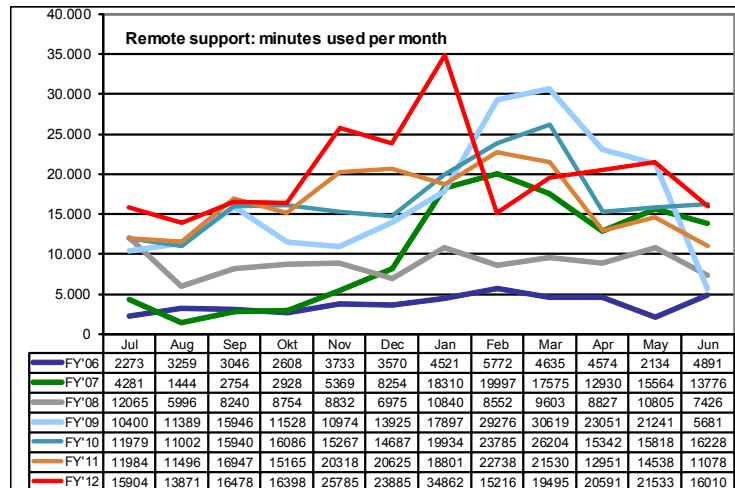
Datalab is a large user of energy, most of which is used for powering computers and air conditioning. To reduce the negative impact, all of Datalab's computers are EPA certified, and its computer monitors use power saving features. The single largest power users are servers and server room air conditioning. In FY 12, virtualization and network attached storage allowed us to replace the last solely physical servers, thus significantly decreasing power use for server operation and cooling.



In FY 09 we started with weekly and monthly Skype conferences of the group's directors; this year we started doing the same for all meetings. Teleconferences (Skype, ISL Group) allow teams to function over remote locations and make it possible to geographically spread out development. This lowers the need for



physical presence (e.g. visiting a subsidiary, meetings) and improves communications all over the organization. Web conferences are now used to hold weekly meetings of subsidiary directors, weekly meetings of the Development Team, and monthly meetings of the Development Team, the Support Team and their colleagues in other countries. Environmental Sustainability Dashboard in PANTHEON is used for monitoring consumption of electricity and cost of heating and cooling.



In most cases, support providers drove by car to clients. Because of this, a remote support system was introduced in 2006. This eliminates the need to go to clients in person and saves time and money.

This cuts the transportation costs of our entire Partner Network and reduces carbon dioxide emis-

sions. The Service Desk for Hosting will also be based on this proved technology, allowing problems to be solved remotely.

Datalab recycles paper and plastic packaging. Toners and waste electronic equipment are also properly disposed of. Employees are encouraged not to waste paper and energy.

### 5.14.1 Participation in Organizations

Datalab actively participates in various Slovenian and international organizations and standards bodies.

Andrej Mertelj, Executive Director of Datalab Tehnologije, d. d.:

- is the chairman of the Information and Communication Technologies Association at the Chamber of Commerce and Industry;
- is the president of KODA.SI, which is the association of software developers at the Chamber of Commerce and Industry; Datalab is the organization's co-founder;
- Datalab is a founding member of the Technology Platform for Software and Services with NESSI's (Networked European Software & Services Initiative) Slovenia branch; Datalab is the organization's co-founder.

Foundation of an expert group for B2G issues regarding data submission to the Tax Administration came to a halt due to lack of interest shown by the Association (GZS-ZIT).

We successfully completed the project and set out new areas for future development as a test partner chosen by the Ministry of Public Administration in the project for further automation of the electronic submission of employee forms.

Datalab has got a seat in the ICT section of the Slovenian Standardization Institute.

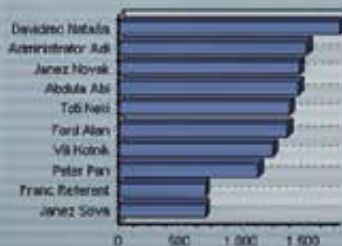
The national forum for e-business with the Chamber of Commerce and Industry works on standardization and popularization of e-business between business and government institutions. tronskega poslovanja med pravnimi subjekti in državnim okoljem.

Naziv: Pregled proizvodnje

Prirzeka  Podrobn

12 12:00

Top 10 delavcev



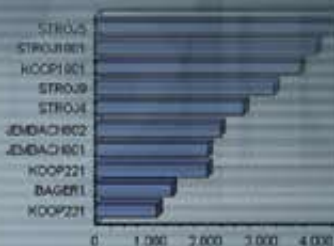
Top 10 delavcev po opravljenih urah v zadnjem letu.

Struktura nezaključenih DD



Stanje nezaključenih delovnih nalogov po statusih.

Top 10 resursov



Top 10 resursov po opravljenih urah v zadnjem letu.

Proizvodnja posameznih izdelkov vrednostno

Ident	Naziv	Vrednost
ARTIKEL1	Artikel prvi	800.215,00
ARTIKEL2	Artikel drugi	652.144,00
IZDELJEK1	Izdeljelek 01	56.575,35
IZDELJEK2	Izdeljelek 01	41.594,20
IZDELJEK3	Izdeljelek MF 01 02	41.042,60
IZDELJEK4	Izdeljelek 01	3.577,95
IZDELJEK5	Izdeljelek MF 01 01	2.900,07
IZDELJEK6	Izdeljelek MF 02	2.879,77
IZDELJEK7	Izdeljelek MF 01	1.730,54
IZDELJEK8	Izdeljelek MF 01	1.005,97
IZDELJEK9	Izdeljelek MF 01	650,00

Poraba posameznih materialov vrednostno

Ident	Naziv	Vrednost
MATERIALMFSN02	Material MF SN 02	200.591,65
POKIZDELJEKSN01	Polizdelek SN 01	202.909,60
MATERIAL02	Material 02	192.021,02
MATERIALMF01	Material MF 01	181.528,40
SEST01	Sestavni del 01	151.109,89
MATERIAL01	Material 01	9.804,20
MATERIAL03	Material 03	9.757,88
POKIZDELJEKMF01	Polizdelek MF 01	9.590,91
MATERIALSN01	Material SN 01	8.454,73
MATERIALMFSN01	Material MF SN 01	7.305,15
MATERIALMF02	Material MF 02	5.277,89

# 6

## Statement of the management board of the controlling company

Management board of Datalab Tehnologije, d.d. is responsible for drawing up annual report of the controlling company and Datalab Group and financial statements which give a true and honest picture of property balance and consolidated profit and loss account to the interested public for year 2012. The controlling company's management board declares:

- that the consolidated financial statement have been prepared under the assumption that Datalab Tehnologije, d. d., and its subsidiaries will continue their business in the future;
- that the chosen accounting policies have been applied consistently and that any accounting policy errors have been disclosed;
- that accounting estimates have been prepared in a fair and well-considered manner and in accordance with the principles of precaution and sound governance;
- that consolidated financial statements which include explanatory notes intended for Datalab Group have been drawn up in accordance with the legislation in force and the International Financial Reporting Standards (IFRS).
- that the business report contains a fair view of the development and results of the Group's operations and its financial standing, including a description of the risks that the companies included in the consolidation are exposed to as a whole.

The company management board is also responsible for proper accounting, adoption of appropriate measures for protection of property and prevention and detection of frauds, and other irregularities or illegal activity.

With this statement the controlling company's management board approves consolidated financial statements for year 2012 for publication.

Ljubljana, 22 October 2012  
Executive Director  
Andrej Mertelj



## 6.1. CONSOLIDATED COMPREHENSIVE INCOME OF THE DATALAB GROUP OF COMPANIES FOR THE PERIOD FROM 1 JULY 2011 TO 30 JUNE 2012

Item	Note	FY 12	FY 11
Sales	7	4.190.266	3.662.567
Other operating revenue	7	1.750.057	1.486.121
<b>Gross operating income</b>		<b>5.940.323</b>	<b>5.148.688</b>
Cost of materials, goods and services	8	2.049.336	1.556.637
Labor costs	9	2.217.248	1.928.688
Depreciation		1.018.107	855.433
Revalued operating expenses for intangible and fixed assets			59.907
Revalued operating expenses associated with current assets		71.969	71.312
Other operating expenses		25.625	82.018
<b>Operating profit/loss</b>		<b>558.038</b>	<b>594.693</b>
Financial revenue	10	84.902	103.996
Financial expenses	11	238.111	172.393
<b>Net financial profit/loss</b>		<b>-153.209</b>	<b>-68.397</b>
Other revenue		38.824	5.355
Other expenses		6.079	4.032
Tax on income	12	10.121	24.887
Deferred taxes	13	110.629	19.395
<b>Net operating profit/loss for the fiscal year</b>		<b>538.082</b>	<b>522.127</b>
<b>Net operating profit/loss from continuing operations</b>		<b>507.948</b>	<b>522.127</b>
Net operating profit/loss from discontinued operations		30.134	
Change in surplus arising from revaluation of intangible and fixed assets			
Change in surplus arising from revaluation of financial assets held for sale			
Profit and loss arising from conversion of financial statements of foreign companies		2.292	-127
Actuarial gains and losses of defined benefit plans			
Other components of comprehensive income			
<b>Total comprehensive income for the period</b>		<b>540.374</b>	<b>522.000</b>
Total comprehensive income for the period attributed to majority owner		551.220	504.401
Total comprehensive income for the period attributed to minority owners		-10.846	17.599
<b>Weighted average number of shares</b>		<b>1.650.559</b>	<b>1.621.327</b>
Basic net profit/loss per share		0,33	0,32
Extended net profit/loss per share		0,33	0,32
<b>Continuing operations</b>			
Basic net profit/loss per share		0,31	0,32
Extended net profit/loss per share		0,31	0,32
<b>Discontinued operations</b>			
Basic net profit/loss per share		0,02	0
Extended net profit/loss per share		0,02	0

## 6.2 CONSOLIDATED BALANCE SHEET OF THE DATALAB GROUP OF COMPANIES AS OF 30 JUNE 2012

Item	Note	2012	2011
<b>ASSETS</b>			
Property, plant and equipment	15	308.849	258.819
Intangible assets	16	4.911.213	4.369.572
Long-term financial investments	17	1.249	1.249
Long-term operating receivables	18	126.645	257.232
Long-term deferred costs and accrued revenue	19	30.173	42.393
Deferred tax assets	20	178.853	68.224
<b>Fixed (non-current) assets total</b>		<b>5.556.982</b>	<b>4.997.489</b>
Inventories	21	44.823	8.150
Short-term financial investments	22	146.508	139.921
Short-term operating receivables	23	1.153.966	1.070.683
Cash and cash equivalents	24	163.344	102.721
Short-term deferred costs and accrued revenue	25	137.052	113.293
Assets held for sale			
<b>Current assets total</b>		<b>1.645.693</b>	<b>1.434.768</b>
<b>Assets total</b>		<b>7.202.675</b>	<b>6.432.257</b>
<b>EQUITY</b>			
	26		
Share capital		2.041.009	1.965.441
Capital surplus		315.153	258.722
Translation reserve		2.649	357
Profit reserves		196.545	196.545
Retained net profit/loss		845.244	447.431
Net operating profit/loss for the fiscal year		548.928	504.528
Equity of minority owners		72.434	87.430
<b>Total equity</b>		<b>4.021.962</b>	<b>3.460.454</b>
<b>LIABILITIES</b>			
Long-term financial liabilities	27	879.247	938.429
Long-term operating liabilities	28	4.768	2.185
Allocations	29	40.452	14.622
Long-term accrued costs and deferred revenue	30	354.758	559.217
<b>Long-term liabilities total</b>		<b>1.279.225</b>	<b>1.514.453</b>
Short-term financial liabilities	31	817.728	580.357
Short-term operating liabilities	32	836.551	692.600
Accrued costs and deferred revenue	33	247.209	184.393
Liabilities held for sale			
<b>Short-term liabilities total</b>		<b>1.901.488</b>	<b>1.457.350</b>
<b>Liabilities total</b>		<b>3.180.713</b>	<b>2.971.803</b>
<b>Equity and liabilities total</b>		<b>7.202.675</b>	<b>6.432.257</b>

### 6.3 CONSOLIDATED STATEMENT OF CHANGES IN EQUITY FOR THE DATALAB GROUP OF COMPANIES FOR THE PERIOD FROM 1 JULY 2011 TO 30 JUNE 2012

	Share capital	Capital surplus	Legal reserves	Reserves for own shares	Own shares and interests (as deduction item)	Translation reserve	Retained net profit	Net profit for the fiscal year	Equity of minority owners	Total
A. Initial balance for the period	1.965.441	258.722	196.545	61.351	-61.351	357	447.431	504.528	87.430	3.460.454
B. Changes in equity – transactions with owners	75.568	56.431	0	0	17.276	0	-123.991	0	-4.148	21.136
a) Subscription of called-up share capital	75.568	55.588								131.156
b) Disposal or withdrawal of own shares and own interests		843			17.276					18.119
c) Purchase of own shares and interests										
č) Dividend payout							-94.662			-94.662
d) Other changes in equity							-29.329		-4.148	-33.477
C. Total comprehensive income for the period	0	0	0	0	0	2.292	0	548.928	-10.846	540.374
a) Net profit/loss for the period								548.928	-10.846	538.082
b) Other components of comprehensive income for the period						2.292				2.292
Č. Movements within equity	0	0	0	-17.276	0	0	521.804	-504.528	0	0
a) Allocation of remaining part of net profit of the comparative reporting period to other components of equity							504.528	-504.528		0
b) Allocation of part of net profit for the period to other components of equity by decision of bodies of management and control										0
c) Release of reserves for own shares and interests and their allocation to other components of equity				-17.276			17.276			0
D. Closing balance for the period	2.041.009	315.153	196.545	44.075	-44.075	2.649	845.244	548.928	72.436	4.021.964

## 6.4 CONSOLIDATED STATEMENT OF CHANGES IN EQUITY FOR THE DATALAB GROUP OF COMPANIES FOR THE PERIOD FROM 1 JULY 2010 TO 30 JUNE 2011

in EUR	Share capital	Capital surplus	Legal reserves	Reserves for own shares	Own shares and interests (as deduction item)	Other profit reserves	Retained net profit	Net profit for the fiscal year	Equity of minority owners	Total
<b>A. Initial balance for the period</b>	444.493	2.686	44.450	429	-429	484	1.837.378	447.070	70.660	2.847.221
<b>B. Changes in equity – transactions with owners</b>	20.948	256.036	0	0	-60.922	0	-124.000	0	-829	91.233
a) Subscription of called-up share capital	20.948	235.825								256.773
b) Disposal or withdrawal of own shares and own interests		20.211								20.211
c) Purchase of own shares and interests					-60.922					-60.922
č) Dividend payout							-124.000			-124.000
d) Other changes in equity									-829	-829
<b>C. Total comprehensive income for the period</b>	0	0	0	0	0	-127	0	504.528	17.599	522.000
a) Net profit/loss for the period								504.528	17.599	522.127
<b>b) Other components of comprehensive income for the period</b>						-127				-127
<b>Č. Movements within equity</b>	1.500.000	0	152.095	60.922	0	0	-1.265.947	-447.070	0	0
a) Allocation of remaining part of net profit of the comparative reporting period to other components of equity							447.070	-447.070		0
b) Allocation of part of net profit for the period to other components of equity by decision of bodies of management and control	1.500.000		152.095				-1.652.095			0
c) Establishment of reserves for own shares and interests from other components of equity				60.922			-60.922			0
<b>D. Closing balance for the period</b>	1.965.441	258.722	196.545	61.351	-61.351	357	447.431	504.528	87.430	3.460.454

## 6.5 CONSOLIDATED CASH FLOW STATEMENT OF THE DATALAB GROUP OF COMPANIES FOR THE PERIOD FROM 1 JULY 2011 TO 30 JUNE 2012

in EUR	FY 12	FY 11
<b>Cash flow from operations</b>		
Net profit/loss	538.082	522.127
Adjustments for:		
Revalued operating revenue and expense	470	138.043
Depreciation of property, plant and equipment	82.117	35.468
Depreciation of intangible assets	935.990	819.965
Net financial profit/loss	234.195	86.927
	<b>1.790.854</b>	<b>1.602.530</b>
Change in operating receivables, deferred costs and accrued revenue	-43.254	375.494
Change in inventories	-36.673	-846
Change in short-term operating liabilities, accrued costs and deferred revenue	261.615	-372.485
Change in provisions		0
Change in deferred tax assets	-110.629	-19.395
	<b>1.861.913</b>	<b>1.585.298</b>
Interest received	36	1.581
Interest paid	-166.964	-88.508
Paid tax on profit	-10.121	-29.700
<b>Net cash flow from operating activities</b>	<b>1.684.864</b>	<b>1.468.671</b>
<b>Cash flow from investing activities</b>		
Expenses for acquiring intangible assets	-1.485.824	-1.336.257
Expenses for acquiring property, plant and equipment	-140.653	-233.620
Expenses for acquiring investments	-78.607	-180.283
Cash receipts from investments	4.753	
Cash receipts from loans		107.448
Cash receipts from disposal of intangible assets		0
Cash receipts from disposal of fixed assets		0
<b>Net cash flow from investing activities</b>	<b>-1.700.331</b>	<b>-1.642.712</b>
<b>Cash flow from financing activities</b>		
Cash receipts from issuing equity		0
Expenses for repayment of capital		-60.922
Expenses for dividend payouts and other profit shares	-94.662	-99.013
Cash receipts from long-term financial liabilities	535.253	330.330
Cash repayments of long-term financial liabilities	-146.631	-71.940
Cash receipts from short-term financial liabilities	504.000	520.656
Cash repayments of short-term financial liabilities	-721.870	-491.766
	<b>201.615</b>	<b>127.345</b>
Net cash flow from financing activities	60.623	-46.696
Net change in cash and cash equivalents	102.721	149.417
<b>Cash and cash equivalents at the beginning of the year</b>	<b>163.344</b>	<b>102.721</b>
<b>Cash and cash equivalents at the end of the year</b>		







Sistem kazalnikov Model Zmajevskega

Kazalniki Zmajevskega posamično

Kazalnik	Vrednost
Kazalnik X1 - neto dobiček / celotna sredstva	0,30
Kazalnik X2 - celotni dolg / celotna sredstva	3,51
Kazalnik X3 - kratkor. sred. / celotna sred.	0,00

Kazalnik Zmajevskega

Kazalnik	Vrednost
Zmajevski	0,30

Možna polletna: leto: 2008

[Kazalnik]

Posamične kazalniki Zmajevskega po mesecih

Mesec	Zmajevski X1	Zmajevski X2	Zmajevski X3
1	0,30	3,51	0,00
2	0,28	3,20	0,00
3	0,26	2,90	0,00
4	0,25	2,70	0,00
5	0,24	2,60	0,00
6	0,23	2,55	0,00
7	0,22	2,50	0,00
8	0,21	2,50	0,00
9	0,21	2,50	0,00
10	0,20	2,50	0,00

Kazalnik Zmajevskega po mesecih

Mesec	Zmajevski
1	0,30
2	0,28
3	0,26
4	0,25
5	0,24
6	0,23
7	0,22
8	0,21
9	0,21
10	0,20

Če je kazalnik nižji od 0, se podjetje spretno v skupino tistih, ki imajo grobo zločilo. Če je kazalnik višji ali enak 0,5, se podjetje vrača v skupino tistih, ki imajo dober rezultat.

## 7

# Notes to the financial statements

## 7.1 REPORTING COMPANY

---

Datalab Tehnologije, d. d., Ljubljana, is a Slovenia-based publicly-traded company. It is listed at the Ljubljana Stock Exchange. Consolidated financial statements for the fiscal year ending 30 June 2012 include the company and its subsidiaries (hereinafter referred to as the Group).

The main objective of the Group is developing of a powerful and reliable ERP system for micro, small and midsize businesses, selling and implementing in international markets, and managing the partner network.

The Group's principal business activity is 58.290 – Other software publishing.

As of 30 June 2012, the Group had 113 employees.

The financial statements of the Group for the fiscal year ending 30 June 2012 have been approved by the management board on 30 October 2012.

## 7.2 BASIS FOR DRAWING UP THE STATEMENTS

---

### 7.2.1 Conformance Statement

The financial statements have been drawn up in accordance with IFRS, as adopted by the European Community, and interpretations of IFRIC, as adopted by the International Accounting Standards Board (IASB).

### 7.2.2 Basis for Measurement

The consolidated financial statements have been drawn up considering the original value, except in the following cases, where a fair value has been considered:

- financial derivatives,
- financial instruments at fair value through the operating results,
- financial assets available for sale,
- investment property,
- liabilities for payments in shares settled with cash.

The methods used to measure fair value are described in note number 3.4.

### 7.2.3 Functional and Presentational Currency

All financial statements in this annual report are in whole euros. There might be slight discrepancies with totals because of rounding.

### 7.2.4 Estimates and Assessments

When preparing financial statements in conformity with IFRS, the management is required to make estimates, assessments and assumptions that affect the use of accounting policies and the

presented value of assets, liabilities, revenues and expenses. Actual figures may vary.

Estimates and assumptions have to be constantly reviewed. Corrections to accounting estimates are acknowledged for the period for which the estimates are being corrected and all future years that are affected by the correction.

Uncertainty evaluations and decisive assessments prepared by the management in line with the accounting policy that most significantly affect figures in the financial statements are:

- note no. 19 – mergers;
- note no. 11 – measuring obligations for certain earnings;
- note no. 29 – provisions;
- note no. 37 – valuation of financial instruments and their impairment.

### **7.2.5 Fiscal Year**

The Group's fiscal year starts on July 1 and ends on June 30 in the following year.

## **7.3 ACCOUNTING POLICIES**

---

The accounting policies described below have been consistently applied for all periods that are presented in the financial statements herein.

Some comparative amounts have been reallocated to ensure coherence with the current year. The comparative profit/loss statement is repeated so that it seems like operations have been interrupted during the year. The comparative profit/loss statement is shown separately for each period to give a better overview.

### **7.3.1 Basis for Consolidation**

#### 7.3.1.1 Subsidiaries

Subsidiaries are companies controlled by the Group. Controlling means that the Group is able to decide on financial and operational matters of a company to obtain benefits from its operation. Any voting rights that can be exercised or traded are taken into account when assessing the extent of control. Subsidiaries' financial statements are included in consolidated financial statements from the day the control starts to the day it ends. Subsidiaries' accounting policies have been adapted to the Group's accounting policies where required.

#### 7.3.1.2 Operations not Included in Consolidation

Balances and unrealized profit and loss from operations within the Group are not included in consolidated financial statements. Unrealized profits from operations with jointly controlled companies are excluded to the extent of the Group's stake in those companies. Unrealized loss is excluded in the same way, provided no proof of impairment exists.

### **7.3.2 Foreign Currency**

#### 7.3.2.1 Foreign Currency Transactions

Foreign currency transactions are converted to the appropriate functional currency of the companies in the Group at the rate on the day of the transaction. Cash and liabilities expressed in foreign currency on the balance sheet date are converted to the functional currency at the going rate. Positive and negative exchange differences are differences between the amortized cost in the functional currency at the beginning of the period, adjusted for effective interest, and payments during the period and the amortized cost in foreign currency, converted at the rate at the end of

the period. Non-monetary assets and liabilities expressed in foreign currency and measured at fair value are converted to the functional currency at the rate on the day when the fair value has been measured. Exchange differences are recognized in the operating results, but not differences from converting equity instruments held for sale, non-financial liabilities for insurance against risks, or cash flow insurance against risks that are recognized directly in equity.

#### 7.3.2.2 Foreign Companies

Assets and liabilities of foreign companies, including goodwill and adjustment to fair value at acquisition, are converted to euros at the rate on the balance sheet date. Income and expense of foreign companies, except companies in hyperinflation economies, are converted to euros at the rate on the day of the conversion.

Income and expense of foreign companies in hyperinflation economies are converted to euros at the rate on balance sheet date. Prior to converting financial statements of foreign companies in hyperinflation economies, financial statements are converted and thus changes in general purchasing power of the local currency are taken into account. The conversion is based on price indexes as of the balance sheet date.

Exchange differences from the conversion are directly recognized in equity. From the day of the transition to IFRS, these differences are recognized in foreign currency translation reserve (FCTR). If a foreign company is disposed (partially or completely), the amount in the foreign currency translation reserve is transferred into the profit/loss statement.

Foreign currency profit and loss, based on monetary items in the form of receivables from or liabilities to a foreign company and the payment of which is not planned or intended in the near future, is treated like a part of net financial investments into a foreign business unit and is recognized directly in equity and translation reserve.

### **7.3.3 Financial Instruments**

The Group classifies its investments into the following categories: financial assets held for sale, financial assets at fair value through the operating results, and loans and receivables. The classification depends on the purpose for which the investment was acquired. In FY 12, the Group did not have any financial assets for sale and financial assets at fair value through the operating results.

### **7.3.4 Non-Derivative Financial Instruments**

Non-derivative financial instruments include investments in capital and debt securities, operational and other receivables, cash and cash equivalents, received and given loans, and operational and other liabilities.

Non-derivative financial instruments are initially recognized at fair value, increased by (instruments that are not recognized at fair value through the operating results) cost that is directly related to a transaction. After the initial recognition, non-derivative financial instruments are measured as described below.

Cash and cash equivalents consist of cash on hand and deposits on demand. Bank account overdrafts that can be settled on demand and are part of cash management in the Group are in the cash flow statement included in cash and cash equivalents.

Accounting of financial income and expense is described in 10. and 11.

### 7.3.5 Equity Capital

#### 7.3.5.1 Called-up Capital

Called-up capital of Datalab Tehnologije, d. d., appears as equity capital that is nominally specified in the company's articles of association, registered at court, and paid in by its owners. Dividends for common stock are recognized in equity in the period for which they were approved by the shareholder assembly.

#### 7.3.5.2 Reserves for Own Shares

If the parent company or its subsidiaries acquire a stake in the parent company, the paid amount including transaction fees without taxes is subtracted from equity as own shares, until those shares are withdrawn, re-issued or sold. If own shares are later sold or re-issued, all received payments excluding transaction fees and related taxes are included in equity.

### 7.3.6 Fixed Assets

Fixed assets (property, plant and equipment) are kept at their original cost, decreased by cumulative depreciation and cumulative loss due to impairment, except for land, which is presented at original cost, decreased by any impairments. Original cost includes all costs that can be directly attributed to the acquisition of a fixed asset. Maintenance and repairs as well as replacement and improvement of minor significance are recognized as expenses in the period they occur. Larger amounts are depreciated over the remaining useful life of a fixed asset or to the day of the next major renovations, whichever is sooner. The residual value and useful life of each fixed asset is checked annually and adjusted if necessary. The book value of a fixed asset is immediately partly written off to the recoverable amount, if the book value is greater than the estimated recoverable amount, and is recognized in the operating results.

Depreciation is calculated using straight-line depreciation, taking into account useful life as follows:

Asset	Depreciation rate in % since 1 July 2011	Depreciation rate in % before 30 June 2011
Buildings	2,5	-
Computers	50	50
Furniture and chairs	20	20
Vehicle equipment	20	20
Other equipment	10-25	10-25

Depreciation calculation starts when a fixed asset is ready for use; unfinished constructions are not depreciated.

Profit and loss from sale or deactivation of a fixed asset is determined by comparing sales revenue with book value. It is included in the operating results.

Fixed assets acquired through tenders are recognized as assets, but the amount of the subsidy is counted towards accrued costs and deferred revenue, which is then monthly decreased by the depreciation amount.

### 7.3.7 Intangible Assets

#### 7.3.7.1 Goodwill

Goodwill (or negative goodwill) is generated through acquisition of subsidiaries, affiliated companies and joint ventures.

#### 7.3.7.2 Acquisitions from the Day of the Transition to IFRS Onwards (including)

With acquisitions since January 1, 2006, goodwill pertains to the surplus or difference between the purchase cost and the Group's stake in the net fair value of determined assets, liabilities and contingent liabilities of the acquired company. If the surplus is negative (negative goodwill), it is directly recognized in the profit (loss) statement.

Intangible assets are initially measured at their original value.

#### 7.3.7.3 Other Intangible Assets

Intangible assets acquired through tenders are recognized as assets, but the amount of the subsidy is counted towards accrued costs and deferred revenue – government grants, which is then monthly decreased by the depreciation amount. The depreciation rate for such assets is the same as for assets that the Group purchases with own funds.

#### 7.3.7.4 Subsequent Cost

Subsequent expenses related to intangible assets are capitalized only when they increase future economic benefits which are derived from the asset to which the expenses pertain. All other costs, including trademarks and goodwill generated within the Group, are recognized in the operating results as expenses as soon as they occur.

#### 7.3.7.5 Depreciation

Depreciation is calculated using straight-line depreciation, taking into account useful life of intangible assets (except goodwill) and beginning when the asset is ready for use. Estimated useful life for the current year and a comparable year:

Asset	Depreciation rate in % since 1 July 2011	Depreciation rate in % before 30 June 2011
Intangible asset – PANTHEON	10	10
Intangible asset – FENIKS	25	25
Material rights and copyrights	50	50

### 7.3.8 Leased Assets

Leases where the Group assumes are major forms of risks and benefits related to asset ownership are regarded as financial leases. After initial recognition, a leased asset is presented in an amount equivalent to the fair value, or if it is less than that, the current value of the lowest total of lease payments. After initial recognition, assets are measured in accordance with accounting policies for such assets.

Other leases are treated as operating leases and, with the exception of investment property, leased assets are not recognized in the Group's balance sheet. Investment property under operating lease is presented in the Group's balance sheet at fair value.

### **7.3.9 Inventories**

Inventories of goods are initially valued at their original cost, composed of purchase price, import duties and direct procurement costs. The purchase price is decreased by any discounts. Direct procurement costs are transport costs, handling costs, transport insurance, goods tracking, intermediation costs and similar costs to the first warehouse if borne by the customer, and non-refundable duties. Purchase price discounts include those specified in invoices as well as those granted subsequently that pertain to a certain delivery.

Decrease in value of inventories in materials and small tools is charged to the cost of materials, while the decrease in value of goods is charged to the relevant operating expenses. Consumption of goods is accounted on the basis of the average cost method.

The cost of inventories includes the purchase price, customs and other duties (excluding those that are subsequently refunded by tax authorities), transport cost, handling and other costs, that can be attributed directly to the acquired goods, materials or services. Trade discounts, rebates and other similar items are deducted in determining the cost of purchase.

Consumption of materials is accounted on the basis of the method of average cost in the period.

The net realizable value is the estimated sale price achieved in normal operation, minus estimated cost of finishing and estimated cost of selling.

### **7.3.10 Impairment of Assets**

#### 7.3.10.1 Financial assets

The Group assesses the value of financial assets on the reporting date to determine if an objective sign of asset impairment exists. A financial asset is impaired if objective proof exists that one or more events led to a decrease in expected future cash flows from that asset.

Loss due to impairment related to a financial asset, presented at amortized cost, is calculated as the difference between the asset's carrying value and expected future cash flows, discounted at the original interest rate.

Trade receivables are presented at nominal value, decreased by proper adjustments for estimated unrecoverable amounts.

Receivables that are assumed not be settled on time or in full, are regarded as doubtful; if legal action has been initiated they are regarded as disputed.

Receivables are adjusted if the need arises, which is considered based on individual estimates of recoverability.

Loss due to impairment of financial assets held for sale is calculated according to an asset's current fair value.

For key financial assets, the estimation of impairment is performed individually. The impairment estimation of other financial assets is performed in groups according to common properties in risk exposure.

All impairment losses are presented in the Group's profit (loss) statement for the period. Any accrued loss related to financial assets held for sale that was recognized directly in equity is transferred to the operating results.

The loss due to impairment is derecognized if it can be objectively attributed to an event that occurred after the impairment has been recognized. For financial assets presented at amortized cost and financial assets held for sale, which are debt instruments, the derecognition of loss due to impairment is presented in operating results. Derecognition of financial assets held for sale that are equities are presented directly in equity by the Group.



### 7.3.10.2 Non-Financial Assets

On each reporting date, the Group checks the remaining carrying value of non-financial assets of the group, except biological assets, investment property, inventories and deferred tax assets, to determine any signs of impairment. If such signs exist, the asset's recoverable value is estimated. An estimate of the impairment of goodwill and intangible assets with an unspecified useful life that are not yet ready for use is performed on every reporting date.

The recoverable value of an asset or a cash-generating unit is its value in use or its fair value minus cost of selling, whichever is higher. When determining an asset's value in use, expected future cash flows are discounted to their current value at pre-tax rates that reflect current market assessments of the time value of money and the risks specific to the asset. To test for impairment, assets are grouped into the smallest possible groups that generate cash flow from permanent use, largely independent from those from other assets or asset groups (cash-generating units). To test for impairment, goodwill obtained from mergers is distributed to cash-generating units that are expected to benefit from the synergy of merging.

Impairment of assets or cash-generating units is recognized if their book value is greater than their recoverable value. The impairment is presented in operating results. Loss that is recognized for cash-generating units due to impairment is allocated in such a way that first the book value of goodwill allocated to a cash-generating unit is decreased, and then to other assets of the unit (group of units) in proportion to the book value of each asset in the unit.

Loss due to impairment of goodwill is not derecognized. For other assets, the Group assesses loss due to impairment in previous periods on the balance sheet date and thus determines if the loss has decreased or is not present at all. Loss due to impairment is derecognized if the assessments have changed based on which the Group determines an asset's recoverable value. Loss due to impairment is derecognized to the amount up to which the increased book value of an asset does not exceed the book value that would have been determined after subtracting depreciation, if no loss due to impairment had been recognized in previous years.

## **7.3.11 Employee Benefits**

### 7.3.11.1 Other Long-Term Employee Benefits – Allocations for Severance Pays and Long Service Rewards

The Group's net liability for long-term employee benefits is the sum of future benefits that employees have acquired for their services performed in the current and past periods. That amount of benefits is then discounted to determine its current value, and the decreased by the fair value of all related assets. The discount rate is the reported return of AA rated bonds the maturity of which is roughly the same as the maturity of the Group's obligations. The calculation uses the projected unit credit method. Any actuarial gains and losses are recognized in the operating results of the period of their occurrence.

### 7.3.11.2 Short-Term Employee Benefits

Liabilities for short-term employee benefits are not discounted and are presented as expenses after an employee's work related to a given short-term benefit is complete.

Liabilities are presented in the amount for which payment is expected in the form of a premium, payable within twelve months of finishing work, or a profit sharing scheme if the Group has a current legal or indirect commitment for such payments due to past work of an employee and the liability can reliably be measured.

### **7.3.12 Allocations**

Allocations are recognized when the Group has a current legal or indirect commitment due to past events if it is likely that settlement will require fund outflow and that the amount can reliably be estimated.

#### 7.3.12.1 Post-Employment Benefits

Employees are entitled to severance pay when they retire, which is recognized when they conclude their employment in accordance with the Employment Act. For severance pay upon retirement, the projected unit credit method (the method of imputing benefits in proportion to the performed work) is applied, and therefore the Group establishes provisions appropriate to the achieved length of service of employees. Actuarial valuation is performed on 30 June and is properly presented in operating results.

Severance pay upon retirement when due reduces the established provisions.

#### 7.3.12.2 Other Long-Term Benefits

Employees are entitled to long-term service rewards that are recognized when an employee reached a certain length of service. For severance pay upon retirement, the projected unit credit method (the method of imputing benefits in proportion to the performed work) is applied, and therefore the Group establishes provisions appropriate to the achieved length of service of employees. Actuarial valuation is performed on 30 June and is properly presented in operating results. Long service rewards when due reduce the established provisions.

### **7.3.13 Revenue**

#### 7.3.13.1 Sales of Products

Sales of products are recognized at fair value of the received payment or liability, decreased by refunds, rebates and quantity discounts. Revenue is presented when a customer assumes all major forms of risks and benefits related to asset ownership, when there is certainty about the ability to pay compensation and the related expenses or about the option for returning products, when the Group ceases to decide on sold products, and when the revenue amount can reliably be measured.

Transferring risks and benefits depends on the terms of the purchase contract. For goods sales, the transfer is generally made after the goods have arrived at the customer's warehouse, but for some international deliveries the transfer is made when the goods are loaded for transport.

#### 7.3.13.2 Sales or Services

Sales of services are recognized in operating results based on the service's stage of completion on the reporting date. The state of completion is assessed with a review of the completed tasks.

A majority of the Group's revenue is from sales of licenses and upgrade subscriptions. Apart from regular purchasing licenses outright, customers can also pay with a 5-year installment plan, or lease it for six years (hereinafter referred to as RLGS Agreements). Revenue from RLGS Agreements is composed of license fees, upgrades and financing.

Income from tenders, subsidies or grants is recorded by the Group at the signing of the contract and in the moment when their occurrence becomes certain.

Uncertainty evaluations and decisive assessments prepared by the management in line with the accounting policy that most significantly affect figures in the financial statements are:

- explanation on allocations and contingent liabilities;
- valuation of assets.

#### 7.3.13.3 Revenue from Rents

Revenue from rents and investment property is recognized in revenue on a straight line basis over the term of the rent. Any given rent-related incentives are recognized as a part of total revenue from rents.

#### **7.3.14 Government Grants**

Government grants are initially recognized in accounting statements as deferred revenue, if there is reasonable assurance that the Group will receive said grants and will fulfill the necessary requirements. Government grants received for covering costs are recognized strictly as revenue in the periods when said costs occur, that the grants should be covering. Grants related to assets are recognized in operating results strictly as other operating revenue in the useful life of an asset.

#### **7.3.15 Financial Leases**

Payments from financial leases are recognized as revenues on a straight line basis over the lease term. Any received lease-related incentives are recognized as a part of total expenses for leases.

The minimum lease payments due are distributed among financial expenses and decrease of outstanding debt. Financial expenses are distributed among periods over the lease term to get a fixed interest rate for the outstanding debt balance for each period. The Group presents contingent payments from financial leases in the amount that, when the lease is changed, the minimum lease payment for the remaining term is re-assessed.

Contingent payments from financial lease are presented when the contingent liability no longer exists and when the change in the financial lease's value is known, namely in the amount determined by reassessing the minimum lease payment in the remaining term of the lease.

#### **7.3.16 Financial Revenue and Financial Expenses**

Financial revenue consists of interest from investment (including financial assets held for sale), dividend revenue, revenue from disposal of financial assets held for sale, changes in fair value of financial assets at fair value through operating results, and gains from instruments for insurance against risks, which are recognized in operating results. Revenue from interest is recognized in operating results upon its occurrence using the effective interest rate method. Dividend revenue is recognized in operating results on the day the shareholder's right to payment is exercised, which is for listed companies generally the date when the right to current dividends ceases to be related to the share.

Financial expenses consist of borrowing costs, differences from recalculating allocation discounts, dividends from preferred shares presented among liabilities, changes in fair value of financial assets at fair value through operating results, loss due to impairment of financial assets, and loss from instruments for insurance against risks, which is recognized in operating results. Borrowing costs are recognized in operating results using the effective interest rate method.

Profit and loss from exchange differences are presented in net amounts.

### **7.3.17 Tax on Profit**

The tax on profit or loss in the fiscal year consists of current tax and deferred tax. The tax on profit is presented in operating results, except for the part pertaining to items that are presented directly in equity and is therefore presented in equity.

Current tax is the tax expected to be paid from taxable profits for the fiscal year, using the tax rates that have been enacted or substantively enacted by the reporting date, and any adjustments to tax liabilities related to past fiscal years.

Deferred tax is presented using the balance sheet liabilities method, whereby temporary differences between asset and liability book value for financial statements and amounts for tax reporting are taken into account. The following temporary differences are not included: initial recognition of assets or liabilities in transactions other than mergers that have no effect on accounting profits or taxable profits, and differences related to investments in subsidiaries and jointly-controlled companies in the amount that is likely not to be derecognized in the foreseeable future. Furthermore, the deferred tax is not presented if there are taxable temporary differences at the initial recognition of goodwill. Deferred tax is presented in the amount that is expected to be payable upon derecognition of temporary differences based on laws enacted or substantively enacted by the reporting date. The Group sets off deferred tax assets liabilities, if it has a legally enforceable right to set off recognized current tax assets and liabilities and if they pertain to the tax on profit levied by the same taxation authority in connection with the same taxable unit; or different taxable units that either intend to settle current tax liabilities and tax assets with a difference, or simultaneously recover assets and settle liabilities.

Deferred tax assets are recognized in the amount for which it is likely that a future taxable profit will be available that might be used to cover the deferred asset. Deferred tax assets are reduced by the amount for which it is not likely that asset-related tax reliefs can be claimed.

### **7.3.18 Earnings per Share**

For regular shares, the Group presents basic earnings per share and adjusted earnings per share. Basic earnings per share are calculated by dividing profit or loss belonging to common shareholders with the weighted average number of shares in the fiscal year. Adjusted earnings per share are calculated by adjusting profit or loss belonging to common shareholders and the weighted average number of shares in the fiscal year for the effect of all dilutive potential common stock, which represents convertible bonds and employee stock options.

### **7.3.19 Reporting by Segments**

A segment is a distinct part of the Group that deals with products and services (industry segment) or products and services in a given environment (geographical segment) and is subject to risks and yield different from other segments. Information by segments is presented by the Group's industry and geographical segments. The Group's report by segments is based on industry segments. The Group's industry segments are based on the Group's management and its internal reporting structure.

The prices of inter-segment transfers are measured on an arm's-length basis.

Operating results, assets and liabilities by segments contain items that can directly be attributed to a segment, and also those that can justifiably be allocated to a segment. Unallocated items mostly pertain to: investments (except investment property) and all related revenue, received and given loans and their related expenses, common assets (primarily company headquarters) and

expenses of the headquarters, and profit tax assets and liabilities.

A segment's investments in long-term assets consist of the total costs in the current fiscal year from the acquisition of fixed assets and intangible assets, excluding goodwill.

## **7.4 DETERMINING FAIR VALUE**

---

Considering the Group's accounting policies and breakdowns, many times a fair value of financial and non-financial assets and liabilities must be determined. The fair values of single asset groups for the purpose of measuring or reporting are determined herein. Additional explanations regarding assumptions for determining fair value are given along individual breakdowns of the Group's assets or liabilities.

### **7.4.1 Fixed Assets**

The fair value of fixed assets from business combinations is equal to their market value. The market value of immovable property is equal to the estimated value at which the property could be sold by a willing seller to a willing buyer at arm's length on the day of the valuation and after appropriate marketing. The market value of plant, equipment, furniture and fixtures is based on the offered market price of similar objects.

### **7.4.2 Intangible Assets**

The fair value of patents and trademarks acquired through business combinations is based on the estimated discounted future value of royalties, which will not need to be paid because the patent or trademark is already owned. The fair value of other intangible assets is determined by taking the current value of estimated future cash flows that are expected from their use or potential sale.

#### 7.4.2.1 Operating and Other Receivables

The fair value of operating and other receivables is calculated as the current value of future cash flows, discounted at market interest rates on the reporting date.

#### 7.4.2.2 Non-Derivative Financial Liabilities

The fair value is for reporting purposes calculated based on the current value of future payouts of the principal and interest, discounted at the market interest rate on the reporting date. In connection with the portion of liabilities from convertible bonds, the market interest rate is determined by comparing with similar liabilities that cannot be converted to equity. For financial leases, the market interest rate is determined by comparing with similar lease contracts.

## **7.5 FINANCIAL RISK MANAGEMENT**

---

The company does not use financial instruments. The company assesses financial risks within the following groups:

- credit risk,
- reduced liquidity,
- market risk.

This chapter discusses the company's exposure to said risks, its goals, policies and procedures for measuring and managing risks, and its handling of capital. Other quantitative disclosures can be found in the continuation of the Notes to the financial statements.

The management is fully responsible for establishing the company's framework for risk management. The finance and accounting department deals with risk measurement and management. The person responsible for finance and accounting reports to the executive director about activities in this field.

Risk management policies are designed to define and analyze risks that threaten the company, based on which proper restrictions and controls are set up, risks monitored and restrictions respected. Risk management policies and systems are regularly checked to reflect changes in market conditions and the company's activities. With training as well as standards and procedure for risk management, the company endeavors to develop a disciplined and constructive environment where all employees are aware of their roles and responsibilities.

The management board ensures that risk management policies and procedures are respected, and assesses the suitability of the risk management framework for the risks that the company faces.

### **7.5.1 Credit Risk**

Credit risk is the risk that the Group will suffer financial loss if a client or a contracting party in a financial instrument agreement fails to fulfill its contractual obligations. Credit risk arises primarily from the Group's receivables from clients and investment securities.

### **7.5.2 Operating and Other Receivables**

The Group's exposure to credit risk depends largely on the characteristics of individual clients. Client demographics and risk of non-payment with regard to the industry or country of a client do not have a significant effect on credit risk. Geographically speaking, there is no concentrated credit risk.

The finance and accounting department assesses each new client's creditworthiness before it is given standard terms of payment and delivery. The assessment factors in external ratings if they exist, and in some cases also bank references. The credit limit is set in the form of a maximum outstanding amount that need not be approved and is client-specific; credit limits are checked every four months. Clients that do not meet the Group's standard creditworthiness are required to make payments in advance.

The Group makes adjustments for impairments that represent estimated losses from operating and other receivables and investments. The main elements of adjustments are the special part of the loss, which pertains to single major risks, and the common part of loss, which is for groups of similar assets due to losses that have occurred but have not yet been identified. The adjustment for total loss is determined by factoring in historical data that pertains to statistics of payments for similar financial assets.

### **7.5.3 Guarantee**

In line with its policies and financial capacity, the Group issues financial guarantees only to wholly-owned subsidiaries.

### **7.5.4 Reduced Liquidity**

Liquidity risk is the risk that the Group might not be able to settle its financial obligations when due. The Group maintains maximum liquidity by having sufficient liquid assets to settle obligations in time, both in normal and troubled circumstances, without incurring unacceptable loss or reputation damage.

The Group has several credit lines for ensuring liquidity where it can draw from if the need arises.

### **7.5.5 Market Risk**

Market risk is the risk that fluctuations in market factors, such as interest rates, exchange rate and equity instruments, will affect the Group's revenue or value of financial instruments. The objective of market risk management is the control over exposure to market risks to a reasonable degree, while optimizing profits.

### **7.5.6 Currency Risk**

The Group is exposed to currency risk when buying, selling, lending and borrowing, specifically when making transactions in currencies other than the functional currency. The Group operates mostly with euros.

The significance of the key currency pair has changed since the introduction of the euro, because no currency pair fits into this category, but due to unbalanced foreign currency positions, some of the more important currency pairs have been identified that are geographically related to the Group's subsidiaries: euro/Croatian kuna, euro/Macedonian denar and euro/Serbian dinar. The company attempts to reduce currency risks by factoring them into markups, by balancing purchases and sales, with well-timed foreign currency coverage of inflows with outflows, and by taking out loans in the local currency.

### **7.5.7 Interest Rate Risk**

Interest rate risk is the risk that a financial instrument's value will fluctuate due to variable interest rates. The majority of the Group's debt instruments is bound to a fixed interest rate, therefore operations are not exposed to interest rate risk. Interest rate risk is reduced by adapting interest rates for assets to interest rates for liabilities; furthermore, simulations are performed on the balance sheet in regard to absorption of financing in relation to interest rate fluctuation.

### **7.5.8 Equity Risk**

The management board decided to keep equity large in order to build the trust of investors, creditors and the market, and to facilitate the Group's sustainable growth. The management board monitors the capital gains that the Group defined as net operating revenue, divided by the total shareholder's equity, excluding non-redeemable preferred shares and minority stakes. Also monitored is the dividend amount paid to common shareholders.

The Group endeavors to keep a balance between high yields supported by large loans and the benefits and security of a strong equity position.

The Group occasionally buys own shares, depending on the current market price of the share. In general, such shares are intended for profit sharing schemes. The decision for buying and selling shares is made by the risk management committee separately for each transaction. The Group does not have a special plan for buying own shares.

The Group did not change its equity management policies in this fiscal year.

Neither the parent company nor its subsidiaries are subject to equity requirements set by external entities.

## 7.6 REPORTING BY SEGMENTS

The Group considers that risks and returns from various activities in selling the ERP system PANTHEON are alike in their principal characteristics, that is why there is only one industry segment and two geographical segments. The primary reporting segment of the Group is the geographical segment. The two geographical segments are the Slovenian market and other foreign markets.

	Slovenia		Other markets		Consolidated	
	FY 12	FY 11	FY 12	FY 11	FY 12	FY 11
Revenue	3.722.068	3.245.808	2.341.981	2.012.231	6.064.049	5.258.039
Assets of the segment	6.193.059	5.469.320	1.009.616	962.937	7.202.675	6.432.257
Cost of fixed assets	9.549.223	8.146.099	455.558	431.952	10.004.781	8.578.051

Details about key business performance items by companies in the Group:

in euros	Datalab, d. d.	Datalab SI	Datalab HR	Datalab SR	Datalab MK	Datalab BA	Datalab MN
Revenue	3.840.052	1.876.290	708.890	637.314	384.434	565.015	182.642
Depreciation	989.216	978	10.047	9.579	4.260	3.635	392
Net profit/loss	570.743	14.096	2.057	-47.066	22.444	-36.878	12.686
% of net profit or loss/revenue	14,86%	0,75%	0,29%	-7,39%	5,84%	-6,53%	6,95%

Details about the stakes of the parent company in companies in the group (by companies and equity held):

in euros	Share	Investment value of Datalab, d.d., as of 30 June 2012	Capital of the individual company as of 30 June 2012
Investment into Datalab Tehnologije, d.o.o. – Croatia	51%	123.000	72.904
Investment into Datalab BH, d.o.o. – Bosnia and Herzegovina	51%	524	42.941
Investment into Datalab MK, d.o.o., – Macedonia	100%	38.832	64.491
Investment into Datalab SR, d.o.o. – Serbia	100%	5.000	54.622
Investment into Datalab MN, d.o.o. – Montenegro	51%	0	31.980
Investment into Datalab SI, d.o.o. – Slovenia	100%	7.500	36.460
<b>Subsidiaries total</b>		<b>174.856</b>	<b>303.398</b>



Investment into Datalab Automotive, d.o.o. – Serbia	24,99%	1.249
Investment into Datalab Bulgaria, Ltd. – Bulgaria	50,00%	0
<b>Other companies total</b>		<b>1.249</b>

## 7.7 OPERATING REVENUE

in euros	FY 12	FY 11
Sales	4.190.266	3.662.567

Sales consist largely of sales of licenses, software subscriptions and cloud services (Hosting). A minor part of sales include sales of implementations, training, certification, promotional services and membership fees.

in euros	FY 12	FY 11
Other operating revenue	1.750.057	1.486.121

The majority of other operating revenue are capitalized own products and services in the amount of 1,472,492 euros, which represents the development of PANTHEON.

Subsidies, grants, allowances, compensations and other revenue associated with products and services include the subsidy of the Slovenian Ministry of Higher Education and Technology for developing an ecosystem for e-business in SMEs (project Feniks) and funds received from the same ministry as part of co-funding for the improvement of development teams. Another subsidy in the amount of 6,640 euros was awarded by JAPTI for the expansion to Albania. This income was financed in the amount of 96,556 euros, which is proportional with the cost of depreciation of the Feniks project. For the remainder of the approved subsidy, long-term allocations in the amount of 153,556 euros have been established to cover the proportional part of depreciation costs in the next two years. Revenue from co-funding for the improvement of development teams are presented in the amount of 83,764 euros. The subsidiary in Slovenia was granted a subsidy for employment in the amount of 2,723 euros.

Other operating revenue in the fiscal year 2012 is composed of revalued revenue from the derecognition of impairment of operating receivables in the amount of 2,937 euros, derecognition of long-term allocations and liabilities from finished legal proceedings in the amount of 80,111 euros, and other operating revenue in the amount of 4,834 euros.

## 7.8 COST OF MATERIALS, GOODS AND SERVICES

The cost of materials is the quantity of direct materials consumed. Costs of materials are not revalued to account for a change in the purchasing power of the relevant currency. Costs of services are costs that do not count as costs of materials, depreciation or labor, but costs of transportation services, production stages performed by others, utility and telecommunication services, rentals, payment services, and similar. Costs of services include work contracts costs, author's contract costs and costs associated with other legal relations, except employment relationships with private individuals.

The Group has changed the way it records loan banks' processing fees for loans; now they are no longer included in costs of payment and banking services. It has also changed the recording of guarantees for granted loans that are no longer recorded as costs of other services. Both are now shown in financial expenses for loans received from banks. The table below is adjusted accordingly also for the previous fiscal year.

The total cost of materials, goods and services is composed as follows.

<b>in euros</b>	<b>FY 12</b>	<b>FY 11</b>
<b>Cost of materials, goods and services</b>	<b>2.049.336</b>	<b>1.556.637</b>
Cost of goods sold	908	
Cost of materials	61.536	74.436
Cost of services	1.986.892	1.482.201

## **7.9 LABOR COSTS**

Labor costs are composed as follows:

<b>in euros</b>	<b>FY 12</b>	<b>FY 11</b>
Labor costs	2.217.248	1.928.688
Cost of wages and salaries	1.554.337	1.373.560
Cost of social insurance	349.017	307.829
Other labor costs	313.894	247.299

## **7.10 FINANCIAL REVENUE**

<b>in euros</b>	<b>FY 12</b>	<b>FY 11</b>
Financial revenue	84.902	103.996
Financial revenue from loans given to others	36	1.581
Financial Revenue from Operating Receivables	84.866	102.415

Most of the financial revenue from operating receivables has been made from the crediting of lease and subscription (RLGS) agreements. In the fiscal year 2012, this amounted to 80,360 euros. Other revenue consists of exchange differences, interest on deposits, and default interest from clients' late payments.

## 7.11 FINANCIAL EXPENSES

in euros	FY 12	FY 11
Financial expenses	238.111	172.393
Financial expenses due to impairment and write-offs of investments	67.267	0
Financial expenses for loans received from banks	166.597	125.130
Financial expenses for other financial liabilities	367	
Financial expenses for operating liabilities to others	3.880	47.263

The Group has changed the way it records loan banks' processing fees for loans; now they are no longer included in costs of payment and banking services. It has also changed the recording of guarantees for granted loans that are no longer recorded as costs of other services. Both are now shown in financial expenses for loans received from banks. The table above is adjusted accordingly also for the previous fiscal year.

In FY 12, the parent company purchased and due to poor results also impaired the investment into the company Datalab Bulgaria Ltd. in the amount of 58,607 euros. Because the loan given to the company NETLAB d.o.o. cannot be repaid, the parent company impaired the loan in the amount of 5,281 euros.

## 7.12 NET CASH FLOW

in euros	FY 12	FY 11
Financial revenue	84.902	103.996
Financial expenses	238.111	172.393
<b>Net financial profit/loss</b>	<b>-153.209</b>	<b>-68.397</b>

## 7.13 TAX ON INCOME

The corporate income tax is accounted based on the income and expense that are included into the operating statement according to the applicable tax rate in each country of the Group and legislation of each respective country.

The tax liability of companies in the Group amounts to 10,121 euros.

in euros	FY 12	FY 11
Gross operating profit or loss before taxes	437.574	527.619
Tax on profit	-10.121	-24.887
Deferred taxes	110.629	19.395
Net profit/loss of the Group	538.082	522.127

Taxes by companies in the Group:

in euros	Datalab d.d.	Datalab SI	Datalab HR	Datalab SR	Datalab MK	Datalab BH	Datalab MN
Operating profit/ loss before taxes	460.114	22.602	2.793	-47.066	23.323	-36.878	12.686
Tax on profit		8.506	736		879		
Deferred taxes	110.629						
Net operating profit/loss for the period	570.743	14.096	2.057	-47.066	22.444	-36.878	12.686

## 7.14 REVENUE FROM DEFERRED TAXES

Revenue from deferred taxes represents an increase in deferred tax assets in the amount of 110,629 euros as the difference between write-offs and impairments not recognized for tax purposes in this fiscal year, write-offs and impairments recognized for tax purposes in future years pertaining to profit sharing under the Financial Participation Act, and unused tax reliefs for investments into development.

## 7.15 PROPERTY, PLANT AND EQUIPMENT

The subsidiary Datalab SR owns one piece of immovable property. Computers and computer equipment represent the majority of other fixed assets.

Property, plant and equipment for the period from 1 July 2011 to 30 June 2012

in euros	Real property	Other plant and equipment	Total
<b>COST</b>			
Balance as of 1 July 2011	194.210	432.162	626.372
Acquisition, activation	0	148.090	148.090
Disposal, write-off		5.184	5.184
Upward revaluation of fixed assets	-16.346	403	-15.943
<b>Balance as of 30 June 2012</b>	<b>177.864</b>	<b>575.471</b>	<b>753.335</b>
<b>VALUE ADJUSTMENT</b>			
			<b>0</b>
Balance as of 1 July 2011	3.238	364.315	367.553
Disposal, write-off		5.184	5.184
Depreciation	12.355	69.762	82.117
Upward revaluation of fixed assets		0	0
<b>Balance as of 30 June 2012</b>	<b>15.593</b>	<b>428.893</b>	<b>444.486</b>
<b>Carrying value</b>			
			<b>0</b>
Balance as of 1 July 2011		60.545	60.545
<b>Balance as of 30 June 2012</b>	<b>162.271</b>	<b>146.578</b>	<b>308.849</b>

## 7.16 INTANGIBLE ASSETS

An intangible asset is an asset is used for long-term production or supply of goods or services, for rental to others, or for administrative purposes, but without physical substance. The Group presents material rights and copyrights at their carrying value, being the difference between the cost and the value adjustment.

Intangible assets in the value of 4,911,213 euros represent the value of purchased components and other copyrights pertaining to PANTHEON, and various licenses that allow normal work of the PANTHEON development team. The largest part of intangible assets is the capitalization of the software PANTHEON (4,748,815 euros).

The Group presents goodwill of Datalab HR in the amount of 120,241 euros among intangible assets. The management estimates that there are no indications of goodwill impairment.

The Group has no significant fully depreciated intangible assets.

Intangible assets for the fiscal year 2012:

in euros	Long-term property rights	Total
<b>COST</b>		
Balance as of 1 July 2011	7.951.679	7.951.679
Acquisition, activation	1.485.824	1.485.824
Disposal, write-off	8.193	8.193
Upward revaluation of fixed assets	0	0
Balance as of 30 June 2012	9.429.310	9.429.310
<b>VALUE ADJUSTMENT</b>		
Balance as of 1 July 2011	3.582.107	3.582.107
Disposal, write-off	0	0
Depreciation	935.990	935.990
Upward revaluation of fixed assets		0
Balance as of 30 June 2012	4.518.097	4.518.097
<b>Carrying value</b>		
Balance as of 30 June 2011	4.369.572	4.369.572
Balance as of 30 June 2012	4.911.213	4.911.213

## 7.17 LONG-TERM FINANCIAL INVESTMENTS AND BUSINESS COMBINATIONS

Long-term financial investments are part of long-term financial instruments and represent an item with maturity over one year.

in euros	30 June 2012	30 June 2011
Long-term financial investments	1.249	1.249
Other long-term financial investments	1.249	1.249

The company presents the following long-term financial investments:

in euros	Share	30 June 2012	30 June 2011
Investment into Datalab Tehnologije, d.o.o. – Croatia	51%	123.000	123.000
Investment into Datalab BH, d.o.o. – Bosnia and Herzegovina	51%	524	524
Investment into Datalab MK, d.o.o., – Macedonia	100%	38.832	38.832
Investment into Datalab SCG, d.o.o.	51%	0	0
Investment into Datalab SR, d.o.o. – Serbia	100%	5.000	5.000
Investment into Datalab MN, d.o.o. – Montenegro	51%	0	0
Investment into Datalab SI, d.o.o. – Slovenia	100%	7.500	7.500
<b>Subsidiaries total</b>		<b>174.856</b>	<b>174.856</b>
Investment into Datalab Automotive, d.o.o. – Serbia	24,99%	1.249	1.249
Investment into Datalab Bulgaria, Ltd. – Bulgaria	50%	0	
<b>Other companies total</b>		<b>1.249</b>	<b>1.249</b>

Long-term financial investments are valued using the cost method. In FY 12, Datalab Tehnologije, d.d., purchased a 50% stake in Datalab Bulgaria Ltd. from Power Solutions Ltd.

### Long-term financial investments in subsidiaries and affiliated companies

Acquisition of ownership stakes in subsidiaries

Company	Date of purchase	Company's equity on the day of purchase	Acquired stake	Purchased part of equity	Payment for acquired stake	Goodwill at acquisition
Datalab Automotive, d. o. o.	08.09.2008	5.000 EUR	24,99%	1.249 EUR	1.249 EUR	0
Datalab Bulgaria Ltd.	19.09.2011	100.000 BGN= 51.130 EUR	50%	25.565 EUR	30.486 EUR	0

Because of the very poor results of Datalab Bulgaria Ltd., the parent company impaired the investment entirely in FY 12.

## 7.18 LONG-TERM OPERATING RECEIVABLES

Long-term operating receivables are receivables arising from property and other legal relationships to claim the settlement of a debt or the payment for deliveries or rendered services in a period that is longer than 12 months. Long-term operating receivables are mostly receivables from the sales of lease and subscription agreements. Below is a breakdown of long-term operating receivables by the type of agreement.

in euros	30 June 2012	30 June 2011
LONG-TERM OPERATING RECEIVABLES	126.645	257.232
Other long-term receivables	38.712	48.811
Long-term receivables from confirmed compulsory liquidations	5.928	5.928
Long-term oper. rec. from leases (L20 and L30)	45.923	99.218
Long-term oper. rec. from lease upgrades (L20 and L30)	18.674	40.884
Long-term oper. rec. from subscriptions (S30)	11.268	42.839
Long-term oper. rec. from subscription upgrades (S30)	6.140	19.552

## 7.19 LONG-TERM DEFERRED COSTS AND ACCRUED REVENUE

in euros	30 June 2012	30 June 2011
Long-term deferred costs and accrued revenue	30.173	42.393

Long-term deferred costs and accrued revenue include long-term deferred costs for financing and collecting RLGS agreements by the company Diners Club SLO, d. o. o., in the amount of 10,011 euros, the purchase of the program Firma2000 in the amount of 20,000 euros, and 162 euros of other long-term deferred costs and accrued revenue. Users of the program Firma2000 will migrate to PANTHEON 5.5 over the following years because Firma2000 is outdated. The cost of purchasing Firma2000 will go into the expenses of Datalab Tehnologije, d.d., over the following two years.

## 7.20 DEFERRED TAX ASSETS

in euros	30 June 2012	30 June 2011
Deferred tax assets	178.853	68.224
- from establishing provisions	1.143	1.203
- from unused tax reliefs	123.043	24.800
- from value adjustments of assets	54.667	42.221

Deferred tax assets are amounts of the tax on profit that will be returned to the taxpayer in future tax periods with lower tax amounts in the future, when the assets can be claimed.

Deferred tax assets in Datalab Tehnologije, d.d., are receivables from the state for value adjustments of receivables and investments in the amount of 54,667 euros, receivables from unused tax reliefs due to employee profit sharing under the Financial Participation Act and unused reliefs for investments in research and development in the amount of 123,043 euros, and established provisions for severance pays and long service awards in the amount of 1,143 euros.

## 7.21 INVENTORIES

in euros	30 June 2012	30 June 2011
Inventories	44.823	8.150
Materials	40.178	3.142
Goods	1.862	3.496
Advances for inventories	2.783	1.512

The item Materials includes unsold Oracle licenses, and the item Goods includes merchandise (shirts, computer peripherals, bags, etc.) that companies in the Group sell or use for promotion.

## 7.22 SHORT-TERM FINANCIAL INVESTMENTS

in euros	30 June 2012	30 June 2011
Short-term financial investments	146.508	139.921
Other short-term financial investments	96.637	74.574
Other short-term loans	49.871	65.347

Short-term financial investments in 2012 consisted of short-term loans in the amount of 49,871 euros and other short-term financial investments in the amount of 96,637 euros. Short-term loans bear interest at an annual interest rate of 7 to 8%.

## 7.23 SHORT-TERM OPERATING RECEIVABLES

Short-term operating receivables are receivables arising from property and other legal relationships to claim the settlement of a debt or the payment for deliveries or rendered services. They represent short-term operating receivables and paid advances. Breakdown of operating receivables:

in euros	30 June 2012	30 June 2011
Short-term operating receivables	1.153.966	1.070.683
Short-term operating receivables from customers	1.011.581	988.956
Short-term operating receivables from others	142.385	81.727



Trade receivables are presented at nominal value, decreased by proper adjustments for estimated unrecoverable amounts. Receivables are revalued due to impairment if their book value exceeds their fair value, that is their realizable value.

Short-term receivables are collectible. Services to problematic customers are rendered only against an advance payment. Short-term receivables to foreign customers are converted at the rate of the Bank of Slovenia as of 30 June 2012. The effects of changes in exchange rates on the balance sheet date increase ordinary financial revenue or expenses as exchange differences.

Short-term operating receivables from others include receivables for paid advances to suppliers, receivables for paid collaterals to executors, receivables for input VAT, and receivables for overpaid corporate income tax.

It is estimated that short-term receivables are collectible, except for receivables whose value has been adjusted.

Receivables by maturity

Receivables	Gross value on 30 June 2012	Value adjustment on 30 June 2012	Net value on 30 June 2012	Gross value on 30 June 2011	Value adjustment on 30 June 2011	Net value on 30 June 2011
Total	1.323.429	169.463	1.153.966	1.162.899	92.216	1.070.683
Not overdue	884.157	0	884.157	723.938		723.938
Overdue 0 to 30 days	104.066	1.130	102.936	150.241		150.241
Overdue 31 to 180 days	128.846	6.502	122.344	149.133	11.054	138.079
Overdue 181 to 365 days	19.856	4.332	15.524	56.643	32.034	24.609
Overdue over one year	186.504	157.499	29.005	82.944	49.128	33.816

Item	FY 12	FY 11
Balance as of 1 July	92.216	89.643
Value adjustments within the year	77.247	2.573
Balance as of 30 June	169.463	92.216

**7.24 CASH**

in euros	30 June 2012	30 June 2011
Cash	163.344	102.721
Cash on hand	1.185	51
Cash in bank accounts	162.159	102.670

## 7.25 SHORT-TERM DEFERRED COSTS AND ACCRUED REVENUE

in euros	30. 6. 2012	30. 6. 2011
Short-term deferred costs and accrued revenue	137,052	113,293

Short-term deferred costs and accrued revenue include deferred costs for partner commissions for RLGS agreements, annual leave bonuses, and other short-term deferred costs and short-term accrued revenue.

## 7.26 EQUITY

### 7.26.1 Share Capital

The shareholder meeting on 5 May 2003 decided to issue 6,150 shares with a total nominal value of 6,150,000 toolars (25,663 euros). Another 225 shares were issued on 5 April 2005 with a total nominal value of 225,000 toolars (938.9 euros). The nominal value per share for the first two issues was 1,000 toolars (4.17 euros) and they were for cash. 95,050 no-par value shares were issued on 17 August 2007; the issue was carried out from carried over profits and overpaid share capital. On February 15, 2008, another 5,094 no-par value issues were issued for cash. The fifth issue of shares was registered at the central securities register on 29 December 2010, specifically 5,020 no-par value shares in a total nominal value of 20,947.97 euros. The last shares were registered at the central securities register on 26 June 2012, specifically 64,327 no-par value shares in a total nominal value of 75,567.55 euros. The total number of issued shares is therefore 1,737,412. After that, the company's share capital amounts to 2,041,008.83 euros.

All shares are common, registered and issued in non-material form. All shares had been paid in full by the shareholders before the shares were entered in the company register.

### 7.26.2 Weighted Average Number of Shares

	FY 12	FY 11
Initial number on July 1	1.673.085	106.519
Minus own shares	27.887	22
Adjusted initial number	1.645.198	106.497
New issue	64.327	5.020
Split		1.561.546
Acquisition of own shares		55.273
Sales of own shares	7.853	27.716
Adjusted final number on June 30	1.717.378	1.645.198
<b>Weighted average number</b>	<b>1.650.559</b>	<b>1.621.327</b>

### 7.26.3 Own Shares

As of 30 June 2012, the company owned 20,034 own shares. Their cost is presented in the amount of 44,075 euros. Provisions in the same amount are formed for purchasing own shares. The company did not transfer 7,935 of its own shares to employees until 30 June 2012, because employees have not yet informed the company about their trading accounts. The fair value of own shares on 30 June 2012 was 18,031 euros.

### 7.26.4 Capital Surplus

Capital surplus consists of capital increase payments above the share's par value in the amount of 314,310 euros and effects from the disposal of own shares in the amount of 843 euros.

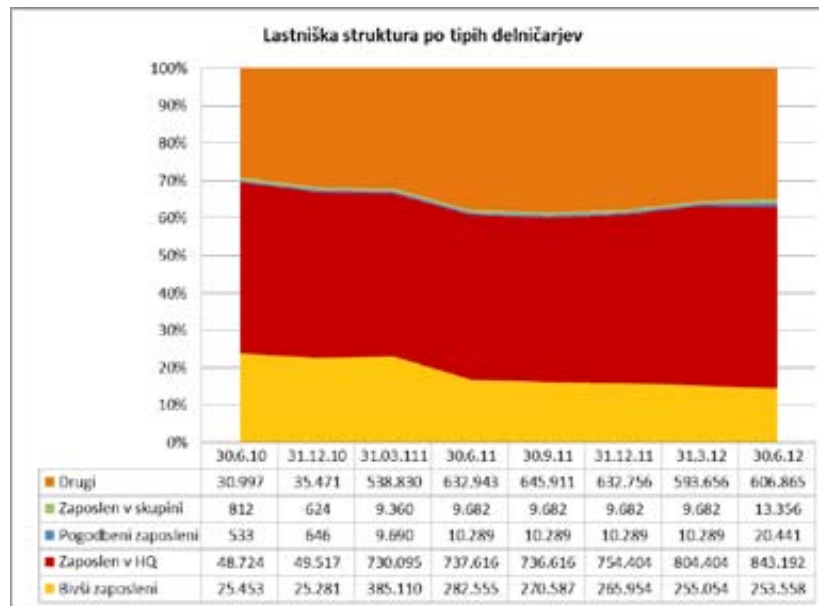
Accounting standards require that the company separately discloses operating results calculated on the basis of revaluation in order to maintain of capital based on the growth of consumer prices.

Item (in euros)	Capital amount	% growth	Calculated effect	Reduced net operating result
Capital (excl. profit of the current year)	3.460.454	2,3	79.590	469.338

### 7.26.5 Ownership structure of Datalab, d. d., as of 30 June 2012

Category	First name	Last name	Stake	No. of shares
10 largest			80,21%	
	Andrej	Mertelj	40,09%	696.480
	EGLATH VENTURES		19,76%	343.390
	Zvone	Jagodic	6,23%	108.225
	Lojze	Zajc	4,49%	78.008
	Moreno	Rodman	1,85%	32.220
	ADVAL d.o.o.		1,76%	30.540
	Tomaž	Teyrovski	1,72%	29.900
	Vanja	Varl	1,71%	29.655
	Valerija	Ažman	1,37%	23.865
	Zvonko	Arzenšek	1,23%	21.315
Others			19,79%	
	Člani uprave*		0%	0
	Člani uprave (skupaj**)		45,14%	784.376
	Lastne delnice		1,15%	20.034
	Drugi zaposleni		4,36%	75.690
	Bivši zaposleni		5,41%	93.994
	Partnerske družbe		1,82%	31.575
	Drugi delničarji		7,05%	122.521
<b>Total</b>			<b>100,00%</b>	<b>1.737.412</b>

\* excluding Andrej Mertelj, \*\* including Lojze Zajc and Matt Mayfield



## 7.27 LONG-TERM FINANCIAL LIABILITIES

On 15 December 2010, the company signed a loan contract with Nova Ljubljanska banka, d.d., for a 5-year loan of 860,000.00 euros (as of 30 June 2012: long-term part 440,000 euros, short-term part 180,000 euros). The loan was taken out under the Republic of Slovenia Guarantee Scheme and is in its entirety meant for the repayment of short-term loans. The loan is additionally collateralized with some of the company's long-term and short-term receivables (626,301 euros) from RLGS agreements.

On 31 May 2011, the company signed a loan contract with Banka Celje, d.d., for a loan of 500,000.00 euros (as of 30 June 2012: long-term part 250,000 euros, short-term part 166,667 euros) from the funds of the European Investment Bank; the loan is in its entirety intended for funding the development of the company's software suite PANTHEON. The loan is additionally collateralized with the trade mark Datalab.

Datalab SI, d.o.o., received a loan of 200,000 euros from Raiffeisen banka, d.d. (as of 30 June 2012: long-term part 80,000 euros, short-term part 96,000 euros), repayable in 25 monthly rates.

In the fiscal year 2011, the subsidiary Datalab SR, d.o.o., has taken out two loans with Banca Intesa, Belgrade, in a total amount of 150,000 euros (as of 30 June 2012: 101,065 euros) for purchasing real property. Of that, 100,000 euros have a maturity of seven years.

in euros	30 June 2012	30 June 2011
<b>Long-term financial liabilities</b>	<b>879.247</b>	<b>938.429</b>
Long-term loans from domestic banks	879.247	938.429

Interest rates are tied to 6 month and 3 month Euribor and have an additional fixed interest rate between 3% and 6% per year. The repayment term is up to 7 years.

## 7.28 LONG-TERM OPERATING LIABILITIES

The Group has 4,768 euros of long-term operating liabilities, while in the previous year it was 2,185 euros.

## 7.29 LONG-TERM PROVISIONS

Long-term provisions are provisions for long service rewards and severance pays upon retirement in accordance with IAS 19 in the amount of 12,960 euros. In 2012, the Group established no additional provisions for long service awards and severance pays.

Due to the unfounded use of immovable property owned by Datalab SR, d.o.o., legal action is being taken against the company Blue Soft. A provision in the amount of 23,007 euros is established for that purpose.

in euros	30 June 2012	30 June 2011
Long-term provisions	40.452	14.622
Long-term provisions for long service rewards and severance pays	12.035	12.035
Other long-term provisions	28.417	2.587

## 7.30 LONG-TERM ACCRUED COSTS AND DEFERRED REVENUE

Long-term accrued costs and deferred revenue in the amount of 354,758 euros consists of allocations for partner commissions from leases and subscription in the amount of 18,348 euros and of long-term deferred revenue from leases and subscriptions in the amount of 25,081 euros.

Long-term accrued costs and deferred revenue in the amount of 157,773 euros are for potentially lost lawsuits.

In FY 12, the company was drawing from established long-term accrued costs and deferred revenue for received subsidies for the Feniks project in the amount of 96,556 euros, which is the proportional part of depreciation of that project. The remaining 153,556 euros are intended to be drawn over the next two years.

in euros	30 June 2012	30 June 2011
Long-term accrued costs and deferred revenue	354.758	559.217
- allocations for partner commissions for RLGS agreements	18.348	44.508
- for deferred revenue from RLGS agreements	25.081	58.750
- for potentially lost lawsuits	157.773	205.847
- received subsidies for the Feniks project	153.556	250.112

### 7.31 SHORT-TERM FINANCIAL LIABILITIES

Short-term liabilities are recognized obligations associated with the financing of own assets with the settlement expected sooner than in one year. They are divided into short-term financial liabilities and short-term operating liabilities.

in euros	30 June 2012	30 June 2011
Short-term financial liabilities	817.728	580.357
Short-term financial liabilities to banks	814.826	567.488
Other short-term financial liabilities	2.902	0
Other short-term financial liabilities – for received advances		12.869

Received short-term loans of the Group from banks by currencies and interest rates:

Item	Amount in currency	Amount in euros	Minimum interest rate	Maximum interest rate
Euro	814.826	814.826	EURIBOR+3%	EURIBOR+7,1%

As of 30 June 2012, the Group has short-term liabilities to banks in the amount of 814,826 euros. Short-term loans are taken out with Raiffeisen banka (295,159 euros as of 30 June 2012). The same item also includes that part of annuity of the long-term loan for Nova Ljubljanska Banka and Banka Celje that is repayable within one year of the end of the fiscal year 2012. Loans are collateralized with blank bills of exchange and personal surety.

44% of the loan received from Nova Ljubljanska banka is collateralized with the guarantee of the Republic of Slovenia and short-term receivables the company has from RLGs agreements.

The loan taken out by the parent company at the Raiffeisen bank in the amount of 335,000 euros (as of 30 June 2012, the outstanding amount is 72,159 euros) is additionally collateralized with receivables of Datalab Tehnologije, d. d., from the company Diners Club in the amount of 36,045 euros (as of 30 June 2012).

The loan of 77,000 euros (as of 30 June 2012) from Banka Celje is collateralized with cession of debt to the Ministry of Higher Education and Technology in the amount of 83,764 euros.

Other short-term financial liabilities include the short-term part of a financial lease for a passenger car with VBS Leasing (as of 30 June 2012: long-term part 4,768 euros, short-term part 2,902 euros).

### 7.32 SHORT-TERM OPERATING LIABILITIES

in euros	30 June 2012	30 June 2011
<b>Short-term operating liabilities</b>	<b>836.551</b>	<b>692.600</b>
Other short term liabilities to suppliers	307.664	268.076
Other short-term operating liabilities	528.887	424.524

Short-term operating liabilities to suppliers consist of obligations for rendered services (rent, administrative costs, costs of advertising and promotion, commissions), purchased materials (office supplies) and fixed assets.

Other short-term operating liabilities consist of obligations to the state from employee and employer contributions and taxes, VAT obligations, obligations to employees for wages and salaries, received collaterals, and other liabilities.

### 7.32.1 Liabilities by Maturity

Liabilities	Gross value on 30 June 2012
Total	836.551
Not overdue	474.127
Overdue 0 to 30 days	165.970
Overdue 31 to 180 days	141.548
Overdue 181 to 365 days	16.268
Overdue over one year	38.638

### 7.33 ACCRUED COSTS AND DEFERRED REVENUE

in euros	30 June 2012	30 June 2011
Short-term accrued costs and deferred revenue	247.209	184.393

Accrued costs and deferred revenue are costs accrued or revenue deferred for a short-term of up to 12 months, and are presented separately.

Accruals and deferrals occur in accounting because of the need to evenly distribute costs that are expected, but have not occurred yet. Short-term deferred revenue occurs when services have already been invoiced or paid, but not rendered yet. The total value of accruals and deferrals as of 30 June 2012 was 247,209 euros.

Accrued costs and deferred revenue include deferred revenue from lease and subscription agreements, short-term accrued costs for partner commissions, and accrued costs for contractual work, commissions and auditing costs for the fiscal year 2012.

### 7.34 INVESTMENT INTO RESEARCH

Datalab Tehnologije, d. d., is extremely development-oriented; most of its expenses consist of development costs of the ERP system PANTHEON.

Development costs

Type of cost	FY 12	FY 11
Internal R&D activities	1.055.750	1.041.481
Purchased R&D services	416.742	283.691
<b>Total</b>	<b>1.472.492</b>	<b>1.325.172</b>

Type of cost	FY 12	FY 11
Labor costs	849.154	828.908

Purchase of R&D equipment	58.083	35.538
Cost of material	148.513	188.097
Cost of R&D services and cost of external specialists and researchers	416.742	272.629
<b>Total</b>	<b>1.472.492</b>	<b>1.325.172</b>

### 7.35 TRANSACTIONS WITH RELATED PARTIES

Shown below are transactions between related parties in the Group for the last two years. There were no other transactions than the ones shown below

Other affiliated companies

in euros	FY 12	FY 11
Sales (receivables)		
Datalab Automotive	0	181
<b>Datalab Bulgaria</b>	<b>6.691</b>	<b>7.773</b>
Purchases (payables) in euros		
Datalab Automotive	0	1.000
<b>Datalab Bulgaria</b>	<b>0</b>	<b>1.800</b>
Outstanding receivables in euros		
Datalab Automotive	0	181
<b>Datalab Bulgaria</b>	<b>1.787</b>	
Outstanding payables in euros		
Datalab Automotive	0	0
Datalab Bulgaria	0	0

The listed transactions were in line with market prices, or the prices charged for assets or services to related parties are compared to prices charged for assets or services to non-related parties in comparable circumstances.

#### 7.35.1 Exclusions from Consolidated Statements

Exclusions are taken into account for the following items in the consolidated statements for the fiscal year 2012:

Item in Comprehensive Income	FY 12
Sales	2.085.918
Other operating revenue	18.730
Cost of materials, goods and services	2.103.767
Other operating expenses	1.522



Financial revenue	25.931
Financial expenses	25.290

Item in Balance Sheet	FY 12
<b>ASSETS</b>	
Goodwill	- 120.241
Long-term financial investments	174.857
Long-term operating receivables	8.937
Short-term financial investments	362.466
Short-term operating receivables	674.946
Short-term deferred costs and accrued revenue	29.531
<b>Assets total</b>	<b>1.130.496</b>
<b>EQUITY</b>	
Equity of minority owners	- 72.434
Equity (all other items)	127.050
<b>LIABILITIES</b>	
Long-term accrued costs and deferred revenue	3.522
Long-term operating liabilities	4.839
Short-term financial liabilities	362.466
Short-term operating liabilities	674.946
Short-term accrued costs and deferred revenue	30.107
<b>Equity and liabilities total</b>	<b>1.130.496</b>

in euros	FY 12	FY 11
<b>Loans to related parties</b>	<b>40.980</b>	<b>46.060</b>
Datalab MK	0	4.275
Datalab MN	0	6.805
Andrej Mertelj	40.980	34.980

### 7.35.2 Earnings of the Management

The figures in the tables below include labor costs and compensations borne by the employer, other labor costs (annual leave bonuses, other remuneration, net reimbursements, benefits), and reimbursement of work-related expenses for the fiscal year 2012.

Attendance fees for the management board include cost of attendance fees and reimbursements for internal and external members of the executive board. Members of supervisory boards

of the company's subsidiaries are not receiving any payment for their supervisory functions, therefore the amounts pertain to the parent company only.

	Fixed earnings	Other bonuses	Reimbursements	Other additional payments	Total earnings in Datalab Tehnologije, d.d.
Lojze Zajc	37.602	13.000	1.453		<b>52.055</b>
Andrej Mertelj	62.009	23.000	8.600	23.005*	<b>116.614</b>
Tone Černe	2.085	7.000			<b>9.085</b>
Matt Mayfield	41.737			18.480	<b>60.217</b>

### 7.36 OFF-BALANCE-SHEET ITEMS

Given guarantees pertain to the loan received by Datalab BH in the amount of 31,500 euros (31,500 euros as of 30 June 2011).

Summary of off-balance-sheet items

Guarantee for Datalab BH	- 31.500 EUR
Total	-31.500 EUR

### 7.37 FINANCIAL INSTRUMENTS

#### 7.37.1 Financial Assets

Item (in euros)	Book value on 30 June 2012	Fair value on 30 June 2012	Book value on 30 June 2011	Fair value on 30 June 2011
Long-term financial investments	1.249	1.249	1.249	1.249
Long-term operating receivables	126.645	126.645	257.232	257.232
Short-term financial investments	146.508	146.508	139.921	139.921
Short-term operating receivables	1.153.966	1.153.966	1.070.683	1.070.683
Cash and cash equivalents	163.344	163.344	102.721	102.721
<b>Total</b>	<b>1.591.712</b>	<b>1.591.712</b>	<b>1.571.806</b>	<b>1.571.806</b>

#### 7.37.2 Financial Liabilities

Item (in euros)	Book value on 30 June 2012	Fair value on 30 June 2012	Book value on 30 June 2011	Fair value on 30 June 2011
Long-term financial liabilities	879.247	879.247	938.429	938.429
Long-term operating liabilities	4.768	4.768	2.185	2.185
Short-term financial liabilities	817.728	817.728	580.357	580.357

Short-term operating liabilities	836.551	836.551	692.600	692.600
<b>Total</b>	<b>2.538.294</b>	<b>2.538.294</b>	<b>2.213.571</b>	<b>2.213.571</b>

### 7.37.3 Bank Guarantees

As of 30 June 2012, there is an active guarantee for Datalab BA in the amount of 31,500 euros (31,500 euros in 2011).

### 7.38 AUDIT COSTS

The cost of auditing financial statements and the annual report for the fiscal year 2012 for Datalab by the audit firm UHY, d.o.o., amounted to 15,000 euros.

### 7.39 POTENTIAL LIABILITIES FROM LAWSUITS

#### Potential liabilities from lawsuits

Plaintiff	Value in euros	Reference number, court	Status
E-POS GROUP d.o.o.	707.422,00	5 Pg 139/2007, District court in Ljubljana	In progress – first level
SGP Slovenija ceste tehnika Obnova d.d. – declared bankruptcy	17.435,75	XI Pg 5667/2011, District court in Ljubljana	In progress – first level

#### I. Case V Pg 139/2007 E-POS Group, d.o.o., against Datalab, d. d., valued at 707,422 euros

The former partner E-POS Group, d.o.o., with which Datalab Tehnologije, d.d., ceased to cooperate because of failure to fulfill contractual obligations of the partnership contract (above all selling and allowing to use illegal licenses and improper attitude towards users), filed a lawsuit for damages incurred due to the terminated cooperation for an amount equal to lost profits and damages paid due to contract termination, as this prevented it from finishing started projects.

According to the lawsuit and related documentation, Datalab Tehnologije, d. d., considers itself not responsible for the damages, which is also its official answer. Currently, it is not possible to anticipate the outcome, therefore the provisions are reasonable.

No first-level verdict has been returned yet.

#### II. Case XI Pg 5667/2011 SGP Slovenija ceste tehnika Obnova d.d. – declared bankruptcy, against Datalab d.d., valued at 17,435.75 euros

The plaintiff initiated a lawsuit in December 2011 for challenging legal acts of the debtor in bankruptcy. The basis is an annulment of a multilateral set-off from 31 January 2011 that dictates a refund.

No first-level verdict has been returned yet.

157,772 euros are allocated for potential compensations from lawsuits.

### 7.39.2 Debt Execution by Court against Datalab Tehnologije, d. d.

Plaintiff – creditor	Value in euros	Reference number, court	Status
KPMG Slovenija	16.672,92	VL 20939/2010, Local court in Ljubljana, Central Office for Debt Execution on the Basis of Authentic Documents	After appealing, the litigation continues

Comment:

The claims of the listed debt executions have justifiable grounds, but not in the full value.

### 7.39.3 Datalab, d. d., as Plaintiff

Defendant	Value in euros	Reference number, court	Status
E-POS GROUP d. o. o., Ljubljana	111.620,93	Pg 2522/2007, District court in Ljubljana	In progress – first level

I. I. Case Pg 2522/2007 Datalab, d. d., against E-POS Group, d.o.o., valued at 111,620 euros

Datalab Tehnologije, d. d., terminated cooperation with its former partner E-POS Group, d.o.o. because of failure to fulfill contractual obligations of the partnership agreement (allowing use and selling illegal licenses, improper attitude towards users), and has filed a lawsuit for payment of debt for license fees, software upgrades, subscription charges, membership fees, and a penalty.

On 1 February 2012, a verdict was reached: the defendant must pay 43,584.58 euros and interest on arrears from 16 June 2006 under the terms of compulsory liquidation (30% of the amount is 13,075.37 euros).

Both sides appealed the verdict.

### 7. 39.4. Datalab Tehnologije, d.d., and Datalab SR, d.o.o., as Plaintiffs

Defendant	Value in euros	Reference number, court	Status
Bluesoft d.o.o., Beograd	36.071,98	VII Pg 1974/2012, District court in Ljubljana	In progress – first level

Case VII Pg 1974/2012, Datalab, d.d., and Datalab SR, d.o.o., against Blue Soft, d.o.o., valued at 36,071.98 euros

On 8 May 2012, a lawsuit was filed for the refund of the payment made based on the terminated cooperation agreement and the payment for the usage of an apartment in Serbia. We anticipate that the verdict will be favorable for Datalab.

## AUDITOR'S REPORT FOR THE DATALAB GROUP OF COMPANIES



**Delničarjem družbe  
DATALAB Tehnologije d.d.  
Ljubljana**

UHY Revizija in svetovanje d.o.o.  
Vurnikova ulica 2  
1000 Ljubljana, Slovenija  
tel.: +386 1 300 00 40  
fax: +386 1 300 00 50  
e-mail: uhy@uhy.si

### POROČILO NEODVISNEGA REVIZORJA

Revidirali smo priložene konsolidirane računovodske izkaze gospodarske družbe DATALAB Tehnologije d.d., Ljubljana in njenih odvisnih družb, ki vključujejo konsolidiran izkaz finančnega položaja na dan 30. junija 2012, konsolidiran izkaz celotnega vseobsegajočega donosa, konsolidiran izkaz sprememb lastniškega kapitala in konsolidiran izkaz denarnih tokov za tedaj končano leto ter povzetek bistvenih računovodskih usmeritev in druge pojasnjevalne informacije. Pregledali smo tudi poslovno poročilo.

#### *Odgovornost posloводства za računovodske izkaze*

Posloводство je odgovorno za pripravo in pošteno predstavitev teh računovodskih izkazov v skladu z mednarodnimi standardi računovodskega poročanja in za tako notranje kontroliranje, kot je v skladu z odločitvijo posloводства potrebno, da omogoči pripravo računovodskih izkazov, ki ne vsebujejo pomembno napačne navedbe zaradi prevare ali napake.

#### *Revizorjeva odgovornost*

Naša odgovornost je izraziti mnenje o teh računovodskih izkazih na podlagi naše revizije. Revizijo smo opravili v skladu z Mednarodnimi standardi revidiranja. Ti standardi zahtevajo od nas izpolnjevanje etičnih zahtev ter načrtovanje in izvedbo revizije za pridobitev sprejemljivega zagotovila, da računovodski izkazi ne vsebujejo pomembno napačne navedbe.

Revizija vključuje izvajanje postopkov za pridobitev revizijskih dokazov o zneskih in razkritjih v računovodskih izkazih. Izbrani postopki so odvisni od revizorjeve presoje in vključujejo tudi ocenjevanje tveganj pomembno napačne navedbe v računovodskih izkazih zaradi prevare ali napake. Pri ocenjevanju teh tveganj prouči revizor notranje kontroliranje, povezano s pripravljanim in poštenim predstavljanjem računovodskih izkazov družbe, da bi določil okoliščinam ustrezne revizijske postopke, ne pa, da bi izrazil mnenje o uspešnosti notranjega kontroliranja družbe. Revizija vključuje tudi ovrednotenje ustreznosti uporabljenih računovodskih usmeritev in utemeljenosti računovodskih ocen posloводства kot tudi ovrednotenje celotne predstavitve računovodskih izkazov.

Verjamemo, da so pridobljeni revizijski dokazi zadostni in ustrezni kot osnova za naše revizijsko mnenje.

#### *Mnenje*

Po našem mnenju so konsolidirani računovodski izkazi v vseh pomembnih pogledih resnični in pošten prikaz finančnega položaja družbe DATALAB Tehnologije d.d., Ljubljana in njenih odvisnih družb na dan 30. junija 2012 ter njenega celotnega vseobsegajočega donosa in denarnih tokov za tedaj končano leto v skladu z mednarodnimi standardi računovodskega poročanja, kot jih je sprejela EU.

Poslovno poročilo je skladno z revidiranimi računovodskimi izkazi.

UHY Revizija in svetovanje d.o.o.

Franci Žgajnar  
pooblaščen revizor



Ljubljana, 30.10.2012

matična številka: 2060167, ID za DDV: SI62702670, št. transakcijskega računa: DRS d.d., 1910 0001 0161 677, št. registrskega vloška: 19121500 pri Okrožnem sodišču v Ljubljani, št. vpisa v register revizijskih družb: RD-A-07303

UHY Revizija in svetovanje d.o.o. je član UHY, mednarodnega združenja neodvisnih računovodskih in svetovskih podjetij, pod vodstvom Uitch Hackler Young International Limited, Velika Britanija. Vsak član UHY je samostojno in neodvisno podjetje. Storitve, ki jih nudi UHY Revizija in svetovanje d.o.o., niso storitve Uitch Hackler Young International Limited ali katerikoli drugega člana UHY, Uitch Hackler Young International Limited ali katerikoli drugega člana UHY in odgovornost za storitve drugih članov.

**Dolgi zapadli terjatvi, po dolžnosti in razredih zap.**

Subjekt	90 - 120 dni	121 - 180 dni	nad 180 dni	Skupaj
Buyer Ltd.	0,00	0,00	200.110,00	200.110,00
Partner x	25.000,00	11.000,00	1.900,00	36.900,00
Company Bg	0,00	0,00	30.000,00	30.000,00
Lest d.d.	0,00	0,00	25.140,00	25.140,00
Kupec d.o.o.	2.320,00	0,00	0,00	2.320,00
Peter Novak	1.558,80	0,00	0,00	1.558,80
Podjetje d.o.o.	0,00	1.500,00	0,00	1.500,00
Podjetje za zbiranje	0,00	1.000,00	0,00	1.000,00
Kupec EU d.o.o.	500,00	0,00	0,00	500,00
Kupec Ltd.	0,00	0,00	500,00	500,00
d.o.o.	0,00	0,00	500,00	500,00
IFBARELLO SPA	0,00	450,00	0,00	450,00
Dve	0,00	0,00	450,00	450,00

**Terjatve do kupcev**

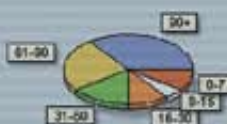
Subjekt	Zapadli	Odrto
Buyer Ltd.	200.110,00	200.110,00
Partner x	36.900,00	36.900,00
Company Bg	30.000,00	30.000,00
Lest d.d.	25.140,00	25.140,00
Kupec d.o.o.	2.320,00	7.946,57
Peter Novak	1.558,80	1.558,80
Podjetje d.o.o.	1.500,00	8.400,00

Seznam dolžnikov po velikosti zapadlih terjatev: pocasneznega subjektu. V prisrni valuti.

**Stanje terjatev skupaj**

	Vrednost
Zapadli	332.320,00
Odrto	431.957,45

**Struktura terjatev**

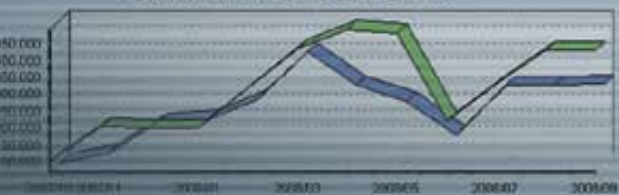


Skupno stanje odprtih terjatev do kupcev.

Struktura zapadlih terjatev do kupcev po razredih zapadlosti. V dnevih.

**Dolge zapadljive terjatve po dolžnosti in razredih zapadlosti.**

**Stanje odprtih in zap. terjatev za zadnjih 12 mes.**



**Kazalniki obratovanja in dnevi vezave terjatev**

Kazalnik	Vrednost
Dnevi vezave terjatev I	250,81
Dnevi vezave terjatev II	250,83
Obratovanje terjatev I	1,46
Obratovanje terjatev II	1,46

# 8

## Financial Statements of Datalab Tehnologije, d. d.

### Statement of the Management of the Controlling Company

The management of Datalab Tehnologije, d. d., is responsible for drawing up the annual report of the controlling company as well as preparing financial statements in a manner that gives interested parties a true and fair view of the financial standing and operating results of Datalab Tehnologije, d. d., and its subsidiaries in 2012.

The management hereby states:

- that the consolidated financial statement have been prepared under the assumption that Datalab Tehnologije, d. d., will continue its business in the future;
- that the chosen accounting policies have been applied consistently and that any accounting policy errors have been disclosed;
- that accounting estimates have been prepared in a fair and well-considered manner and in accordance with the principles of precaution and sound governance;
- that financial statements for Datalab, d. d., and the Datalab group of companies, and the notes to them have been prepared according to applicable laws and IFRS;
- that the business report contains a fair view of the development and results the company's operations and its financial standing, including a description of the risks that the company is exposed to as a whole.

The management of the company is also responsible for proper accounting, adopting measures for preserving property and preventing and detecting fraud and other irregular or illegal activities.

The management hereby approves the financial statements to be published.

Ljubljana, 22 October 2012

Executive Director  
Andrej Mertelj



### 8.1. COMPREHENSIVE INCOME OF DATALAB TEHNOLOGIJE, D. D., FOR THE PERIOD FROM 1 JULY 2011 TO 30 JUNE 2012

Item	Note	2012	2011
Sales	6	2.004.328	1.970.507
Other operating revenue	7	1.747.810	1.462.370
<b>Gross operating income</b>		<b>3.752.138</b>	<b>3.432.877</b>
Cost of materials, goods and services	8	1.026.563	844.916
Labor costs	9	1.121.574	1.153.551
Depreciation of fixed assets		53.576	19.282
Depreciation of intangible assets		935.640	812.134
Other operating expenses	10	41.945	135.883
<b>Operating profit/loss</b>		<b>572.840</b>	<b>467.111</b>
Financial revenue	11	87.914	109.975
Financial expenses	12	200.640	150.244
<b>Net financial profit/loss</b>		<b>-112.726</b>	<b>-40.269</b>
<b>Operating profit/loss before taxes</b>		<b>460.114</b>	<b>426.842</b>
Tax on income	13	0	10.092
Deferred taxes	14	110.629	19.395
<b>Net operating profit/loss for the fiscal year</b>		<b>570.743</b>	<b>436.145</b>
Change in surplus arising from revaluation of intangible and fixed assets			
Change in surplus arising from revaluation of financial assets held for sale			
Profit and loss arising from conversion of financial statements of foreign companies			
Actuarial gains and losses of defined benefit plans			
Other components of comprehensive income			
<b>Total comprehensive income for the period</b>		<b>570.743</b>	<b>436.145</b>



## 8.2. BALANCE SHEET OF DATALAB TEHNOLOGIJE, D. D., AS OF 30 JUNE 2012

Item	Note	PL 12	PL 11
<b>ASSETS</b>			
Property, plant and equipment	15	97.636	30.930
Intangible assets	16	4.786.919	4.236.735
Long-term financial investments	17	176.105	176.105
Long-term loans		0	3.502
Long-term operating receivables	18	92.772	209.432
Long-term deferred costs and accrued revenue	19	30.011	42.393
Deferred tax assets	20	178.853	68.224
<b>Fixed (non-current) assets total</b>		<b>5.362.296</b>	<b>4.767.321</b>
Inventories	21	37.545	3.178
Short-term financial investments	22	45.350	52.209
Short-term operating receivables	23	926.283	664.747
Cash and cash equivalents	24	4.538	25.759
Short-term deferred costs and accrued revenue	25	62.182	67.702
<b>Current assets total</b>		<b>1.075.898</b>	<b>813.595</b>
<b>Assets total</b>		<b>6.438.194</b>	<b>5.580.916</b>
<b>EQUITY</b>			
	<b>26</b>		
Share capital		2.041.009	1.965.441
Capital surplus		315.153	258.722
Profit reserves		196.545	196.545
Retained net profit/loss		1.220.675	727.318
<b>Total equity</b>		<b>3.773.382</b>	<b>3.148.026</b>
<b>LIABILITIES</b>			
Long-term financial liabilities	27	690.000	784.746
Long-term operating liabilities	28	4.768	0
Long-term provisions	29	12.036	12.036
Long-term accrued costs and deferred revenue	30	358.280	564.849
<b>Long-term liabilities total</b>		<b>1.065.084</b>	<b>1.361.631</b>
Short-term financial liabilities	31	1.084.194	567.488
Short-term operating liabilities	32	414.257	366.949
Accrued costs and deferred revenue	33	101.277	136.822
<b>Short-term liabilities total</b>		<b>1.599.728</b>	<b>1.071.259</b>
<b>Liabilities total</b>		<b>2.664.812</b>	<b>2.432.890</b>
<b>Equity and liabilities total</b>		<b>6.438.194</b>	<b>5.580.916</b>

### 8.3 STATEMENT OF CHANGES IN EQUITY FOR DATALAB TEHNOLOGIJE, D. D., FOR THE PERIOD FROM 1 JULY 2011 TO 30 JUNE 2012

	Share capital	Capital surplus	Legal reserves	Reserves for own shares	Own shares and interests (as deduction item)	Retained net profit	Net profit for the fiscal year	Total
<b>A. Initial balance for the period</b>	1.965.441	258.722	196.545	61.351	-61.351	291.173	436.145	3.148.026
<b>B. Changes in equity – transactions with owners</b>	75.568	56.431	0	0	17.276	-94.662	0	54.613
a) Subscription of called-up share capital	75.568	55.588						131.156
b) Disposal or withdrawal of own shares and own interests		843			17.276			18.119
c) Dividend payout						-94.662		-94.662
č) Purchase of own shares and interests								
<b>C. Total comprehensive income for the period</b>	0	0	0	0	0	0	570.743	570.743
a) Net profit/loss for the period							570.743	570.743
<b>Č. Movements within equity</b>	0	0	0	-17.276	0	453.421	-436.145	0
a) Allocation of part of the net profit for the period to other components of equity by decision of bodies of management and control								0
b) Allocation of remaining part of net profit of the comparative reporting period to other components of equity						436.145	-436.145	0
c) Release of reserves for own shares and interests and their allocation to other components of equity				-17.276		17.276		0
<b>D. Closing balance for the period</b>	2.041.009	315.153	196.545	44.075	-44.075	649.932	570.743	3.773.382
Distributable profit						649.932	570.743	1.220.675

#### 8.4 STATEMENT OF CHANGES IN EQUITY FOR DATALAB TEHNOLOGIJE, D. D., FOR THE PERIOD FROM 1 JULY 2010 TO 30 JUNE 2011

v EUR	Share capital	Capital surplus	Legal reserves	Reserves for own shares	Own shares and interests (as deduction item)	Retained net profit	Net profit for the fiscal year	Total
<b>A. Initial balance for the period</b>	<b>444.493</b>	<b>2.686</b>	<b>44.450</b>	<b>429</b>	<b>-429</b>	<b>1.728.172</b>	<b>400.018</b>	<b>2.619.819</b>
<b>B. Changes in equity – transactions with owners</b>	<b>20.948</b>	<b>256.036</b>	<b>0</b>	<b>0</b>	<b>-60.922</b>	<b>-124.000</b>	<b>0</b>	<b>92.062</b>
a) Subscription of called-up share capital	20.948	235.825						256.773
b) Disposal or withdrawal of own shares and own interests		20.211						20.211
c) Dividend payout						-124.000		-124.000
č) Purchase of own shares and interests					-60.922			-60.922
<b>C. Total comprehensive income for the period</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>436.145</b>	<b>436.145</b>
a) Net profit/loss for the period							436.145	436.145
<b>Č. Movements within equity</b>	<b>1.500.000</b>	<b>0</b>	<b>152.095</b>	<b>60.922</b>	<b>0</b>	<b>-1.312.999</b>	<b>-400.018</b>	<b>0</b>
a) Allocation of part of the net profit for the period to other components of equity by decision of bodies of management and control	1.500.000		152.095			-1.652.095		0
b) Allocation of net profit to additional reserves, based on a resolution of the meeting of shareholders						400.018	-400.018	0
c) Establishment of reserves for own shares from other components of equity				60.922		-60.922		0
<b>D. Closing balance for the period</b>	<b>1.965.441</b>	<b>258.722</b>	<b>196.545</b>	<b>61.351</b>	<b>-61.351</b>	<b>291.173</b>	<b>436.145</b>	<b>3.148.026</b>
<b>Distributable profit</b>						291.173	436.145	727.318

## 8.5 CASH FLOW STATEMENT FOR DATALAB TEHNOLOGIJE, D. D., FOR THE PERIOD FROM 1 JULY 2011 TO 30 JUNE 2012

in euros	FY 12	FY 11
<b>Cash flow from operations</b>		
Net profit/loss	570.743	436.145
Adjustments for:		
Revalued operating revenue and expense	-44.981	95.955
Depreciation of property, plant and equipment	53.576	19.282
Depreciation of intangible assets	935.640	812.134
Net financial profit/loss	185.813	76.957
	1.700.791	1.440.473
Change in operating receivables, deferred costs and accrued revenue	-153.492	383.015
Change in inventories	-34.367	1.191
Change in short-term operating liabilities, accrued costs and deferred revenue	30.756	-587.667
Change in provisions		
Change in deferred tax assets	-110.629	-19.395
	1.433.059	1.217.617
Interest received	18	6.115
Interest paid	-121.943	-90.143
Paid tax on profit		-16.862
<b>Net cash flow from operating activities</b>	<b>1.311.134</b>	<b>1.116.727</b>
<b>Cash flow from investing activities</b>		
Expenses for acquiring intangible assets	-1.485.824	-1.332.746
Expenses for acquiring property, plant and equipment	-120.282	-4.597
Expenses for acquiring investments	-78.607	-113.209
Cash receipts from investments	3.502	0
Cash receipts from loans	21.578	279.220
Cash receipts from disposal of intangible assets	0	0
Cash receipts from disposal of fixed assets	0	0
<b>Net cash flow from investing activities</b>	<b>-1.659.633</b>	<b>-1.171.332</b>
<b>Cash flow from financing activities</b>		
Paying-up of capital	0	0
Capital repayments	0	-60.922
Expenses for dividend payouts and other profit shares	-94.662	-99.013
Cash receipts from long-term financial liabilities	335.254	164.746
Cash receipts from short-term financial liabilities	1.327.697	1.554.940
Cash repayments of long-term financial liabilities	-83.333	-60.000
Cash repayments of short-term financial liabilities	-1.157.658	-1.496.046
<b>Net cash flow from financing activities</b>	<b>327.278</b>	<b>3.705</b>
Net change in cash and cash equivalents	-21.221	-50.900
Cash and cash equivalents at the beginning of the year	25.759	76.659
<b>Cash and cash equivalents at the end of the year</b>	<b>4.538</b>	<b>25.759</b>



**Dolgi zapadli terjatvi, po dolžnosti in razredih zap.**

Subjekt	90 - 120 dni	121 - 180 dni	nad 180 dni	Skupaj
Buyer Ltd.	0,00	0,00	200.110,00	200.110,00
Partner x	25.000,00	11.000,00	1.900,00	36.900,00
Company Bg	0,00	0,00	30.000,00	30.000,00
Lest d.d.	0,00	0,00	25.140,00	25.140,00
Kupec d.o.o.	2.320,00	0,00	0,00	2.320,00
Peter Novak	1.558,80	0,00	0,00	1.558,80
Podjetje d.o.o.	0,00	1.500,00	0,00	1.500,00
Podjetje za zbiranje	0,00	1.000,00	0,00	1.000,00
Kupec EU d.o.o.	500,00	0,00	0,00	500,00
Kupec Ltd.	0,00	0,00	500,00	500,00
d.o.o.	0,00	0,00	500,00	500,00
IFBARELLO SPA	0,00	450,00	0,00	450,00
Dve	0,00	0,00	450,00	450,00

**Terjatve do kupcev**

Subjekt	Zapadli	Odrto
Buyer Ltd.	200.110,00	200.110,00
Partner x	36.900,00	36.900,00
Company Bg	30.000,00	30.000,00
Lest d.d.	25.140,00	25.140,00
Kupec d.o.o.	2.320,00	7.946,57
Peter Novak	1.558,80	1.558,80
Podjetje d.o.o.	1.500,00	8.400,00

Seznam dolžnikov po velikosti zapadlih terjatev do posameznega subjektu. V prisrčni valuti.

**Stanje terjatev skupaj**

	Vrednost
Zapadli	332.320,00
Odrto	431.957,45

**Struktura terjatev**



Skupno stanje odprtih terjatev do kupcev.

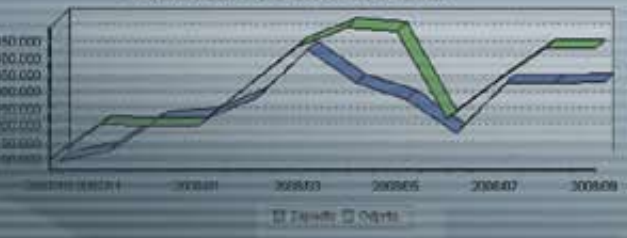
Struktura zapadlih terjatev do kupcev po razredih zapadlosti. V dnevih.

**Kazalniki obratovanja in dnevi vezave terjatev**

Kazalnik	Vrednost
Dnevi vezave terjatev I	250,81
Dnevi vezave terjatev II	250,83
Obratovanje terjatev I	1,46
Obratovanje terjatev II	1,46

**Dolgi zapadli terjatve po dolžnosti in razredih zapadlosti.**

**Stanje odprtih in zap. terjatev za zadnjih 12 mes.**



## 9

# Notes to the Financial Statements

## 1. REPORTING COMPANY

---

Datalab Tehnologije, d. d., Ljubljana, is a Slovenia-based publicly-traded company. It is listed at the Ljubljana Stock Exchange.

The main objective of the company is developing a powerful and reliable ERP system for micro, small and midsize businesses.

The company's principal business activity is 58.290 – Other software publishing.

As of 30 June 2011, the company had 37 employees.

The financial statements of the company for the fiscal year ending 30 June 2012 have been approved by the management board on 30 October 2012.

## 2. BASIS FOR DRAWING UP THE STATEMENTS

---

### a) Conformance Statement

The financial statements have been drawn up in accordance with IFRS, as adopted by the European Community, and interpretations of IFRIC, as adopted by the International Accounting Standards Board (IASB).

### b) Basis for Measurement

The financial statements have been drawn up considering the original value, except in the following cases, where a fair value has been considered:

- financial derivatives,
- financial instruments at fair value through the operating results,
- financial assets available for sale,
- investment property,
- liabilities for payments in shares settled with cash.

The methods used to measure fair value are described in note number 4.

### c) Functional and Presentational Currency

Slovenia introduced the euro (EUR) as its functional currency on 1 January 2007. In accordance with IFRS 21.37, all assets, liabilities and equity in Slovenian economic subjects have been converted to euros at a SIT:EUR rate of 239.64:1, and revenue and expenses for 2007 were all already expressed in euros. All financial statements in this annual report are in whole euros. There might be slight discrepancies with totals because of rounding.

### d) Estimates and Assessments

When preparing financial statements in conformity with IFRS, the management is required to make estimates, assessments and assumptions that affect the use of accounting policies and the presented value of assets, liabilities, revenues and expenses. Actual figures may vary.

Estimates and assumptions have to be constantly reviewed. Corrections to accounting estimates are acknowledged for the period for which the estimates are being corrected and all future years that are affected by the correction.

Uncertainty evaluations and decisive assessments prepared by the management in line with the accounting policy that most significantly affect figures in the financial statements are:

- note no. 17 – long-term financial investments;
- note no. 9 – measuring obligations for certain earnings;
- note no. 29 – provisions;
- note no. 37 – valuation of financial instruments and their impairment.

#### **e) Fiscal Year**

Datalab's fiscal year starts on July 1 and ends on June 30 in the following year.

### **3. ACCOUNTING POLICIES**

---

The accounting policies described below have been consistently applied for all periods that are presented in the financial statements herein.

#### **a) Foreign Currency**

Foreign currency transactions are converted to the appropriate functional currency of the companies in the Group at the rate on the day of the transaction. Cash and liabilities expressed in foreign currency on the balance sheet date are converted to the functional currency at the going rate. Positive and negative exchange differences are differences between the amortized cost in the functional currency at the beginning of the period, adjusted for effective interest, and payments during the period and the amortized cost in foreign currency, converted at the rate at the end of the period. Non-monetary assets and liabilities expressed in foreign currency and measured at fair value are converted to the functional currency at the rate on the day when the fair value has been measured. Exchange differences are recognized in the operating results, but not differences from converting equity instruments held for sale, non-financial liabilities for insurance against risks, or cash flow insurance against risks that are recognized directly in equity.

#### **b) Financial Instruments**

Datalab Tehnologije, d. d., classifies its investments into the following categories: financial assets held for sale, financial assets at fair value through the operating results, and loans and receivables. The classification depends on the purpose for which the investment was acquired. In 2012, the company did not have any financial assets for sale and financial assets at fair value through the operating results.

##### **Non-Derivative Financial Instruments**

Non-derivative financial instruments include investments in capital and debt securities, operational and other receivables, cash and cash equivalents, received and given loans, and operational and other liabilities.

Non-derivative financial instruments are initially recognized at fair value, increased by (instruments that are not recognized at fair value through the operating results) cost that is directly related to a transaction. After the initial recognition, non-derivative financial instruments are measured as described below.

Cash and cash equivalents consist of cash on hand and deposits on demand. Bank account overdrafts that can be settled on demand and are part of cash management in the Group are in the cash flow statement included in cash and cash equivalents.

Accounting of financial income and expense is described in 11. and 12.



**c) Equity Capital**

i) Called-up Capital

Called-up capital of Datalab Tehnologije, d. d., appears as equity capital that is nominally specified in the company's articles of association, registered at court, and paid in by its owners. Dividends for common stock are recognized in equity in the period for which they were approved by the shareholder assembly.

ii) Reserves for Own Shares

If the company acquires a stake in the parent company, the paid amount including transaction fees without taxes is subtracted from equity as own shares, until those shares are withdrawn, re-issued or sold. If own shares are later sold or re-issued, all received payments excluding transaction fees and related taxes are included in equity.

**d) Fixed Assets**

Fixed assets (property, plant and equipment) are kept at their original cost, decreased by cumulative depreciation and cumulative loss due to impairment, except for land, which is presented at original cost, decreased by any impairments. Original cost includes all costs that can be directly attributes to the acquisition of a fixed asset. Maintenance and repairs as well as replacement and improvement of minor significance are recognized as expenses in the period they occur. Larger amounts are depreciated over the remaining useful life of a fixed asset or to the day of the next major renovations, whichever is sooner. The residual value and useful life of each fixed asset is checked annually and adjusted if necessary. The book value of a fixed asset is immediately partly written off to the recoverable amount, if the book value is greater than the estimated recoverable amount, and is recognized in the operating results.

Depreciation is calculated using straight-line depreciation, taking into account useful life as follows:

<b>Asset</b>	<b>Depreciation rate in % since 1 July 2011</b>	<b>Depreciation rate in % before 30 June 2011</b>
Computers	50	50
Furniture and chairs	20, 25	20, 25
Vehicle equipment	12,5	12,5
Other equipment	20, 25	20, 25

Depreciation calculation starts when a fixed asset is ready for use; unfinished constructions are not depreciated.

Profit and loss from sale or deactivation of a fixed asset is determined by comparing sales revenue with book value. It is included in the operating results.

Fixed assets acquired through tenders are recognized as assets, but the amount of the subsidy is counted towards accrued costs and deferred revenue, which is then monthly decreased by the depreciation amount.

**e) Intangible Assets**

Intangible assets are initially measured at their original value.

i) Other Intangible Assets

Intangible assets acquired through tenders are recognized as assets, but the amount of the subsidy is counted towards accrued costs and deferred revenue – government grants, which is

then monthly decreased by the depreciation amount. The depreciation rate for such assets is the same as for assets that the company purchases with own funds, except for the Feniks project, where a 25% rate is used because it is a new project and as such exposed to changes.

ii) Subsequent Cost

Subsequent expenses related to intangible assets are capitalized only when they increase future economic benefits which are derived from the asset to which the expenses pertain. All other costs, including trademarks and goodwill generated within the company, are recognized in the operating results as expenses as soon as they occur.

iii) Depreciation

Depreciation is calculated using straight-line depreciation, taking into account useful life of intangible assets (except goodwill) and beginning when the asset is ready for use. Estimated useful life for the current year and a comparable year:

<b>Asset</b>	<b>Depreciation rate in % since 1 July 2011</b>	<b>Depreciation rate in % before 30 June 2011</b>
Intangible asset – PANTHEON	10	10
Intangible asset – FENIKS	25	25
Material rights and copyrights	10, 50	50

**f) Leased Assets**

Leases for which the company assumes are major forms of risks and benefits related to asset ownership are regarded as financial leases. After initial recognition, a leased asset is presented in an amount equivalent to the fair value, or if it is less than that, the current value of the lowest total of lease payments. After initial recognition, assets are measured in accordance with accounting policies for such assets.

Other leases are treated as operating leases and, with the exception of investment property, leased assets are not recognized in the company's balance sheet. Investment property under operating lease is presented in the company's balance sheet at fair value.

**g) Inventories**

Inventories of goods are initially valued at their original cost, composed of purchase price, import duties and direct procurement costs. The purchase price is decreased by any discounts. Direct procurement costs are transport costs, handling costs, transport insurance, goods tracking, intermediation costs and similar costs to the first warehouse if borne by the customer, and non-refundable duties. Purchase price discounts include those specified in invoices as well as those granted subsequently that pertain to a certain delivery.

Decrease in value of inventories in materials and small tools is charged to the cost of materials, while the decrease in value of goods is charged to the relevant operating expenses. Consumption of goods is accounted on the basis of the average cost method.

The cost of inventories includes the purchase price, customs and other duties (excluding those that are subsequently refunded by tax authorities), transport cost, handling and other costs, that can be attributed directly to the acquired goods, materials or services. Trade discounts, rebates and other similar items are deducted in determining the cost of purchase.

Consumption of materials is accounted on the basis of the method of average cost in the period.

The net realizable value is the estimated sale price achieved in normal operation, minus estimated cost of finishing and estimated cost of selling.

## **h) Impairment of Assets**

### i) Financial Assets

The company assesses the value of financial assets on the reporting date to determine if an objective sign of asset impairment exists. A financial asset is impaired if objective proof exists that one or more events led to a decrease in expected future cash flows from that asset.

Loss due to impairment related to a financial asset, presented at amortized cost, is calculated as the difference between the asset's carrying value and expected future cash flows, discounted at the original interest rate.

Trade receivables are presented at nominal value, decreased by proper adjustments for estimated unrecoverable amounts.

Receivables that are assumed not be settled on time or in full, are regarded as doubtful; if legal action has been initiated they are regarded as disputed.

Receivables are adjusted if the need arises, which is considered based on individual estimates of recoverability.

Investments in subsidiaries are valued at their original cost.

Investments are adjusted if the need arises, and considered based on individual estimates.

Loss due to impairment of financial assets held for sale is calculated according to an asset's current fair value.

For key financial assets, the estimation of impairment is performed individually. The impairment estimation of other financial assets is performed in groups according to common properties in risk exposure.

All impairment losses are presented in the profit/loss statement for the period. Any accrued loss related to financial assets held for sale that was recognized directly in equity is transferred to the operating results.

The loss due to impairment is derecognized if it can be objectively attributed to an event that occurred after the impairment has been recognized. For financial assets presented at amortized cost and financial assets held for sale, which are debt instruments, the derecognition of loss due to impairment is presented in operating results. Derecognition of financial assets held for sale that are equities are presented directly in equity by the company.

### ii) Non-Financial Assets

On each reporting date, the company checks the remaining carrying value of non-financial assets of the company, except biological assets, investment property, inventories and deferred tax assets, to determine any signs of impairment. If such signs exist, the asset's recoverable value is estimated. An estimate of the impairment of goodwill and intangible assets with an unspecified useful life that are not yet ready for use is performed on every reporting date.

The recoverable value of an asset or a cash-generating unit is its value in use or its fair value minus cost of selling, whichever is higher. When determining an asset's value in use, expected future cash flows are discounted to their current value at pre-tax rates that reflect current market assessments of the time value of money and the risks specific to the asset. To test for impairment, assets are grouped into the smallest possible groups that generate cash flow from permanent use, largely independent from those from other assets or asset groups (cash-generating units). To test for impairment, goodwill obtained from mergers is distributed to cash-generating units that are expected to benefit from the synergy of merging.

Impairment of assets or cash-generating units is recognized if their book value is greater than their recoverable value. The impairment is presented in operating results. Loss that is recognized

for cash-generating units due to impairment is allocated in such a way that first the book value of goodwill allocated to a cash-generating unit is decreased, and then to other assets of the unit (group of units) in proportion to the book value of each asset in the unit.

Loss due to impairment of goodwill is not derecognized. For other assets, the company assesses loss due to impairment in previous periods on the balance sheet date and thus determines if the loss has decreased or is not present at all. Loss due to impairment is derecognized if the assessments have changed based on which the company determines an asset's recoverable value. Loss due to impairment is derecognized to the amount up to which the increased book value of an asset does not exceed the book value that would have been determined after subtracting depreciation, if no loss due to impairment had been recognized in previous years.

### **i) Employee Benefits**

#### i) Other Long-Term Employee Benefits – Allocations for Severance Pays and Long Service Rewards

The company's net liability for long-term employee benefits is the sum of future benefits that employees have acquired for their services performed in the current and past periods. That amount of benefits is then discounted to determine its current value, and the decreased by the fair value of all related assets. The discount rate is the reported return of AA rated bonds the maturity of which is roughly the same as the maturity of the company's obligations. The calculation uses the projected unit credit method. Any actuarial gains and losses are recognized in the operating results of the period of their occurrence.

#### ii) Short-Term Employee Benefits

Liabilities for short-term employee benefits are not discounted and are presented as expenses after an employee's work related to a given short-term benefit is complete.

Liabilities are presented in the amount for which payment is expected in the form of a premium, payable within twelve months of finishing work, or a profit sharing scheme if the company has a current legal or indirect commitment for such payments due to past work of an employee and the liability can reliably be measured.

### **j) Allocations**

Allocations are recognized when the company has a current legal or indirect commitment due to past events if it is likely that settlement will require fund outflow and that the amount can reliably be estimated.

#### i) Post-Employment Benefits

Employees are entitled to severance pay when they retire, which is recognized when they conclude their employment in accordance with the Employment Act. For severance pay upon retirement, the projected unit credit method (the method of imputing benefits in proportion to the performed work) is applied, and therefore the Group establishes provisions appropriate to the achieved length of service of employees. Actuarial valuation is performed on 30 June and is properly presented in operating results.

Severance pay upon retirement when due reduces the established provisions.

#### ii) Other Long-Term Benefits

Employees are entitled to long-term service rewards that are recognized when an employee reached a certain length of service. For severance pay upon retirement, the projected unit credit method (the method of imputing benefits in proportion to the performed work) is applied, and therefore the Group establishes provisions appropriate to the achieved length of service of employees.

years. Actuarial valuation is performed on 30 June and is properly presented in operating results. Long service rewards when due reduce the established provisions.

### **k) Revenue**

#### **i) Sales of Products**

Sales of products are recognized at fair value of the received payment or liability, decreased by refunds, rebates and quantity discounts. Revenue is presented when a customer assumes all major forms of risks and benefits related to asset ownership, when there is certainty about the ability to pay compensation and the related expenses or about the option for returning products, when the company ceases to decide on sold products, and when the revenue amount can reliably be measured.

Transferring risks and benefits depends on the terms of the purchase contract. For goods sales, the transfer is generally made after the goods have arrived at the customer's warehouse, but for some international deliveries the transfer is made when the goods are loaded for transport.

#### **ii) Sales or Services**

Sales of services are recognized in operating results based on the service's stage of completion on the reporting date. The state of completion is assessed with a review of the completed tasks.

A majority of the company's revenue is from sales of licenses and upgrade agreements. Apart from regular purchasing licenses outright, customers can also pay with a 5-year installment plan, or lease it for six years (hereinafter referred to as RLGS Agreements). Revenue from RLGS Agreements is composed of license fees, upgrades and financing.

Income from tenders, subsidies or grants is financed by the company at the signing of the contract and in the moment when their occurrence becomes certain. In cases where the company is granted funds through tenders for the development of intangible assets, such funds are counted towards the item accrued costs and deferred revenue – government grants, which is then monthly depreciated by the proportional amount.

Uncertainty evaluations and decisive assessments prepared by the management in line with the accounting policy that most significantly affect figures in the financial statements are:

- explanation on allocations and contingent liabilities;
- valuation of assets.

#### **iii) Revenue from Rents**

Revenue from rents and investment property is recognized in revenue on a straight line basis over the term of the rent. Any given rent-related incentives are recognized as a part of total revenue from rents.

### **l) Government Grants**

Government grants are initially recognized in accounting statements as deferred revenue, if there is reasonable assurance that the company will receive said grants and will fulfill the necessary requirements. Government grants received for covering costs are recognized strictly as revenue in the periods when said costs occur, that the grants should be covering. Grants related to assets are recognized in operating results strictly as other operating revenue in the useful life of an asset.

### **m) Financial Leases**

Payments from financial leases are recognized as revenues on a straight line basis over the lease term. Any received lease-related incentives are recognized as a part of total expenses for leases.

The minimum lease payments due are distributed among financial expenses and decrease of outstanding debt. Financial expenses are distributed among periods over the lease term to get a fixed interest rate for the outstanding debt balance for each period. The company presents contingent payments from financial leases in the amount that, when the lease is changed, the minimum lease payment for the remaining term is re-assessed.

Contingent payments from financial lease are presented when the contingent liability no longer exists and when the change in the financial lease's value is known, namely in the amount determined by reassessing the minimum lease payment in the remaining term of the lease.

#### **n) Financial Revenue and Financial Expenses**

Financial revenue consists of interest from investment (including financial assets held for sale), dividend revenue, revenue from disposal of financial assets held for sale, changes in fair value of financial assets at fair value through operating results, and gains from instruments for insurance against risks, which are recognized in operating results. Revenue from interest is recognized in operating results upon its occurrence using the effective interest rate method. Dividend revenue is recognized in comprehensive income on the day the shareholder's right to payment is exercised, which is for listed companies generally the date when the right to current dividends ceases to be related to the share.

Financial expenses consist of borrowing costs, differences from recalculating allocation discounts, dividends from preferred shares presented among liabilities, changes in fair value of financial assets at fair value through operating results, loss due to impairment of financial assets, and loss from instruments for insurance against risks, which is recognized in comprehensive income. Borrowing costs are recognized in comprehensive income using the effective interest rate method.

Profit and loss from exchange differences are presented in net amounts.

#### **o) Tax on Income**

The tax on profit or loss in the fiscal year consists of current tax and deferred tax. The tax on income is presented in comprehensive income, except for the part pertaining to items that are presented directly in equity and is therefore presented in equity.

Current tax is the tax expected to be paid from taxable profits for the fiscal year, using the tax rates that have been enacted or substantively enacted by the reporting date, and any adjustments to tax liabilities related to past fiscal years.

Deferred tax is presented using the balance sheet liabilities method, whereby temporary differences between asset and liability book value for financial statements and amounts for tax reporting are taken into account. The following temporary differences are not included: initial recognition of assets or liabilities in transactions other than mergers that have no effect on accounting profits or taxable profits, and differences related to investments in subsidiaries and jointly-controlled companies in the amount that is likely not to be derecognized in the foreseeable future. Furthermore, the deferred tax is not presented if there are taxable temporary differences at the initial recognition of goodwill. Deferred tax is presented in the amount that is expected to be payable upon derecognition of temporary differences based on laws enacted or substantively enacted by the reporting date. The company sets off deferred tax assets liabilities, if it has a legally enforceable right to set off recognized current tax assets and liabilities and if they pertain to the tax on profit levied by the same taxation authority in connection with the same taxable unit; or different taxable units that either intend to settle current tax liabilities and tax assets with a difference, or simultaneously recover assets and settle liabilities.

Deferred tax assets are recognized in the amount for which it is likely that a future taxable profit will be available that might be used to cover the deferred asset. Deferred tax assets are reduced by the amount for which it is not likely that asset-related tax reliefs can be claimed.

## **4. DETERMINING FAIR VALUE**

---

Considering the company's accounting policies and breakdowns, many times a fair value of financial and non-financial assets and liabilities must be determined. The fair values of single asset groups for the purpose of measuring or reporting are determined herein. Additional explanations regarding assumptions for determining fair value are given along individual breakdowns of the company's assets or liabilities.

### i) Fixed Assets

The fair value of fixed assets from business combinations is equal to their market value. The market value of immovable property is equal to the estimated value at which the property could be sold by a willing seller to a willing buyer at arm's length on the day of the valuation and after appropriate marketing. The market value of plant, equipment, furniture and fixtures is based on the offered market price of similar objects.

### ii) Intangible Assets

The fair value of patents and trademarks acquired through business combinations is based on the estimated discounted future value of royalties, which will not need to be paid because the patent or trademark is already owned. The fair value of other intangible assets is determined by taking the current value of estimated future cash flows that are expected from their use or potential sale.

### iii) Operating and Other Receivables

The fair value of operating and other receivables is calculated as the current value of future cash flows, discounted at market interest rates on the reporting date.

### iv) Non-Derivative Financial Liabilities

The fair value is for reporting purposes calculated based on the current value of future payouts of the principal and interest, discounted at the market interest rate on the reporting date. In connection with the portion of liabilities from convertible bonds, the market interest rate is determined by comparing with similar liabilities that cannot be converted to equity. For financial leases, the market interest rate is determined by comparing with similar lease contracts.

## **5. FINANCIAL RISK MANAGEMENT**

---

The company does not use financial instruments. The company assesses financial risks within the following groups:

- credit risk,
- reduced liquidity,
- market risk.

This chapter discusses the company's exposure to said risks, its goals, policies and procedures for measuring and managing risks, and its handling of capital. Other quantitative disclosures can be found in the continuation of the Notes to the financial statements.

The management is fully responsible for establishing the company's framework for risk management. The finance and accounting department deals with risk measurement and management. The person responsible for finance and accounting reports to the Executive Director about activities in this field.

Risk management policies are designed to define and analyze risks that threaten the company, based on which proper restrictions and controls are set up, risks monitored and restrictions

respected. Risk management policies and systems are regularly checked to reflect changes in market conditions and the company's activities. With training as well as standards and procedure for risk management, the company endeavors to develop a disciplined and constructive environment where all employees are aware of their roles and responsibilities.

The management board ensures that risk management policies and procedures are respected, and assesses the suitability of the risk management framework for the risks that the company faces.

### **Credit Risk**

Credit risk is the risk the the company will suffer financial loss if a client or a contracting party in a financial instrument agreement fails to fulfill its contractual obligations. Credit risk arises primarily from the company's receivables from clients and investment securities.

### **Operating and Other Receivables**

The company's exposure to credit risk depends largely on the characteristics of individual clients. Client demographics and risk of non-payment with regard to the industry or country of a client do not have a significant effect on credit risk. Geographically speaking, there is no concentrated credit risk.

The finance and accounting department assesses each new client's creditworthiness before it is given standard terms of payment and delivery. The assessment factors in external ratings if they exist, and in some cases also bank references. The credit limit is set in the form of a maximum outstanding amount that need not be approved and is client-specific; credit limits are checked every four months. Clients that do not meet the company's standard creditworthiness are required to make payments in advance.

The company makes adjustments for impairments that represent estimated losses from operating and other receivables and investments. The main elements of adjustments are the special part of the loss, which pertains to single major risks, and the common part of loss, which is for groups of similar assets due to losses that have occurred but have not yet been identified. The adjustment for total loss is determined by factoring in historical data that pertains to statistics of payments for similar financial assets.

### **Guarantee**

In line with its policies, the company issues financial guarantees only to wholly-owned subsidiaries.

### **Reduced Liquidity**

Liquidity risk is the risk that the company might not be able to settle its financial obligations when due. The company maintains maximum liquidity by having sufficient liquid assets to settle obligations in time, both in normal and troubled circumstances, without incurring unacceptable loss or reputation damage.

The company has several credit lines for ensuring liquidity where it can draw from if the need arises.

### **Market Risk**

Market risk is the risk that fluctuations in market factors, such as interest rates, exchange rate and equity instruments, will affect the company's revenue or value of financial instruments. The objective of market risk management is the control over exposure to market risks to a reasonable degree, while optimizing profits.



### Currency Risk

The company is exposed to currency risk when buying, selling, lending and borrowing, specifically when making transactions in currencies other than the functional currency. The company operates mostly with euros.

The significance of the key currency pair has changed since the introduction of the euro, because no currency pair fits into this category, but due to unbalanced foreign currency positions, some of the more important currency pairs have been identified that are geographically related to the company's subsidiaries: euro/Croatian kuna, euro/Macedonian denar and euro/Serbian dinar. The company attempts to reduce currency risks by factoring them into markups, by balancing purchases and sales, with well-timed foreign currency coverage of inflows with outflows, and by taking out loans in the local currency.

### Interest Rate Risk

Interest rate risk is the risk that a financial instrument's value will fluctuate due to variable interest rates. The majority of the company's debt instruments are bound to a fixed interest rate, therefore operations are not exposed to interest rate risk. Interest rate risk is reduced by adapting interest rates for assets to interest rates for liabilities; furthermore, simulations are performed on the balance sheet in regard to absorption of financing in relation to interest rate fluctuation.

### Equity Risk

The management board decided to keep equity large in order to build the trust of investors, creditors and the market, and to facilitate the company's sustainable growth. The management board monitors the capital gains that the company defined as net operating revenue, divided by the total shareholder's equity, excluding non-redeemable preferred shares and minority stakes. Also monitored is the dividend amount paid to common shareholders.

The company endeavors to keep a balance between high yields supported by large loans and the benefits and security of a strong equity position.

The company occasionally buys own shares, depending on the current market price of the share. In general, such shares are intended for profit sharing schemes. The decision for buying and selling shares is made by the risk management committee separately for each transaction. The company does not have a special plan for buying own shares.

The company did not change its equity management policies in this fiscal year.

Neither the parent company nor its subsidiaries are subject to equity requirements set by external entities.

## 6. SALES

in euros	FY 12	FY 11
<b>SALES</b>	<b>2.004.328</b>	<b>1.970.507</b>
Sales in the domestic market	1.046.764	1.279.425
Sales of products and services, excluding leases	1.037.487	1.267.064
Revenue from leases, subscriptions	9.277	12.061
Sales of goods and materials		300
Sales in the EU	6.423	7.684
Sales of products and services in the EU	6.423	7.684

Sales outside the EU	951.141	683.398
Sales of products and services	951.141	683.398

Datalab licenses its software suite PANTHEON also with leases and subscriptions. Since 1 July 2009, when such a licensing agreement is entered into, the company immediately records the value of the license, and revenue from software upgrades and financing is recorded monthly until the agreement expires.

## 7. OTHER OPERATING REVENUE

The majority of other operating revenue are capitalized own products and services in the amount of 1,472,492 euros, which represents the development of PANTHEON.

Subsidies, grants, allowances, compensations and other revenue associated with products and services include the subsidy of the Slovenian Ministry of Higher Education and Technology for developing an ecosystem for e-business in SMEs (project Feniks) and funds received from the same ministry as part of co-funding for the improvement of development teams. Another subsidy in the amount of 6,640 euros was awarded by JAPTI for the expansion to Albania. This income was financed in the amount of 96,556 euros, which is proportional with the cost of depreciation of the Feniks project. For the remainder of the approved subsidy, long-term allocations in the amount of 153,556 euros have been established to cover the proportional part of depreciation costs in the next two years. Revenue from co-funding for the improvement of development teams are presented in the amount of 83,764 euros.

Other operating revenue in the fiscal year 2011 is composed of revalued revenue from the derecognition of impairment of operating receivables in the amount of 2,937 euros, derecognition of long-term allocations and liabilities from finished legal proceedings in the amount of 80,111 euros, and other operating revenue in the amount of 5,310 euros.

## 8. COST OF MATERIALS, GOODS AND SERVICES

The cost of materials is the quantity of direct materials consumed. Costs of services are costs that do not count as costs of materials, depreciation or labor, but costs of transportation services, production stages performed by others, utility and telecommunication services, rentals, payment services, cost of partner commissions, and similar. Costs of services include work contracts costs, author's contract costs and costs associated with other legal relations, except employment relationships with private individuals.

The total cost of materials, goods and services is composed as follows.

in euros	FY 12	FY 11
<b>Cost of materials, goods and services</b>	<b>1.026.563</b>	<b>844.916</b>
Cost of goods sold		
Cost of materials	38	46
Cost of energy	12.877	12.846
Other costs of materials	8.066	16.065
Cost of services for making products and rendering services	19.345	27.223

Transport services	21.460	18.454
Cost of services related to maintenance of fixed assets	20.671	5.181
Rents	83.592	134.013
Reimbursement to employees for work-related expenses	26.127	13.714
Cost of payment services, banking services and insurance premiums	11.083	8.719
Cost of intellectual and personal services	327.305	245.952
Cost of exhibitions, advertising, promotion and entertainment	71.111	77.501
Cost of services of private individuals	106.615	77.871
Cost of other services	318.273	207.331

Other costs of materials consist mostly of office supplies and reference books. The costs of intellectual and personal services and other services are mostly the services of external contractors related to creating, updating and further developing the software suite PANTHEON 5.5.

The company has changed the way it records loan banks' processing fees for loans; now they are no longer included in costs of payment and banking services. It has also changed the recording of guarantees for granted loans that are no longer recorded as costs of other services. Both are now shown in financial expenses for loans received from banks. The table above is adjusted accordingly also for the previous fiscal year.

Costs by functional group	in euros	Share
Production costs (development)	2.265.763	71,88%
Cost of selling (marketing and sales)	149.444	4,74%
Cost of administration (management)	736.772	23,37%
<b>Total</b>	<b>3.151.979</b>	<b>100</b>

Production costs include the cost of the development team; selling costs include the cost of the marketing and sales teams. Cost of administration include common company activities (accounting, administration, Academy, training, HR, etc.).

## 9. LABOR COSTS

Labor costs and reimbursements to employees are accounted in accordance with applicable laws, collective agreements, internal company regulations, or employment contracts. Accounted labor costs correspond to related short-term liabilities until settled. Liabilities for salaries and wages are represented as liabilities to individual employees in their net amounts and as withheld obligations for taxes, included in their gross salaries. Also presented are obligations and taxes that are accounted on the basis of gross payments and which are not part of them. Voluntary supplementary pension insurance for employees is otherwise arranged with a collective pension insurance at a pension plan operator that is certified for voluntary supplementary pension and disability insurance, but is currently suspended.

Labor costs are composed as follows:

in euros	FY 12	FY 11
<b>Labor costs</b>	<b>1.121.574</b>	<b>1.153.551</b>
Cost of wages and salaries	844.052	865.667
Cost of pension insurance	77.174	76.645
Cost of other social insurances	61.089	62.786
Other labor costs	139.259	148.453

### Earnings of the Management

The figures in the tables below include labor costs and compensations borne by the employer, other labor costs (annual leave bonuses, other remuneration, net reimbursements, benefits), and reimbursement of work-related expenses. The figures are for the fiscal year 2012.

Attendance fees for the management board include cost of attendance fees and reimbursements for internal and external members of the executive board.

Members of supervisory boards of the company's subsidiaries are not receiving any payment for their supervisory functions, therefore the amounts pertain to the parent company only.

	Fixed earnings	Other bonuses	Reimbursements	Other additional payments	Total earnings in Datalab Tehnologije, d.d.
Lojze Zajc	37.602	13.000	1.453		52.055
Andrej Mertelj	62.009	23.000	8.600	23.005*	116.614
Tone Černe	2.085	7.000			9.085
Matt Mayfield	41.737			18.480	60.217

## 10. OTHER OPERATING EXPENSES

in euros	FY 12	FY 11
<b>Other operating expenses</b>	<b>41.945</b>	<b>135.883</b>
Other costs	15.427	19.904
Revalued operating expenses for intangible and fixed assets		59.907
Revalued operating expenses associated with current assets	26.518	56.072

Other operating expenses in the fiscal year 2012 include expenses for contributions for promoting employment of people with disabilities in the amount of 3,676 euros, court fees in the amount of 8,440 euros, cost of scholarships in the amount of 1,500 euros, and donations, rounding differences and other expenses in the amount of 1,811 euros.

Revalued operating expenses consist of value adjustments related to short-term operating receivables in the amount of 26,518 euros.

## 11. FINANCIAL REVENUE

in euros	FY 12	FY 11
<b>Financial revenue</b>	<b>87.914</b>	<b>109.975</b>
Financial revenue from loans given to others	18	1.581
Financial revenue from loans given within the group		4.534
Financial revenue from operating receivables from others	78.914	100.007
Financial revenue from loans given within the group	8.982	3.853

### Financial revenue from given loans

Financial revenue from given loans are presented in the amount of 18 euros.

### Financial Revenue from Operating Receivables

In 2012, the company generated most of its financial revenue from operating receivables from leases and subscriptions. This amounted to 80,360 euros in 2012 and in 2011 to 98,936 euros. Other revenue consists of exchange differences, interest on deposits, and default interest from clients' late payments.

## 12. FINANCIAL EXPENSES

in euros	FY 12	FY 11
Financial expenses	200.640	150.244
Financial expenses for loans received from companies in the group	3.988	1.878
Financial expenses for loans received from banks	117.955	117.816
Financial expenses for operating liabilities to companies in the group		505
Financial expenses for operating liabilities to suppliers		3.737
Financial expenses for other operating liabilities	14.809	26.308
Impairment of investments	63.888	

The company has changed the way it records loan banks' processing fees for loans; now they are no longer included in costs of payment and banking services. It has also changed the recording of guarantees for granted loans that are no longer recorded as costs of other services. Both are now shown in financial expenses for loans received from banks. The table above is adjusted accordingly also for the previous fiscal year.

In FY 12, the company purchased and due to poor results also impaired the investment into the company Datalab Bulgaria Ltd. in the amount of 58,607 euros. Because the loan given to the company NETLAB d.o.o. cannot be repaid, the company impaired the loan in the amount of 5,281 euros.

### Net cash flow

in euros	FY 12	FY 11
Financial revenue	87.914	109.975
Financial expenses	200.640	150.244
NET CASH FLOW	-112.726	-40.269

### 13. TAX ON INCOME

The corporate income tax is accounted based on the income and expense that are included into the profit/loss statement according to applicable law. The company had that many tax reliefs in FY 12 that no tax on income had to be paid.

Receivables from unused tax reliefs in the amount of 110,629 euros are posted as deferred tax assets.

Item	FY 12	FY 11
Accounted income tax – tax liability		10.092
Deferred tax assets	110.629	19.395
Total tax expense in operating results	-110.629	-9.303

Effective rate of the income tax for Datalab Tehnologije, d. d.:

Item	FY 12	FY 11
Gross operating profit or loss before taxes	460.114	426.842
Applicable tax rate	19,00%	20,00%
Tax amount at applicable rate before changes to tax basis	87.422	85.368
Expenses not recognized for tax purposes	140.982	95.622
Difference in recognition of income and expenses	-13.491	-7.218
Reliefs	-587.605	-464.788
Effective tax rate	0,00%	2,36%
Current tax	0	10.092

### 14. REVENUE FROM DEFERRED TAXES

Revenue from deferred taxes represents an increase in deferred tax assets in the amount of 110,629 euros as the difference between write-offs and impairments not recognized for tax purposes in this fiscal year, write-offs and impairments recognized for tax purposes in future years pertaining to profit sharing under the Financial Participation Act, and unused tax reliefs for investments into development.

## 15. PROPERTY, PLANT AND EQUIPMENT

Property, plant and equipment in the amount of 97,636 euros consists of computers and computer equipment. All equipment acquired in FY 12, except a passenger car in the value of 9,799 euros, was acquired with own funds.

Movement of fixed assets from 1 July 2011 to 30 June 2012

<b>COST</b>	<b>Other plant and equipment</b>	<b>Total</b>
Balance as of 1 July 2011	340.803	340.803
Acquisition, activation	120.282	120.282
Disposal, write-off	5.184	5.184
Upward revaluation of fixed assets		0
Balance as of 30 June 2012	455.901	455.901
<b>VALUE ADJUSTMENT</b>		
Balance as of 1 July 2011	309.873	309.873
Disposal, write-off	5.184	5.184
Depreciation	53.576	53.576
Upward revaluation of fixed assets		0
Balance as of 30 June 2012	358.265	358.265
<b>CARRYING VALUE</b>		
Balance as of 1 July 2011	30.930	30.930
Balance as of 30 June 2012	97.636	97.636

## 16. INTANGIBLE ASSETS

An intangible asset is an asset is used for long-term production or supply of goods or services, for rental to others, or for administrative purposes, but without physical substance. Datalab Tehnologije, d. d., presents material rights and copyrights at their carrying value, being the difference between the cost and the value adjustment.

Intangible assets in the value of 4,786,919 euros represent the value of purchased components and other copyrights pertaining to PANTHEON, and various licenses that allow normal work of the PANTHEON development team. The largest part of intangible assets is the capitalization of the software PANTHEON.

The company has no significant fully depreciated intangible assets.

Intangible assets for the fiscal year 2012

<b>COST</b>	<b>Long-term property rights</b>	<b>Total</b>
<b>Balance as of 1 July 2011</b>		
Acquisition, activation	7.804.596	7.804.596

Disposal, write-off	1.485.824	1.485.824
Upward revaluation of fixed assets		0
Balance as of 30 June 2012		0
<b>VALUE ADJUSTMENT</b>	<b>9.290.420</b>	<b>9.290.420</b>
<b>Balance as of 30 June 2011</b>		
Disposal, write-off	3.567.861	3.567.861
Depreciation		0
Upward revaluation of fixed assets	935.640	935.640
Balance as of 30 June 2012		0
<b>CARRYING VALUE</b>	<b>4.503.501</b>	<b>4.503.501</b>
<b>Balance as of 1 July 2011</b>		
Balance as of 30 June 2012	4.236.735	4.236.735
<b>Stanje 30. 6. 2012</b>	<b>4.786.919</b>	<b>4.786.919</b>

## 17. LONG-TERM FINANCIAL INVESTMENTS

Long-term financial investments are part of long-term financial instruments and represent an item with maturity over one year.

in euros	30 June 2012	30 June 2011
<b>Long-term financial investments</b>	<b>176.105</b>	<b>176.105</b>
Shares and stakes in companies in the group	174.856	174.856
Other long-term financial investments	1.249	1.249

The company presents the following long-term financial investments:

in euros	Share	30 June 2012	30 June 2011
Investment into Datalab Tehnologije, d.o.o. – Croatia	51%	123.000	123.000
Investment into Datalab BH, d.o.o. – Bosnia and Herzegovina	51%	524	524
Investment into Datalab MK, d.o.o., – Macedonia	100%	38.832	38.832
Investment into Datalab SCG, d.o.o.	51%	0	0
Investment into Datalab SR, d.o.o. – Serbia	100%	5.000	5.000
Investment into Datalab MN, d.o.o. – Montenegro	51%	0	0
Investment into Datalab SI, d.o.o. – Slovenia	100%	7.500	7.500
Subsidiaries total		174.856	174.856



Investment into Datalab Automotive, d.o.o. – Serbia	24,99%	1.249	1.249
Investment into Datalab Bulgaria, Ltd. – Bulgaria	50%	0	
Other companies total		1.249	1.249

Long-term financial investments are valued using the cost method.

#### Long-term financial investments in subsidiaries and affiliated companies

The company acquired a 50% stake in Datalab Bulgaria Ltd. for the price of 58,607 euros. Because of the very poor results of Datalab Bulgaria Ltd., the company impaired the investment entirely in FY 12.

### 18. LONG-TERM OPERATING RECEIVABLES

Long-term operating receivables are receivables arising from property and other legal relationships to claim the settlement of a debt or the payment for deliveries or rendered services in a period that is longer than 12 months. Long-term operating receivables are mostly receivables from sales of lease and subscription agreements. Below is a breakdown of long-term operating receivables by the type of agreement and type of receivable.

in euros	30 June 2012	30 June 2011
LONG-TERM OPERATING RECEIVABLES	92.772	209.432
Other long-term receivables	4.839	1.011
Long-term receivables from confirmed compulsory liquidations	5.928	5.928
Long-term oper. rec. from leases (L20 and L30)	45.923	99.218
Long-term oper. rec. from lease upgrades (L20 and L30)	18.674	40.884
Long-term oper. rec. from subscriptions (S30)	11.268	42.839
Long-term oper. rec. from subscription upgrades (S30)	6.140	19.552

### 19. LONG-TERM DEFERRED COSTS AND ACCRUED REVENUE

Long-term deferred costs and accrued revenue include long-term deferred costs for financing and collecting RLGS agreements by the company Diners Club SLO, d. o. o., in the amount of 10,011 euros, and the purchase of the program Firma2000 in the amount of 20,000 euros. Users of the program Firma2000 will migrate to PANTHEON 5.5 over the following years because Firma2000 is outdated. The cost of purchasing Firma2000 will go into the expenses of Datalab Tehnologije, d.d., over the following two years.

### 20. DEFERRED TAX ASSETS

in euros	30 June 2012	30 June 2011
Deferred tax assets	178.853	68.224
- from establishing provisions	1.143	1.203

- from unused tax reliefs	123.043	24.800
- from value adjustments of assets	54.667	42.221

Deferred tax assets are amounts of the tax on profit that will be returned to the taxpayer in future tax periods with lower tax amounts in the future, when the assets can be claimed.

Deferred tax assets in Datalab Tehnologije, d.d., are receivables from the state for value adjustments of receivables and investments in the amount of 54,667 euros, receivables from unused tax reliefs due to employee profit sharing under the Financial Participation Act and unused reliefs for investments in research and development in the amount of 123,043 euros, and established provisions for severance pays and long service awards in the amount of 1,143 euros.

## 21. INVENTORIES

in euros	30 June 2012	30 June 2011
Inventories	37.545	3.178
Materials	35.683	0
Goods	1.862	3.178
Advances for inventories		0

The item Materials includes unsold Oracle licenses, and the item Goods includes merchandise (shirts, computer peripherals, bags, etc.) that the company sells or uses for promotion.

## 22. SHORT-TERM FINANCIAL INVESTMENTS

in euros	30 June 2012	30 June 2011
Short-term financial investments	45.530	52.209
Short-term loans to companies in the group	0	7.579
Other short-term loans	45.530	44.630

Short-term financial investments have decreased by the amount of repayments of loans to companies in the Group.

## 23. SHORT-TERM OPERATING RECEIVABLES

Short-term operating receivables are receivables arising from property and other legal relationships to claim the settlement of a debt or the payment for deliveries or rendered services. They represent short-term operating receivables and paid advances. Breakdown of operating receivables:

in euros	30 June 2012	30 June 2011
<b>Short-term operating receivables</b>	<b>926.283</b>	<b>664.747</b>
Short-term operating receivables from companies in the group	640.373	348.609
Short-term operating receivables from customers	171.318	298.894
Short-term operating receivables from others	114.592	17.244

Trade receivables are presented at nominal value, decreased by proper adjustments for estimated unrecoverable amounts. Receivables are revalued due to impairment if their book value exceeds their fair value, that is their realizable value.

Short-term receivables are collectible. Services to problematic customers are rendered only against an advance payment. Short-term receivables to foreign customers are converted at the rate of the Bank of Slovenia as of 30 June 2012. The effects of changes in exchange rates on the balance sheet date increase ordinary financial revenue or expenses as exchange differences.

Short-term operating receivables from others include receivables for paid collaterals to executors in the amount of 1,182 euros, receivables for paid advances in the amount of 6,354 euros, receivables for input VAT in the amount of 4,802 euros, receivables for overpaid corporate income tax in the amount of 9,251 euros, receivables from the state for the outstanding subsidy for the improvements of development teams in the amount of 83,764 euros, receivables from the state for refunds from the Health Insurance Institute in the amount of 6,621 euros, and other receivables in the amount of 2,618 euros.

It is estimated that short-term receivables are collectible, except for receivables whose value has been adjusted.

#### Receivables by maturity

Receivables	Gross value on 30 June 2012	Value adjustment on 30 June 2012	Net value on 30 June 2012	Gross value on 30 June 2011	Value adjustment on 30 June 2011	Net value on 30 June 2011
<b>Total</b>	<b>1.068.230</b>	<b>141.947</b>	<b>926.283</b>	<b>803.578</b>	<b>138.831</b>	<b>664.747</b>
Not overdue	862.602	0	862.602	544.631	0	544.631
Overdue 0 to 30 days	26.643	0	26.643	56.820	0	56.820
Overdue 31 to 180 days	12.813	324	12.489	48.492	5.289	43.203
Overdue 181 to 365 days	640	330	310	40.242	29.548	10.694
Overdue over one year	165.532	141.293	24.239	113.393	103.994	9.399

Value adjustment of receivables

Item	FY 12	FY 11
<b>Balance as of 1 July 2011</b>	<b>138.831</b>	<b>88.875</b>
Value adjustments within the year	3.116	49.956
<b>Balance as of 30 June 2012</b>	<b>141.947</b>	<b>138.831</b>

## 24. CASH

in euros	30 June 2012	30 June 2011
<b>Cash</b>	<b>4.538</b>	<b>25.759</b>
Cash on hand	337	3
Cash in bank accounts	4.201	25.756

## 25. SHORT-TERM DEFERRED COSTS AND ACCRUED REVENUE

Short-term deferred costs and accrued revenue in the amount of 62,182 euros consists of deferred costs for partner commissions for RLGS agreements in the amount of 10,063 euros, annual leave bonuses in the amount of 19,049 euros, deferred costs in the amount of 3,310 euros, and short-term accrued revenue in the amount of 29,760 euros.

## 26. EQUITY

### Share Capital

The shareholder meeting on 5 May 2003 decided to issue 6,150 shares with a total nominal value of 6,150,000 tolar (25,663 euros). Another 225 shares were issued on 5 April 2005 with a total nominal value of 225,000 tolar (938.9 euros). The nominal value per share for the first two issues was 1,000 tolar (4.17 euros) and they were for cash. 95,050 no-par value shares were issued on 17 August 2007; the issue was carried out from carried over profits and overpaid share capital. On February 15, 2008, another 5,094 no-par value issues were issued for cash. The fifth issue of shares was registered at the central securities register on 29 December 2010, specifically 5,020 no-par value shares in a total nominal value of 20,947.97 euros. The last shares were registered at the central securities register on 26 June 2012, specifically 64,327 no-par value shares in a total nominal value of 75,567.55 euros. The total number of issued shares is therefore 1,737,412. After that, the company's share capital amounts to 2,041,008.83 euros.

All shares are common, registered and issued in non-material form. All shares had been paid in full by the shareholders before the shares were entered in the company register.

### Own Shares

As of 30 June 2012, the company owned 20,034 own shares. Their cost is presented in the amount of 44,075 euros. Provisions in the same amount are formed for purchasing own shares. The company did not transfer 7,935 of its own shares to employees until 30 June 2012, because employees have not yet informed the company about their trading accounts. The fair value of own shares on 30 June 2012 was 18,031 euros.

**The company increased its share capital by 1,500,000 euros on 15 March 2011 and split its stock 1:15 on 28 March 2011.**

### Capital Surplus

Capital surplus consists of capital increase payments above the share's par value in the amount of 314,310 euros and effects from the disposal of own shares in the amount of 843 euros.

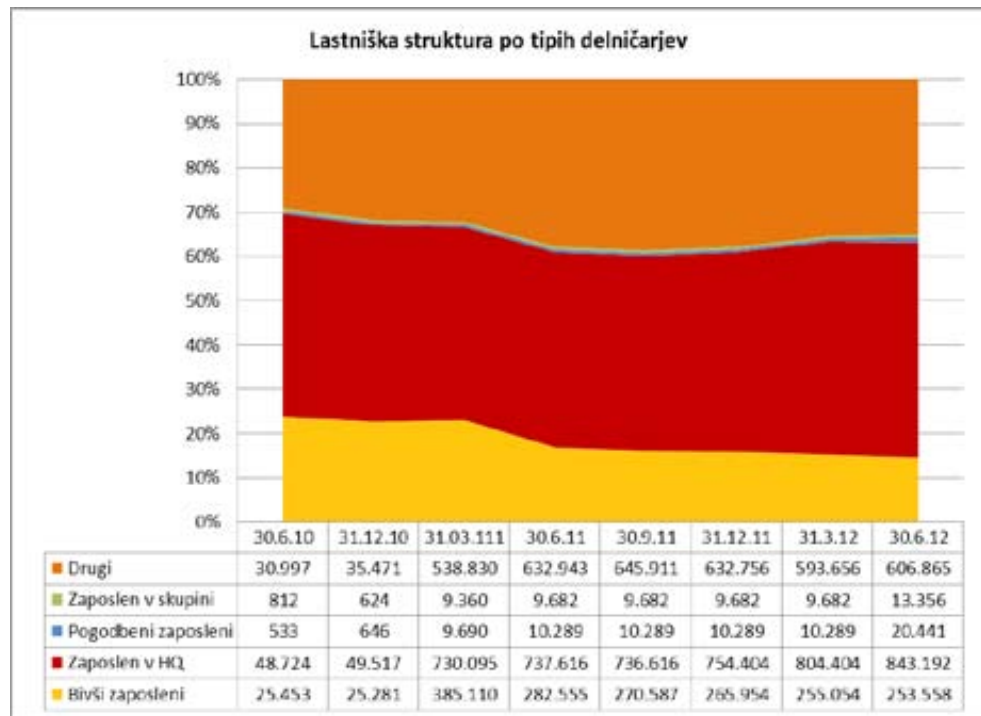
Accounting standards require that the company separately discloses operating results calculated on the basis of revaluation in order to maintain of capital based on the growth of consumer prices.

Item (in euros)	Capital amount	% growth	Calculated effect	Reduced net operating result
Capital (excl. profit of the current year)	3.148.026	2,3	72.405	498.338

Ownership structure of Datalab, d. d., as of 30 June 2012

Category	First name	Last name	Stake	No. of shares
10 largest			80,21%	
	Andrej	Mertelj	40,09%	696.480
	EGLATH VENTURES		19,76%	343.390
	Zvone	Jagodic	6,23%	108.225
	Lojze	Zajc	4,49%	78.008
	Moreno	Rodman	1,85%	32.220
	ADVAL d.o.o.		1,76%	30.540
	Tomaž	Teyrovski	1,72%	29.900
	Vanja	Varl	1,71%	29.655
	Valerija	Ažman	1,37%	23.865
	Zvonko	Arzenšek	1,23%	21.315
Others			19,79%	
	Members of the management*		0%	0
	Own shares		45,14%	784.376
	Other employees		1,15%	20.034
	Former employees		4,36%	75.690
	Partner companies		5,41%	93.994
	Other shareholders		1,82%	31.575
	Drugi delničarji		7,05%	122.521
<b>Total</b>			<b>100,00%</b>	<b>1.737.412</b>

\* excluding Andrej Mertelj \*\* \* including Lojze Zajc and Matt Mayfield



## 27. LONG-TERM FINANCIAL LIABILITIES

On 15 December 2010, the company signed a loan contract with Nova Ljubljanska banka, d.d., for a 5-year loan of 860,000.00 euros (as of 30 June 2012: long-term part 440,000 euros, short-term part 180,000 euros). The loan was taken out under the Republic of Slovenia Guarantee Scheme and is in its entirety meant for the repayment of short-term loans. The loan is additionally collateralized with some of the company's long-term and short-term receivables (626,301 euros) from RLGS agreements.

On 31 May 2011, the company signed a loan contract with Banka Celje, d.d., for a loan of 500,000.00 euros (as of 30 June 2012: long-term part 250,000 euros, short-term part 166,667 euros) from the funds of the European Investment Bank; the loan is in its entirety intended for funding the development of the company's software suite PANTHEON. The loan is additionally collateralized with the trade mark Datalab.

in euros	30 June 2012	30 June 2011
Long-term financial liabilities	690.000	784.746
Long-term loans from domestic banks	690.000	620.000
Long-term loans from domestic banks – being used		164.746

Interest rates are tied to 6 month and 3 month Euribor and have an additional fixed interest rate between 3% and 6% per year.

## 28. LONG-TERM OPERATING LIABILITIES

in euros	30.06.2012	30.06.2011
Long-term operating liabilities	4.768	0
Long-term liabilities from financial leases	4.768	0

Long-term operating liabilities from financial leases include the purchase of a passenger car with VBS Leasing.

## 29. LONG-TERM PROVISIONS

Dolgoročne rezervacije predstavljajo rezervacije za jubilejne nagrade in odpravnine ob upokojitvi v skladu z MRS 19 v višini 12.036 EUR. V letu 2012 družba ni oblikovala dodatnih rezervacij za jubilejne nagrade in odpravnine.

## 30. LONG-TERM ACCRUED COSTS AND DEFERRED REVENUE

Long-term accrued costs and deferred revenue in the amount of 358,280 euros consists of allocations for partner commissions from leases and subscription in the amount of 21,870 euros and of long-term deferred revenue from leases and subscriptions in the amount of 25,081 euros.

Long-term accrued costs and deferred revenue in the amount of 157,773 euros are for potentially lost lawsuits.

In FY 12, the company was drawing from established long-term accrued costs and deferred revenue for received subsidies for the Feniks project in the amount of 96,556 euros, which is the proportional part of depreciation of that project. The remaining 153,556 euros are intended to be drawn over the next two years.

in euros	30 June 2012	30 June 2011
<b>Long-term accrued costs and deferred revenue</b>	<b>358.280</b>	<b>564.849</b>
- allocations for partner commissions for RLGS agreements	21.870	48.219
- for deferred revenue from RLGS agreements	25.081	60.671
- for potentially lost lawsuits	157.773	205.847
- received subsidies for the Feniks project	153.556	250.112

## 31. SHORT-TERM FINANCIAL LIABILITIES

in euros	30 June 2012	30 June 2011
<b>Kratkoročne finančne obveznosti</b>	<b>1.084.194</b>	<b>567.488</b>
Kratkoročne finančne obveznosti do družb v skupini	362.466	
Kratkoročne finančne obveznosti do bank	718.826	567.488
Druge kratkoročne finančne obveznosti	2.902	0

Short-term liabilities for received loans from companies in the group amount to 362,466 euros. The interest rate prescribed by the Ministry of Finance for loans between related parties applies for those loans.

Received short-term loans of the company from banks by currencies and interest rates:

Item	Amount in currency	Amount in euros	Minimum interest rate	Maximum interest rate
Euro	718.826	718.826	EURIBOR+3%	EURIBOR+6%

As of 30 June 2012, the company has short-term liabilities to banks in the amount of 718,826 euros. Short-term loans are taken out with Raiffeisen banka (295,159 euros as of 30 June 2012). This item also includes the part of the long-term loans with Nova Ljubljanska banka and Banka Celje that are repayable within one year. Loans are collateralized with blank bills of exchange and personal surety.

44% of the loan received from Nova Ljubljanska banka is collateralized with the guarantee of the Republic of Slovenia and short-term receivables the company has from RLGS agreements. The loan from Banka Celje is collateralized with a lien on the Datalab brand.

The loan taken out by the parent company at the Raiffeisen bank in the amount of 335,000 euros (as of 30 June 2012, the outstanding amount is 72,159 euros) is additionally collateralized with receivables of Datalab Tehnologije, d. d., from the company Diners Club in the amount of 36,045 euros (as of 30 June 2012).

The loan of 77,000 euros (as of 30 June 2012) from Banka Celje is collateralized with cession of debt to the Ministry of Higher Education and Technology in the amount of 83,764 euros.

Other short-term financial liabilities include the short-term part of a financial lease for a passenger car with VBS Leasing (as of 30 June 2012: long-term part 4,768 euros, short-term part 2,902 euros).

## 32. SHORT-TERM OPERATING LIABILITIES

in euros	30 June 2012	30 June 2011
<b>Short-term operating liabilities</b>	<b>414.257</b>	<b>366.949</b>
Short-term operating liabilities to companies in the group	34.822	7.608
Other short term liabilities to suppliers	76.580	109.257
Other short-term operating liabilities	302.855	250.084

Short-term operating liabilities to companies in the group consist of obligations for rendered services (agency and intermediation costs).

Short-term operating liabilities to suppliers consist of obligations for rendered services (rent, administrative costs, costs of advertising and promotion, commissions), purchased materials (office supplies) and fixed assets.

Other short-term operating liabilities consist of obligations to the state from employee and employer contributions and taxes, VAT obligations, obligations to employees for wages and salaries, received collaterals, compensations, and other liabilities.



### Liabilities by Maturity

Liabilities	Gross value on 30 June 2012	Gross value on 30 June 2011
<b>Total</b>	<b>414.257</b>	<b>366.949</b>
Not overdue	319.818	311.649
Overdue 0 to 30 days	78.478	13.499
Overdue 31 to 180 days	11.607	18.146
Overdue 181 to 365 days	330	4.043
Overdue over one year	4.024	19.612

### 33. ACCRUED COSTS AND DEFERRED REVENUE

Accrued costs and deferred revenue are costs accrued or revenue deferred for a short-term of up to 12 months, and are presented separately.

Accruals and deferrals occur in accounting because of the need to evenly distribute costs that are expected, but have not occurred yet. Short-term deferred revenue occurs when services have already been invoiced or paid, but not rendered yet. The total value of accruals and deferrals as of 30 June 2012 was 101,277 euros.

A part of accrued costs and deferred revenue consists of deferred revenue from lease and subscription agreements in a total value of 32,318 euros, and short-term accrued costs for partner commissions in the amount of 38,766 euros.

Another part of accrued costs and deferred revenue in the amount of 30,193 euros consists of accrued costs of contractual work, commissions and auditing for the fiscal year 2012.

### 34. INVESTMENT INTO RESEARCH AND DEVELOPMENT

Datalab Tehnologije, d. d., is extremely development-oriented; most of its expenses consist of development costs of the ERP system PANTHEON.

Type of cost	FY 12	FY 11
Internal R&D activities	1.055.750	1.041.481
Purchased R&D services	416.742	283.691
<b>Total</b>	<b>1.472.492</b>	<b>1.325.172</b>

Type of cost	FY 12	FY 11
<b>Labor costs</b>	<b>849.154</b>	<b>828.908</b>
Purchase of R&D equipment	58.083	35.538
Cost of material	148.513	188.097
Cost of R&D services and cost of external specialists and researchers	416.742	272.629
<b>Total</b>	<b>1.472.492</b>	<b>1.325.172</b>

### 35. TRANSACTIONS WITH RELATED PARTIES

Sales (receivables) in euros	FY 12	FY 11
Datalab SI	1.217.654	1.311.246
Datalab BH	283.096	227.495
Datalab SR	259.903	208.442
Datalab MN	50.147	37.908
Datalab MK	84.290	59.866
Datalab Tehnologije HR	291.364	167.648
<b>Total</b>	<b>2.186.454</b>	<b>2.012.605</b>
Purchases (payables) in euros	FY 12	FY 11
Datalab SI	125.159	91.456
Datalab BH	6.075	6.913
Datalab SR	39.732	24.022
Datalab MN	0	0
Datalab MK	55.252	51.639
Datalab Tehnologije HR	98.666	40.254
<b>Total</b>	<b>324.884</b>	<b>214.284</b>
Outstanding receivables in euros	30 June 2012	30 June 2011
Datalab SI	278.283	169.561
Datalab BA	111.717	3.912
Datalab SR	119.196	76.320
Datalab MN	17.199	8.752
Datalab MK	31.736	34.107
Datalab HR	90.930	64.946
<b>Total</b>	<b>649.061</b>	<b>357.598</b>
Outstanding payables in euros	30 June 2012	30 June 2011
Datalab SI	24.619	464
Datalab BA	3.029	1.537
Datalab SR	7.174	5.217
Datalab MN	0	0
Datalab MK	0	391
Datalab HR	0	0
<b>Total</b>	<b>34.822</b>	<b>7.609</b>

The listed transactions were in line with market prices, or the prices charged for assets or services to related parties are compared to prices charged for assets or services to non-related parties in comparable circumstances. The majority of transactions are sales of licenses, software upgrades and memberships in accordance with the general terms applicable to subsidiaries and foreign representatives.

in euros	FY 12	FY 11
<b>Loans to related parties</b>	<b>40.980</b>	<b>46.060</b>
Datalab MK	0	4.275
Datalab MN	0	6.805
Andrej Mertelj	40.980	34.980

Other affiliated companies

in euros	FY 12	FY 11
<b>Sales (receivables)</b>		
Datalab Automotive	0	181
Datalab Bulgaria	6.691	7.773
<b>Purchases (payables) in euros</b>		
Datalab Automotive	0	1.000
Datalab Bulgaria	0	1.800
<b>Outstanding receivables in euros</b>		
Datalab Automotive	0	181
Datalab Bulgaria	1.787	
<b>Outstanding payables in euros</b>		
Datalab Automotive	0	0
Datalab Bulgaria	0	0

The listed transactions were in line with market prices, or the prices charged for assets or services to related parties are compared to prices charged for assets or services to non-related parties in comparable circumstances.

### 36. OFF-BALANCE-SHEET ITEMS

Given guarantees pertain to the loan received by Datalab BH in the amount of 31,500 euros (31,500 euros as of 30 June 2011).

Summary of off-balance-sheet items

Guarantee for Datalab BH	- 31.500 EUR
Total	-31.500 EUR

## 37. FINANCIAL INSTRUMENTS

### Financial assets

Item (in euros)	Book value on 30 June 2012	Fair value on 30 June 2012	Book value on 30 June 2011	Fair value on 30 June 2011
Long-term financial investments	176.105	176.105	176.105	176.105
Long-term loans	0	0	3.502	3.502
Long-term operating receivables	92.772	92.772	209.432	209.432
Short-term financial investments	45.350	45.350	52.209	52.209
Short-term operating receivables	926.283	926.283	664.747	664.747
Cash and cash equivalents	4.538	4.538	25.759	25.759
<b>Total</b>	<b>1.245.048</b>	<b>1.245.048</b>	<b>1.131.754</b>	<b>1.131.754</b>

### Financial Liabilities

Item (in euros)	Book value on 30 June 2012	Fair value on 30 June 2012	Book value on 30 June 2011	Fair value on 30 June 2011
Long-term financial liabilities	690.000	690.000	784.746	784.746
Long-term operating liabilities	4.768	4.768	0	0
Short-term financial liabilities	1.084.194	1.084.194	567.488	567.488
Short-term operating liabilities	414.257	414.257	366.949	366.949
Total	2.193.219	2.193.219	1.719.183	1.719.183
Denar in denarni ustrezniki	4.538	4.538	25.759	25.759
<b>Skupaj</b>	<b>1.245.048</b>	<b>1.245.048</b>	<b>1.131.754</b>	<b>1.131.754</b>

Datalab Tehnologije, d. d., received blank bills of exchange from users for financial assets pertaining to lease and subscription agreement. There is no active market for financial instruments with the above listed financial instruments. The total value of financial assets is also the maximum credit risk.

### Bank Guarantees

As of 30 June 2012, there is an active guarantee for Datalab BA in the amount of 31,500 euros (31,500 euros in 2011).

### 38. AUDIT COSTS

The cost of auditing financial statements and the annual report for the fiscal year 2012 for Datalab by the audit firm UHY, d.o.o., amounted to 15,000 euros.

### 39. POTENTIAL LIABILITIES FROM LAWSUITS

Datalab Tehnologije, d. d., as Defendant

Plaintiff	Value in euros	Reference number, court	Status
E-POS GROUP d.o.o.	707.422,00	5 Pg 139/2007, District court in Ljubljana	In progress – first level
SGP Slovenija ceste tehnika Obnova d.d. – declared bankruptcy	17.435,75	XI Pg 5667/2011, District court in Ljubljana	In progress – first level

#### I. Case V Pg 139/2007 E-POS Group, d.o.o., against Datalab, d. d., valued at 707,422 euros

The former partner E-POS Group, d.o.o., with which Datalab Tehnologije, d.d., ceased to cooperate because of failure to fulfill contractual obligations of the partnership contract (above all selling and allowing to use illegal licenses and improper attitude towards users), filed a lawsuit for damages incurred due to the terminated cooperation for an amount equal to lost profits and damages paid due to contract termination, as this prevented it from finishing started projects.

According to the lawsuit and related documentation, Datalab Tehnologije, d. d., considers itself not responsible for the damages, which is also its official answer. Currently, it is not possible to anticipate the outcome, therefore the provisions are reasonable.

No first-level verdict has been returned yet.

#### II. Case XI Pg 5667/2011 SGP Slovenija ceste tehnika Obnova d.d. – declared bankruptcy, against Datalab d.d., valued at 17,435.75 euros

The plaintiff initiated a lawsuit in December 2011 for challenging legal acts of the debtor in bankruptcy. The basis is an annulment of a multilateral set-off from 31 January 2011 that dictates a refund.

No first-level verdict has been returned yet.

157,772 euros are allocated for potential compensations from lawsuits.

#### Debt Execution by Court against Datalab Tehnologije, d. d.

Plaintiff – creditor	Value in euros	Reference number, court	Status
KPMG Slovenija	16.672,92	VL 20939/2010, Local court in Ljubljana, Central Office for Debt Execution on the Basis of Authentic Documents	After appealing, the litigation continues

Comment:

The claims of the listed debt executions have justifiable grounds, but not in the full value

**Datalab, d. d., as Plaintiff**

Plaintiff – creditor	Value in euros	Reference number, court	Status
E-POS GROUP d.o.o., Ljubljana	111.620,93	Pg 2522/2007, District court in Ljubljana	In progress – first level

I. Case Pg 2522/2007 Datalab, d. d., against E-POS Group, d.o.o., valued at 111,620 euros  
 Datalab Tehnologije, d. d., terminated cooperation with its former partner E-POS Group, d.o.o. because of failure to fulfill contractual obligations of the partnership agreement (allowing use and selling illegal licenses, improper attitude towards users), and has filed a lawsuit for payment of debt for license fees, software upgrades, subscription charges, membership fees, and a penalty.

On 1 February 2012, a verdict was reached: the defendant must pay 43,584.58 euros and interest on arrears from 16 June 2006 under the terms of compulsory liquidation (30% of the amount is 13,075.37 euros).

Both sides appealed the verdict.

The company has provisions allocated and presented in financial statements in the amount it recognizes for the lawsuit.

The company has a liability posted among liabilities for the amount arising from the verdict of 1 February 2012.

**Datalab Tehnologije, d.d., and Datalab SR, d.o.o., as Plaintiffs**

Podjetje	vrednost spora v EUR	Opr. št., sodišče	Stanje
Bluesoft d.o.o., Beograd	36.071,98	VII Pg 1974/2012, District court in Ljubljana	In progress – first level

Case VII Pg 1974/2012, Datalab, d.d., and Datalab SR, d.o.o., against Blue Soft, d.o.o., valued at 36,071.98 euros

On 8 May 2012, a lawsuit was filed for the refund of the payment made based on the terminated cooperation agreement and the payment for the usage of an apartment in Serbia. We anticipate that the verdict will be favorable for Datalab.



## AUDITOR'S REPORT FOR DATALAB TEHNOLOGIJE, D. D.



**Delničarjem družbe  
DATALAB Tehnologije d.d.  
Ljubljana**

UHY Revizija in svetovanje d.o.o.  
Vurnikova ulica 2  
1000 Ljubljana, Slovenija  
tel.: +386 1 300 00 40  
fax: +386 1 300 00 50  
e-mail: uhy@uhy.si

### POROČILO NEODVISNEGA REVIZORJA

Revidirali smo priložene računovodske izkaze gospodarske družbe DATALAB Tehnologije d.d., Ljubljana, ki vključujejo izkaz finančnega položaja na dan 30. junija 2012, izkaz celotnega vseobsegajočega donosa, izkaz sprememb lastniškega kapitala in izkaz denarnih tokov za tedaj končano leto ter povzetek bistvenih računovodskih usmeritev in druge pojasnjevalne informacije. Pregledali smo tudi poslovno poročilo.

#### Odgovornost poslovodstva za računovodske izkaze

Poslovodstvo je odgovorno za pripravo in pošteno predstavitev teh računovodskih izkazov v skladu z mednarodnimi standardi računovodskega poročanja in za tako notranje kontroliranje, kot je v skladu z odločitvijo poslovodstva potrebno, da omogoči pripravo računovodskih izkazov, ki ne vsebujejo pomembno napačne navedbe zaradi prevare ali napake.

#### Revizorjeva odgovornost

Naša odgovornost je izraziti mnenje o teh računovodskih izkazih na podlagi naše revizije. Revizijo smo opravili v skladu z Mednarodnimi standardi revidiranja. Ti standardi zahtevajo od nas izpolnjevanje etičnih zahtev ter načrtovanje in izvedbo revizije za pridobitev sprejemljivega zagotovila, da računovodski izkazi ne vsebujejo pomembno napačne navedbe.

Revizija vključuje izvajanje postopkov za pridobitev revizijskih dokazov o zneskih in razkritjih v računovodskih izkazih. Izbrani postopki so odvisni od revizorjeve presoje in vključujejo tudi ocenjevanje tveganj pomembno napačne navedbe v računovodskih izkazih zaradi prevare ali napake. Pri ocenjevanju teh tveganj prouči revizor notranje kontroliranje, povezano s pripravljanim in poštenim predstavljanjem računovodskih izkazov družbe, da bi določil okoliščinam ustrezne revizijske postopke, ne pa, da bi izrazil mnenje o uspešnosti notranjega kontroliranja družbe. Revizija vključuje tudi ovrednotenje ustreznosti uporabljenih računovodskih usmeritev in utemeljenosti računovodskih ocen poslovodstva kot tudi ovrednotenje celotne predstavitve računovodskih izkazov.

Verjamemo, da so pridobljeni revizijski dokazi zadostni in ustrezni kot osnova za naše revizijsko mnenje.

#### Mnenje

Po našem mnenju so računovodski izkazi v vseh pomembnih pogledih resničen in pošten prikaz finančnega položaja družbe DATALAB Tehnologije d.d., Ljubljana na dan 30. junija 2012 ter njenega celotnega vseobsegajočega donosa in denarnih tokov za tedaj končano leto v skladu z mednarodnimi standardi računovodskega poročanja, kot jih je sprejela EU.

Poslovno poročilo je skladno z revidiranimi računovodskimi izkazi.

UHY Revizija in svetovanje d.o.o.

Franci Žgajnar  
pooblaščen revizor



Ljubljana, 30.10.2012

matična številka: 2000167, ID za DDV: S62702670, št. transakcijskega računa: D05 d.d., 1910 0001 0101 677, št. registrskega vloška: 5/01215/00 pri Okrožnem sodišču v Ljubljani, št. vpisa v register podjetij: družbe 10-A-073/01

UHY Revizija in svetovanje d.o.o. je član UHY, mednarodnega združenja neodvisnih računovodskih in revizijskih podjetij, pod vodstvom Urbach Hacker Young International Limited, Vikiča Bikanija. UHY član UHY je samostojno in neodvisno podjetje. Storitve, ki jih nudi UHY Revizija in svetovanje d.o.o. niso storitve Urbach Hacker Young International Limited ali kateregikoli drugega člana UHY. Urbach Hacker Young International Limited ali katerikoli drug član UHY ne odgovarja za storitve drugih članov.







**datalab**

Datalab Tehnologije, d. d.  
Koprska cesta 92, SI-1000 Ljubljana  
t. +386 1 252 89 00, f. +386 1 252 89 10  
info@datalab.si, www.datalab.si