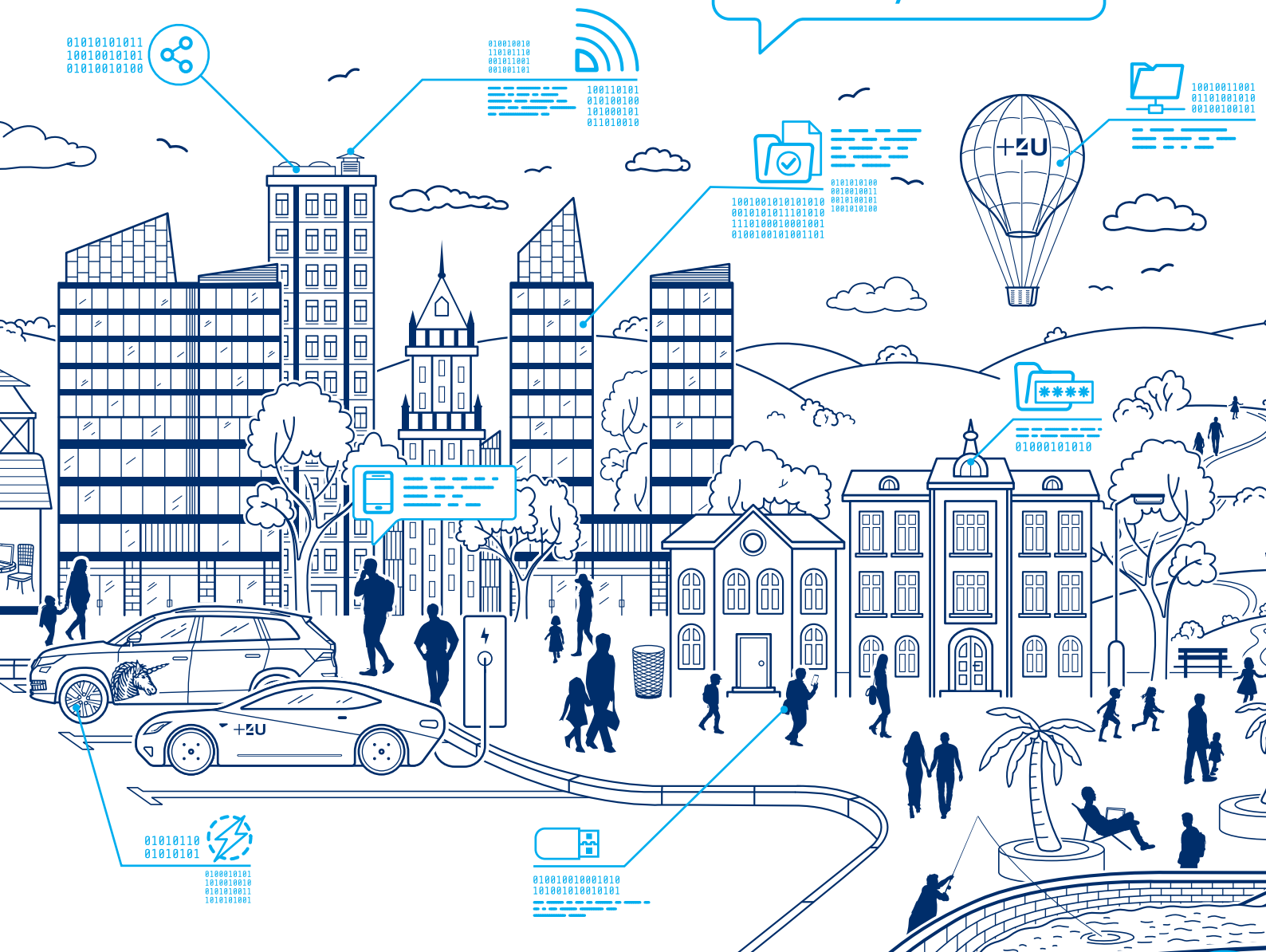




UNICORN ANNUAL REPORT

2021

Software
Everywhere





UNICORN ANNUAL REPORT

2021

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Foreword by Vladimír Kovář



Well, dear friends, colleagues, partners,

Unicorn is a beautiful company. Even better, Unicorn is a good bunch of companies that each of them has its own goals and focus, and together they work as a complex organism that accelerates the speed and keeps the direction. I am proud of Unicorn. I am tough and strict with Unicorn. I always stand up for Unicorn. It is the same as with my children, as with my management, and actually, with all my co-workers.

Unicorn stabilized its position in the orbit as the Czech number one IT company. We create amazing things. We make a lot of those things, and we make them pretty well. But you have to know, standardly I tell my colleagues that what we are doing is not so bad, but that it is necessary to deliver much more, much faster and do it better.

Step by step, we are reaching Europe and the whole world. The whole world is our customer. We keep our traditional business - banks, financial institutions, energy industry giants, huge corporations. We have added the next priorities - education, health, and ecology. We need and believe in a better society. We want to be beneficial and simply add value to all of us.

Our clients are excited about our product approach. We are faster, we are more efficient, and we are a significant know-how holder.

We are working on a new banking system. The European energy market receives new market management and new control systems. We deliver a new generation of methodology and related software for the precise management of companies and organizations. We produce a new family of products to support complex software development, implementation, testing, request management, business modeling, budgeting, and more. There are new concepts associated with Unicorn - Green Certificates, ChargeUp. There are over one million patients registered in the +4U Medical service. Our system handles thousands of appointment reservations with therapists daily. There are tens of thousands of passed lessons, tests, and practices of our online courses every single day.

We want to develop online educational courses for everything you can imagine. We have created a platform for that. Anyone who wants can help us. Join us. We have created a platform for writing electronic books, websites, documents, online educational courses. It is not a new MS Word or others, such a notepad. We are not writing just text with some pictures. We collect and edit components. Look at meltemi.eu, there is a component that automatically displays current weather. You can see how the wind is blowing - speed, direction, gusts, and more. Well, here's how we did it. Some students from Unicorn University developed a component for that and put it on the website. That's it. This is our architecture. We now have thousands of components like this. It is an open solution. You can use it and of course, you can create your own components if needed. Then you can combine what you want.

Ok, this meltemi.eu belongs to us as well. Those who can't get planing on the water on a board with a sail lose a lot. The wind, sun, water, nature, health, movement, and freedom of mind are a lifestyle. It is a life approach. We are responsible, hard-working, patient, and we learn and improve continuously. To be beneficial for society is our duty, wish, and priority.

Unicorn is a software maker. We add value by specific combinations of zeros and ones. It is funny, isn't it? But it's extremely beautiful work.

Unicorn is a huge international team of dedicated, very focused, well educated, fully involved, creative, clever people. It is so nice to be a part of it.

Unicorn has been growing for over 30 years. It is possible to say that Unicorn had a happy childhood. It is a great success. Ok, but from my point of view, all these 30+ years were just the beginning. My guess is, that we will surprise you all. Our software will support millions of users. Remember, Unicorn - Software Everywhere.

Vladimír Kovář, 2022

Vision – Unicorn's Mission

Unicorn is a renowned European company providing the most complex information systems and solutions in the area of information technology. We focus on creating a high added value and competitive advantage for our customers. We have been active on the market since 1990 and since then we have created a great number of complex and top-class solutions that are used among the most significant companies from various industries. We pride ourselves on the best references from the area of banking, insurance, energy and utilities, communications and media, manufacturing, commerce, and public administration. We are pleased that some of the largest and prominent companies are our customers. At the same time, we provide the Plus4U internet service, in which we offer a large portfolio of services based on robust software solutions for small and medium-sized enterprises and end-users. In **Plus4U**, each of you can create your own digital territory and connect it with the territories of others – individuals, companies and organizations. We possess detailed business knowledge gathered from a whole range of industries. We understand the basic business principles, as well as the specific needs of our customers.

Our goal is to educate people and society too. Therefore, we established **Unicorn University** in 2007 that also performs **Unicorn Top Gun Academy** - the complex educational system for all our co-workers, for all of us. Unicorn University is not just a building. We are fully on-line. Our ambition is to support on-line education from elementary schools up to universities and whole-life educational systems. Actually, **Software is Everywhere**.

Our teams of systematically trained specialists have a strong know-how of all current product ranges, components and technologies and therefore we have no technological limitations. Although we apply a number of innovative ideas to our work, we deliver solutions that are subject to the time-proven criteria known as **Six Constraints -Cost, Risk, Benefits, Quality, Scope, and Time**. We think “*CRaB QueST*”.



We love what we do. Although our work is very time-demanding, it is rewarding. The work is creative and we realized how lucky we are to work in an industry with such good prospects. Almost from the beginning of Unicorn, we already knew what everyone knows today – that software is everywhere – **Software Everywhere**.

By definition, our mission is to present our company to our surrounding world in a definite, comprehensible, and personal way. It is a long-term, unchanging strategy of the company's existence. Based on this strategy, we set individual goals that can be short-term and can be changed in time, but in every aspect, they help to fulfill our mission in various ways. Our mission has remained the same since the company was established in 1990.

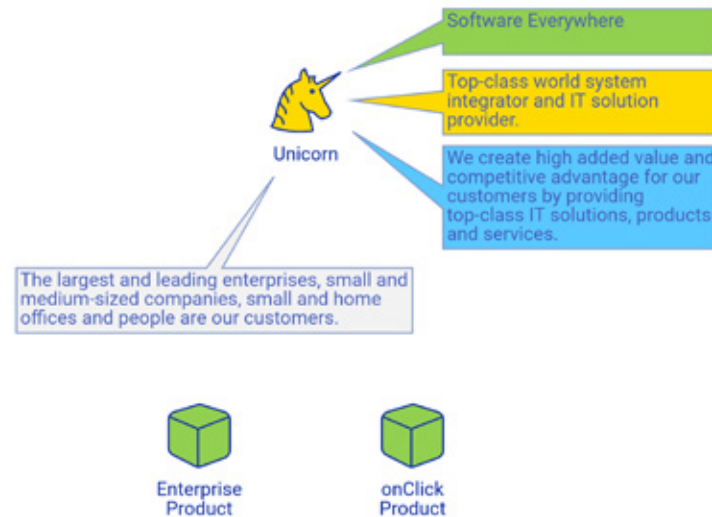


Unicorn's mission

We create high added value and a competitive advantage for our customers by providing top-class IT solutions, products and services.



Nowadays, Unicorn is a renowned company in the Czech Republic that is regularly ranked among the most successful businesses in the region and operates at the cutting edge of the IT industry. From Europe's point of view, Unicorn is recognized as an excellent provider of IT solutions in several industries. Namely in energy and banking – or in the financial sector in general – we are automatically included in competitive tendering processes that we are regularly winning. **It is our ambition to become a first-class global system integrator and IT solution provider that creates high added value.**



The largest and leading companies, small and medium-sized enterprises, small and family offices and **end users** are among **our customers**. Within a division of labor, we take care of our **corporate customers** in **Unicorn Systems** and we look after **small and medium-sized enterprises, small and family offices and end users** via the **Plus4U** internet service.



We are socially beneficial and we create added value in the long-term perspective!
Mainly through 0 and 1.



The key to the success of Unicorn and Plus4U is **the ability to provide excellent software.**



We consider the business (company or organization) **successful** if it **adds value to its customers** over the **long term** through its **products and services (P&S)**, it has **satisfied and motivated co-workers**, it is **socially beneficial** and **prosperes**.



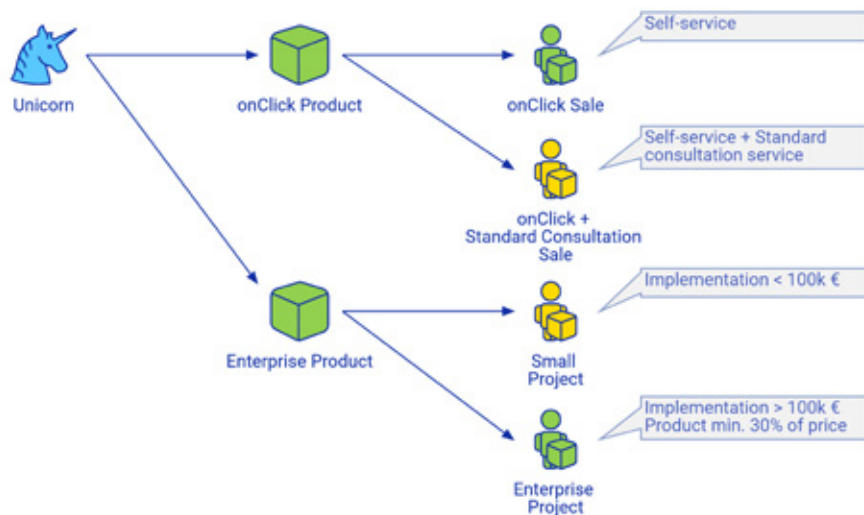
Quality, Image, Efficiency

The quality of a product ensures its ability to serve its purpose, the image makes the product attractive and the efficiency enables us (the provider) to prosper.

Unicorn 2020+

The goal of Unicorn 2020+ vision is an annual turnover of EUR 1 billion through the supply of Enterprise solutions and the provision of onClick products – EUR 250 million for hundreds of Enterprise solutions delivered and EUR 750 million for onClick products provided. We develop software and provide Enterprise solutions at Unicorn. We provide a wide range of onClick solutions for different types of users through Plus4U.

The customer base is made up of over 1,100 companies from 28 countries and more than 225,000 users of the Plus4U internet service, and the number of customers in both categories is growing rapidly. We serve customers from 28 countries, mostly Europe. In Enterprise solutions, we are knocking on the door of America and with onClick products, we want to color the entire world map in blue. 2,586 co-workers are working on all this and their number will continue to grow.



Division of Labor



Unicorn Mobile-First IoT-Ready Cloud Architecture

Unicorn Mobile-First IoT-Ready Cloud Architecture (simply, The Architecture) is designed to cover clear market trends with an outlook of at least 5 years. We are convinced that this is the right way to create most information systems and applications. This belief falls under Unicorn's ambition to produce and deliver. The Architecture is supported by the physical implementation of system components in selected variable technologies. The Architecture's individual layers and components can be used as a whole or separately. Integration with other solutions is not a problem due to the maximum utilization of generally valid standards.

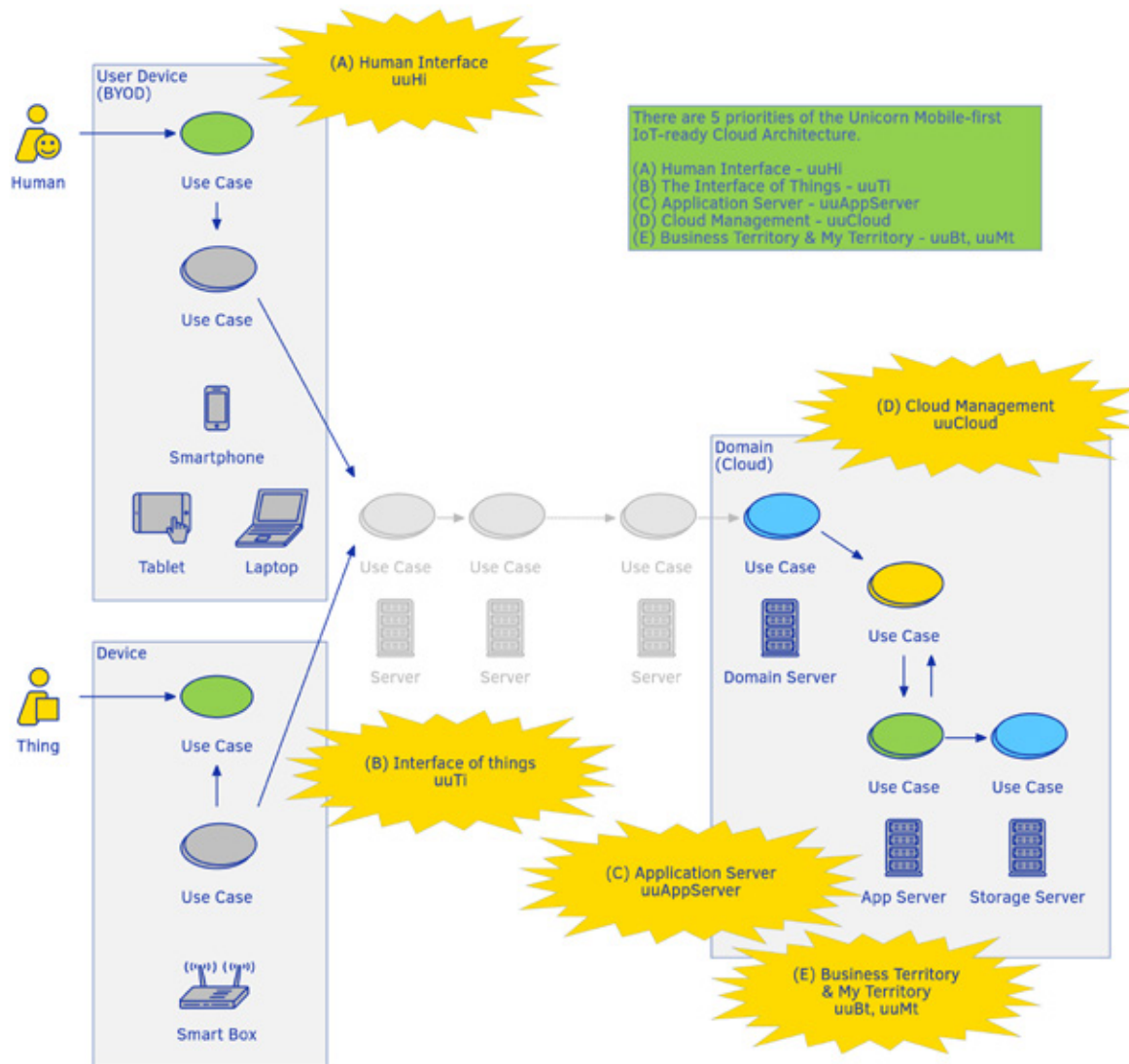
uuApp Framework addresses the ideal usage of all layers and components of Unicorn Mobile-First IoT-Ready Cloud Architecture and variably selects technologies. And by doing so, Unicorn follows the current standard on the IT market. The framework is the base for all Unicorn products. It creates an end-to-end robust, and efficient production line of the Unicorn Software Factory. A production line that aims to produce software solutions that make high added value repeatedly, predictably, and efficiently for our customers.



Unicorn Application Framework fully supports Unicorn Mobile-First IoT-Ready Cloud Architecture.



Knowledge of **Unicorn Mobile-First IoT-Ready Cloud Architecture** and **uuApp Framework** is mandatory for each IT specialist at Unicorn with no exception.

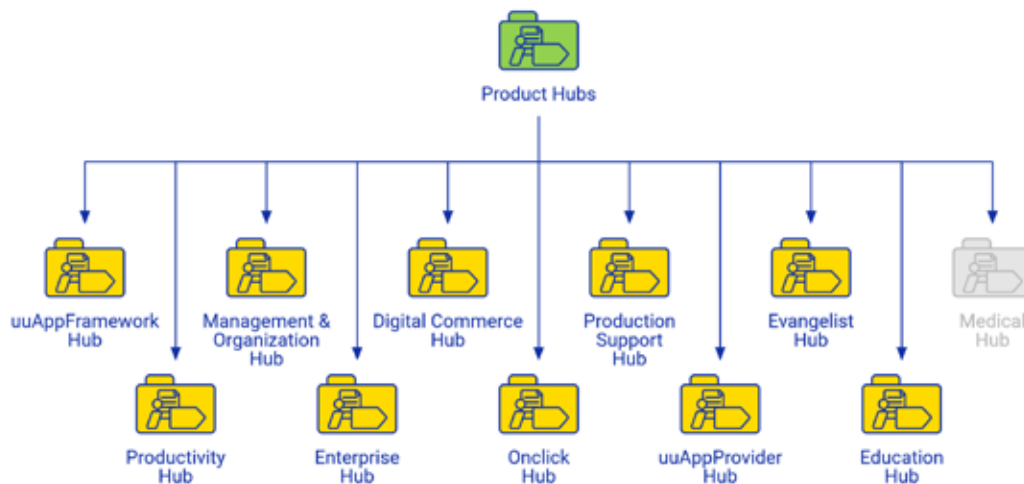


Unicorn Holding Companies

Unicorn Product Hubs

In **Unicorn Product Hubs** we manage a product portfolio, where we develop software products for enterprise, small, medium, and consumer markets. Our Product Hubs are formed around market verticals and include related product families, where we deliver more than 150 on-click and enterprise products. All products are based on **The Architecture** and provided as a service in the cloud.

Unicorn Product Hubs does not sell products directly but works with partners to deliver the solutions to end-users. The most important partners are Unicorn Systems for enterprise products and Plus4U for onClick products.



Top Management

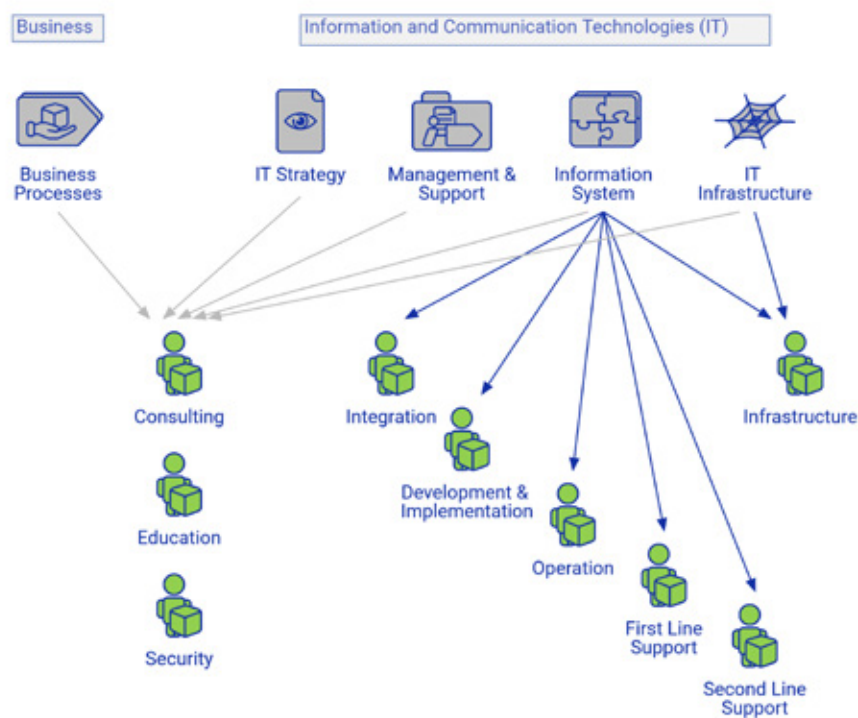
- David Kimr, Product Hub Director
- Marek Šťastný, Product Hub Director
- Milan Hynek, Product Hub Director
- Jan Konrád, Product Hub Director
- Vladimír Kovář Jr., Product Hub Director

Unicorn Systems

Unicorn Systems is a group of companies providing the most complex information systems and solutions in the area of information technology. It has a clearly defined role and competence - to acquire and deliver complex IT solutions for large and medium-sized enterprise customers. Subsequently, it takes care of these solutions and clients.

We always look for smart solutions to help our clients achieve their business objectives. Customer's business requirements, budget, and IT standards are considered during the solution design. Based on our knowledge of their environments and our experience, we suggest either implementation of a standardized vertical solution or custom information system development, or we can offer the capability and knowledge of our specialists.

Leveraging our experience from IT and specific business processes in banking, insurance, energy and utilities, manufacturing, trade and various industries, we build our standard solutions to satisfy our clients' repeating demands and to accelerate the deployment of new IT solutions in their businesses.

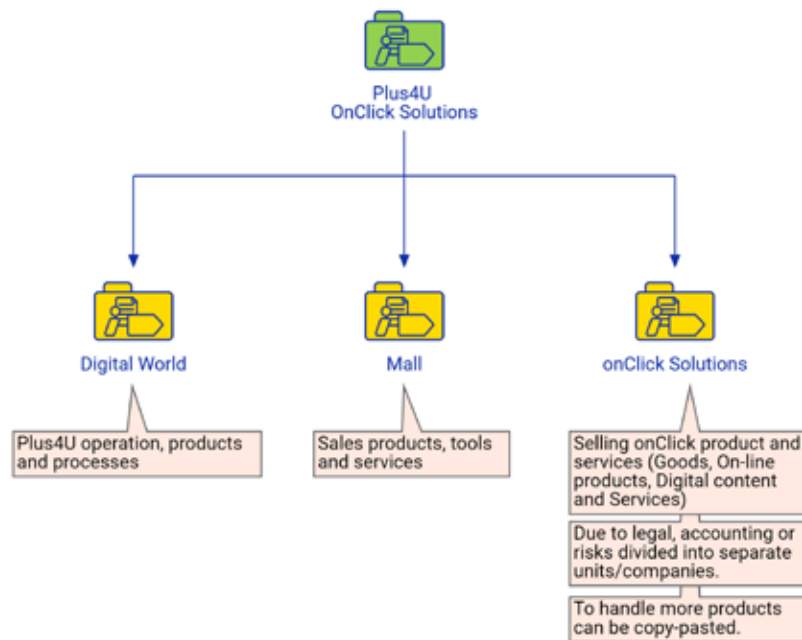


Top Management

- Jan Jaroš, Chief Executive Officer
- Lukáš Zrzavý, Chief Operation Officer
- Jan Konrád, Chief Commercial Officer
- David Kimr, Chief Technology Officer
- Martin Klíma, Chief Financial Officer

Plus4U onClick Solutions

As stated in **Mission**, main goal of Plus4U is to operate as a sales channel for selling on-click products. In order to meet the financial goal - processing 18 billion CZK in 2025, we must not focus only on on-click products, but we need to be able to support sales of any type of goods, not only software.



We can divide the onClick Solutions Journey to 3 key areas:

- **Digital World** - An important part of our journey is to build up Plus4U Digital World, which will create an environment for the community of Plus4U users. We need a community, that trusts us, is used to consume our services, and buys our products. In order to set this trust-based relationship with Plus4U users, we need to bring them high added value, so they do not feel the urge to buy alike products from outside of Plus4U Digital World.
- **Plus4U Mall** - The Sales platform - Another important part of our journey is Plus4U Mall, which will guide sellers and customers through the whole sales process of any product. Since services of Plus4U Mall are paid services, added value is a very important part of the process. We need to evolve ideas set in +4U Mall and extend the selling opportunities by creating a comprehensive e-commerce solution **uuShopman**. Together with the sales process, it is very important to properly support the marketing of our sellers and this is why marketing services and support is another key part of Plus4U Mall Journey.
- **onClick Solutions** - Third area of interest, through which we want to realize the onClick Solutions Journey is the sales of the onClick product itself. We want to extend the portfolio of onClick products (online products and digital content, physical goods, services, ...) provided by onClick Solutions companies and cover with them identified gaps on the market.

Top Management

- Jan Měřinský, Plus4U onClick Solutions Director
- Vladimír Kovář Jr., Plus4U onClick Solutions Director

Unicorn University

The mission of **Unicorn University** is to provide education in the field of information technology, business and data science on the Czech and international tertiary education market. Unicorn University is also responsible for the comprehensive education of all our co-workers in the **Unicorn Top Gun Academy** education system.

Unicorn University aspires to become a leader on the digital learning market. We educate Unicorn University students to become top managers of leading companies or organizations within ten years of graduation.

We support people in education and sharing their know-how using modern IT solutions. **Unicorn Publishing** provides e-books and online courses. Courses for elementary and high schools in the **Red Monster** edition are created in cooperation with our teachers and professionals. Other editions offer courses for universities, companies and individuals.



Top Management

- Marek Beránek, Managing Director
- Jan Čadil, President

Unicorn Software Factory

Unicorn Software Factory (SWF) focuses on standardized and repeatable delivery of software products, intermediate products, and related services. The interface between SWF and integration teams defines responsibilities and reduces risks. Integration teams are responsible for the software architecture and exact assignment - an input. SWF checks that the input is precise enough and predictably delivers the required software product or intermediate product.



Top Management

- Miloš Dvořák, Software Factory Director
- Michal Zajac, Software Factory Director
- Lukáš Zrzavý, Software Factory Director
- Volodymyr Pohoyda, Software Factory Director

Unicorn People Hubs

Unicorn People Hubs focus on the delivery of specialist manpower (IT specialists) where main domain is working with people. They take care of our co-workers, plan their education and manage career growth. People Hubs are the supporting the People process for the whole group of Vladimir's companies, especially for the production section of Unicorn and Plus4U, to **ensure the right people in the right positions**.

In line with the Work by Play principles, we build up long-term and mutually beneficial relations between our co-workers and our companies. Our people (Unicorn People) are intelligent, educated, responsible, hardworking people who play fair. Unicorn is an important part of their life. They are experts, specialists, professionals.

People Hubs also promote the Unicorn brand and present the company as an attractive employer and as a great place to work at.



Top Management

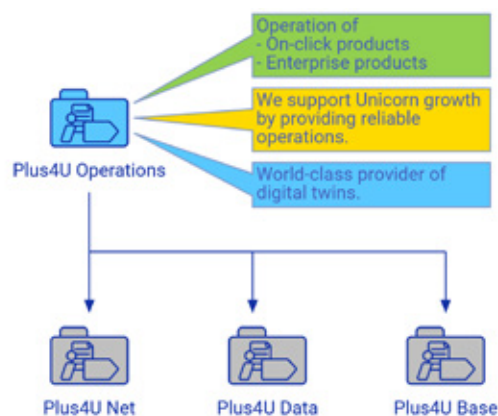
- Václav Žárský, Managing Director
- Ondřej Fabian, Operations Director
- Miloš Dvořák, Business Director

Plus4U Operations

The mission of **Plus4U Operations** is to run, provide and support both enterprise and on-click products. We are responsible for the operation of Unicorn and Plus4U solutions in a hybrid multi-cloud environment.

Plus4U Operations consist of three companies:

- **Plus4U Net** provides Unicorn products to the market in cooperation with sales channels. We maintain operational stability, SLAs, deployment processes and emergency procedures. We also process contracts, billing and communicate with customers.
- **Plus4U Data** is responsible for managing IT resources to adhere to agreed SLA commitments, provides uuCloudResourcePools and IT operation of large-scale enterprise solutions.
- **Plus4U Base** operates a 24x7 helpdesk. We provide customers with First line support and business process outsourcing.

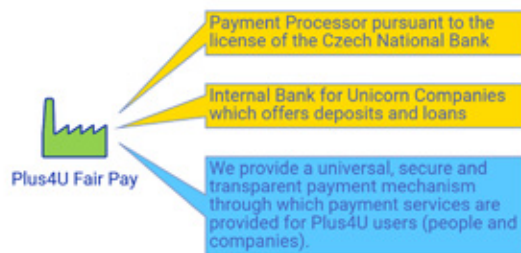


Top Management

- Ivo Růžička, Plus4U Operations Director
- Marek Štastný, Plus4U Operations Director

Plus4U Fair Pay

Plus4U Fair Pay's mission is to provide a universal, secure and transparent payment mechanism through which payment services are provided for Plus4U users (people and companies). The company is also the internal bank of Unicorn, which offers deposits and loans to Unicorn companies.



Top Management

- Martin Klíma, Business Supervisor
- Ondřej Laba, Loans Supervisor

Plus4U Marketing

Plus4U Marketing belongs to Unicorn and its mission is to provide and support the Marketing processes for all of the marketing units of our products and solutions and deliver know-how in particular parts of Product Marketing. Plus4U Marketing units are actively participating and doing particular marketing activities on our key products and solutions, like evangelists in Product Hubs do. Plus4U Marketing units are actively participating in the onboarding of new Product Marketing Specialists.

Plus4U Marketing is divided into these units which are focused on:

- **Plus4U MKT Services** provides support and know-how for particular marketing activities to other marketing units within the Unicorn holding and supervises the marketing communication of our Products & Solutions. Ensure standardization of our product marketing sets and basis outputs and share the knowledge.
- **VIG Design** provides all its clients' professional services in the area of graphic design, corporate and promotional communication, as well as marketing communication activities, including the production of necessary promotional items.
- **VIG Production** provides audiovisual & marketing content, organizing Onsite Events, Online Events, and other cultural events.



Top Management

- Vladimír Kovář Jr., Supervisor
- Jan Jaroš, Supervisor

Plus4U Services

Plus4U Services is a group of companies that through its products and services provides other Unicorn's companies partial or complete management of selected business processes. The customer can thus fully concentrate on his business and does not have to solve the support processes provided by the Plus4U Services. The goal of Plus4U Services is to provide the same service (quality, image, efficiency) for the whole Unicorn. At the same time, the Plus4U Services benefit from the experience they have - both with the provision of the given product and with the knowledge of the whole group of companies and their needs and rules.

Plus4U Services companies manage a car fleet and all our development centres, as well as office maintenance, business trips, holiday stays in Rogoznica, Hřebečniky and other places. We arrange the manufacture of branded items and clothing. In the solution exchange, we mediate the internal production of software, SLS and other services. We coordinate and support the implementation of our internal IT tools and applications. We recruit new coworkers for the entire Unicorn.

AA Professionals and Legal department support finances and legal issues for all Unicorn's companies. Unicorn Branch Operations Management is responsible for standards of services provided by all foreign branches - Unicorn Branch Netherlands, Unicorn Branch Norway, Unicorn Branch Slovak Republic, Unicorn Branch Germany and Unicorn Branch Ukraine.

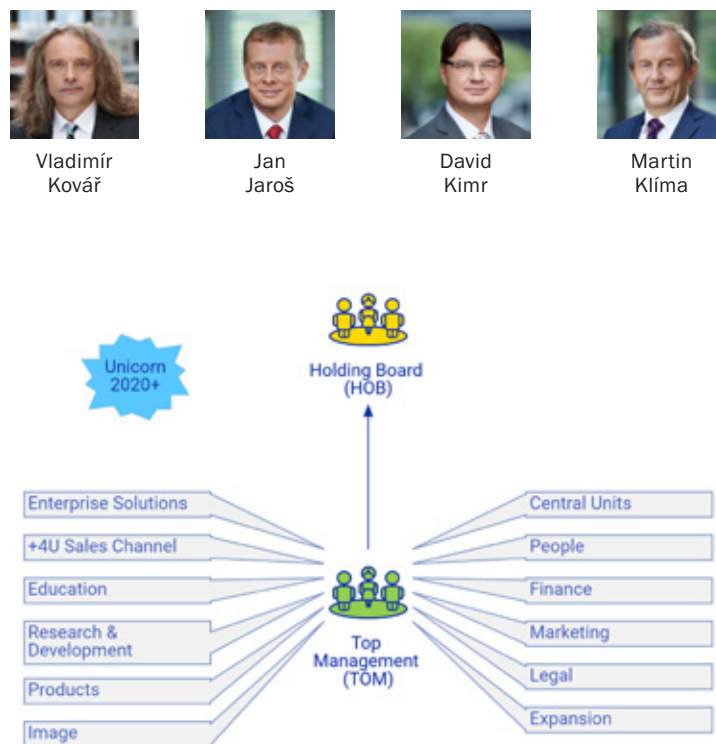


Top Management

- Ondřej Laba, Director
- Martin Havlík, Director
- Martin Klíma, AA Professional Director
- Jan Jareš, Head of Legal Team
- Volodymyr Pohoyda, BOM Director

Unicorn Holding Board and Top Management

The stakeholders are represented in particular by the Holding Board and the Top Management.



Vladimír
Kovář



Marek
Beránek



Jan
Čadil



Miloš
Dvořák



Ondřej
Fabian



Martin
Havlík



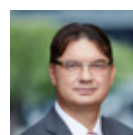
Milan
Hynek



Jan
Jareš



Jan
Jaroš



David
Kimr



Martin
Klíma



Jan
Konrád



Vladimír
Kovář ml.



Ondřej
Laba



Jan
Měřinský



Volodymyr
Pohoyda



Ivo
Růžička



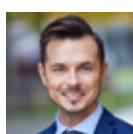
Marek
Šťastný



Michal
Zajac



Lukáš
Zrzavý



Václav
Žárský

Holding Board and Top Management Competencies



Vladimír Kovář, CHAIRMAN OF THE BOARD

I (live :))

- I try to be useful, add value and as a result be successful.

Owner (own)

- Unicorn, Plus4U (successful companies) and some other things...
- I manage property properly, develop it, use it, but I do not live at its expense.

Top manager (I manage)

- I manage the transformation of the current state into the future state with the aim of adding value in the long run and prosper.

- All this within the set parameters (10 principles, KIE, UA, ...).
- Priorities are: company, co-workers, customers, society.

Business and Software Architect

(I create)

- Solving the problem of managing and organizing a large group of creative people.
- Solutions for companies, resp. organizations and individuals, built on automation and software.
- Software production in bulk (10 000+) – Software factory.

Unicorn University &

Unicorn Top Gun Academy

- Lector



Marek Beránek

Unicorn University

- Strategy
- Management
- Sales
- Marketing
- Finance
- Expansion & Growth
- Lector
- Research Projects – IoT projects, CERN

Unicorn TopGun Academy

- Strategy
- Lector

Unicorn Publishing

- Strategy



Jan Čadil

Unicorn University

- Strategy
- Expansion & Development
- Accreditations
- Legislation & strategic documents
- Cooperation with other universities and partners
- Master's and bachelor's degree programme guarantor
- Research



Miloš Dvořák

Unicorn Software Factory

- Strategy and management
- Sales – project forecasting
- Production – project approach controls, supervision of SWF hubs Eastern Bohemia, Moravia and Slovakia
- People – people forecasting, people hub business partners management

- System & Support – selected areas supervision

Unicorn Top Gun Academy

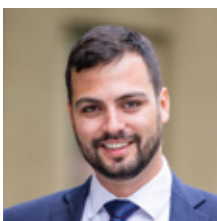
- Strategy, Sales, Care, System and Support
- Lector

Unicorn Systems

- Support of relevant business opportunities

Unicorn University

- Lector



Ondřej Fabian

Unicorn People Hubs

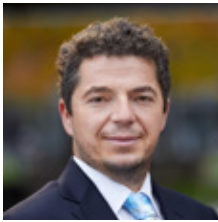
- Management & Strategy
- Operations Management
- Accomplishment of strategic goals
- HR marketing
- Internal communication & activities
- Property & Pluses

- System & Support of HR uuApps
- Ensuring happy mood and motivation in our team

Unicorn University &

Unicorn Top Gun Academy

- Lector



Martin Havlík

Plus4U Services

- Management
- Units Supervision
 - VIG Property (VIG Buildings, VIG Cars)
 - EBC Services
 - EBC Technology
 - EBC Cafe
 - VIG Travel
 - VIG Majordomus
 - DD System CZ
 - Galley

- Harris Hawk
- Have a Nice Flight
- Hotel Hřebečnický
- Sedmidolí (Petrovy Boudy)
- Snowy Chalet (Petrovy Boudy)

Smithery, Prassonissi,

Farma Strachovice

- Construction and Operation of Buildings
- Agriculture, Brewery



Milan Hynek

Unicorn Solutions

- Strategy and management
- Product portfolio and product marketing
- Product sales support
- Production & Care
- Finance
- System & Support
- Resources

Unicorn Systems

- Support of relevant key business opportunities & projects

ChargeUp Engineering

- Strategy

Unicorn Top Gun Academy

- Lector



Jan Jareš

AA Professional

- Head of Legal Team
- Legal services for Unicorn holding
 - Contracts
 - Legal Analysis
 - Litigation

- Consultation
- Labour Law
- Public Procurement
- Intellectual Property Law
- Corporate Governance
- GDPR
- Realty Transactions



Jan Jaroš, BOARD MEMBER

Unicorn Holding Board

- Deals Acquisition and Delivery
- Marketing

Unicorn Systems

- Strategy
- Management, Controlling
- Risk Management
- Strategic Sales in Banking and Insurance
- Microsoft Partnership

Plus4U Services Units Supervision

- Plus4U MKT Services
- Meltemi Sport activities

Unicorn University &

Unicorn Top Gun Academy

- Lector



David Kimr, BOARD MEMBER

Unicorn Holding Board

- Technology
- Products

Unicorn Solutions

- Strategy & Strategic Management
- Product Start-Up
- Product Development
- Overall supervision of product architecture and standard fulfillment
- The Architecture Evangelization

Unicorn Systems

- Technology
- Strategic project supervision

Plus4U Services Unit Supervision

- ITS Services

Unicorn University &

Unicorn Top Gun Academy

- Lector



Martin Klíma, BOARD MEMBER

Unicorn Holding Board

- Finance Director

AA Professional

- Finance Director

+4U Fair Pay

- Supervisor



Jan Konrád

Unicorn Systems

- Strategy
- Product portfolio and product marketing
- Sales
- Legal support
- Strategic sales in Energy & Utilities
- Strategic sales in e-Mobility
- Expansion & Development (acquisitions, new territories, research, innovations)

Unicorn Solutions

- Enterprise products
- Energy product portfolio
- E-Mobility product portfolio
- Interaction with Unicorn Systems/ ChargeUp

Unicorn University

- Lector



Vladimír Kovář Jr.

Product Hubs

- Product User Experience
- Product Marketing
- Uses Experience Evangelist Supervision

Plus4U

- Plus4U Digital World
- Plus4U Marketing units
 - Plus4U MKT Services
 - VIG Production
 - VIG Design

Unicorn University &

Unicorn Top Gun Academy

- Lector



Ondřej Laba

Plus4U Services

- Management
- Strategy
- Finance, Controlling
- Units Supervision
 - Arpeggio
 - Plus4U Applications Exchange
 - VIG Fashion
 - Rejoice

Arcorn, Smithery

- Finance, Controlling
- Planning



Jan Měřinský

Plus4U onClick Solutions

- Strategy
- Management
- Marketing
- Sales
- Operation
- Resources
- Plus4U Mall – onClick products sales channel
- Mamut - e-shop
- Plus4U Mobile – mobile and internet provider

- Plus4U Applications – onClick products provider

Product Hubs

- Digital Commerce Hub – supervision

DPO/GDPR

- Member of DPO team

Unicorn University

- Lector



Volodymyr Pohoyda

Unicorn Holding Board

- Branch Operations Management Director
- Responsible for setting and maintaining standards of services provided by all foreign branches of Unicorn Companies
- Overseeing Country Operations Officers and Coordinators

Unicorn Branch Ukraine

- Country Operations Officer
- Responsible for the smooth run of all legal entities registered in Ukraine as branches of Unicorn Companies

- Supporting activities related to development and operation of Unicorn businesses in Ukraine, mainly Unicorn Systems, People Hubs, Software Factory and Product Hubs

Software Factory

- Co-workers Engagement
- Growth
- Customer communication



Ivo Růžička

Plus4U Operations

- Processes
 - Strategy
 - Management
 - Production
 - Resources
 - System&Support
 - Finance
- Companies
 - Plus4U NET
 - Plus4U Data
 - Plus4U Base

Unicorn Systems

- Strategic sales and projects in Banking & Insurance
- Strategic sales and projects in Cloud, Infrastructure and DevOps

Unicorn Solutions

- Supervision of the uuAppProvider Hub

Unicorn University & Unicorn Top Gun Academy

- Lector



Marek Šťastný

Unicorn Solutions

- Strategy
- Product portfolio
- Finances
 - Budgeting
 - Product equations, revenues
- Management
- Production
- System & Support
 - Methodology
 - Knowledge base
- Resources

Plus4U Operations

- Supervision of operations
- Supervision of uuCloud operation

Unicorn Systems

- Supervision and support of cloud related opportunities

Unicorn Top Gun Academy

- Lector



Michal Zajac

Unicorn Software Factory

- Strategy
- Management
 - Supervision of divisions B, C, E, I, T
- Education
 - uuApp Architecture & Patterns
 - Cooperation with uuApp Evangelists

- Methodology
 - Sprinting
 - Cooperation setup
- Ukraine



Lukáš Zrzavý

Unicorn Systems

- Production
- Resources (PPL, FIN, PRP, KNH)
- System & Support
- Acquisition

Software Factory

- Production processes
- Finance
- Cooperation with ExU

Unicorn University &

Unicorn Top Gun Academy

- Lector



Václav Žárský

Unicorn People Hubs

- Managing Director
- Workforce delivery & HR service for Unicorn companies
- Regional People Hubs supervision
- Processes
 - Strategy
 - Sales
 - Production
 - Care
 - Management
 - People

Unicorn University &

Unicorn Top Gun Academy

- Guarantor of HR Management at Unicorn University
- Lector

Results in 2021

Unicorn grows by 15% in 2021 and earns 5.5 billion CZK

The Unicorn Group, which provides a broad portfolio of solutions and services based on robust software solutions for major companies, mid-sized and small businesses and individuals, earned 5.541 billion CZK in 2021, a year-on-year increase of 15% (CZK 4.801 billion in 2020). The group employs 2,586 co-workers.

Revenues consisted of the supply of large-scale information systems and information technology solutions for corporate clients, the provision of smart on-click solutions, products and services for mid-sized and small businesses and individuals through the Plus4U.net internet service and people and company training provided by Unicorn University. Clients include more than 1,100 companies and organisations from 28 countries, more than 225,000 Plus4U users and 833 Unicorn University students. The company has 25 development centres in 19 cities in 6 European countries.

Unicorn has created a number of top solutions for major European companies in the fields of banking, insurance, energy and utilities, communications and media, manufacturing, trade and public administration. In the field of energy, these solutions include, for example, Flexigy, a system for continuous identification of flexibility and its optimal use in the aggregator portfolio, or Lancelot Hub, a system serving as a single source of unified business and technical data. A new register of guarantees of origin NECS for Statnett was launched on the Certigy solution. From other areas, it was a geoinformatics solution for Prague Airport built on the Esri platform or on-premise uuCloud at Amprion.

The smart on-click solutions provided by Plus4U.net are used by hundreds of schools, doctors and charging station providers across Europe. Our ChargeUp service now manages 1,000 charging stations in Göteborg, Sweden. The Bookigy reservation system was launched for the Wüstenrot insurance and building society. Our idGuard solution will take care of the identification and verification of clients at ROIER. A new +4U Stream service has been added to the existing Plus4U.net offer, through which you can watch a concert or performance from the comfort of your home.

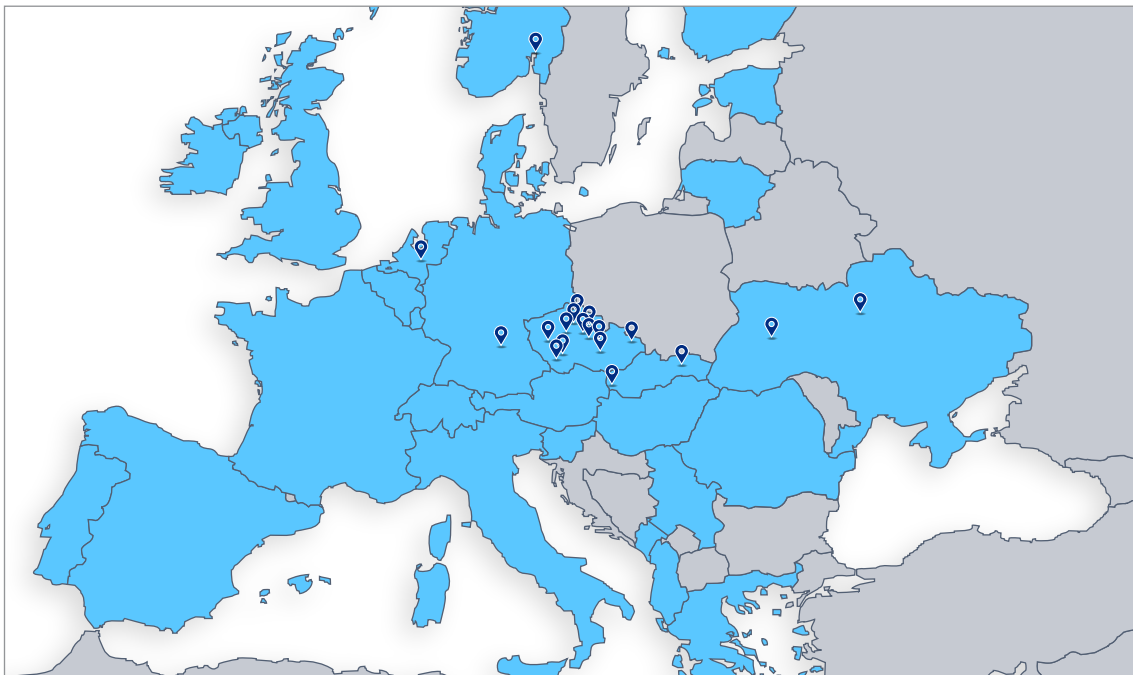
Unicorn's product portfolio expanded with two acquisitions last year. The acquisition of TelcoOSS by Intelis has strengthened our telecommunications expertise. ELEXIM eMobility became a part of ChageUp, which belongs to the Unicorn group, and thus expanded our operations in the field of electromobility with the offer of charging stations.

Unicorn University, specialising in information technology, business and data analysis, attended by 833 students from 22 countries, was the first Czech university to receive accreditation from the National Accreditation Office for a full-time online form of study in the Software Development program. Already in February, the first semester of a fully online bachelor's degree program started. Unicorn Publishing offers courses for universities, companies, individuals and the general public. Under the Red Monster brand, the range of online educational courses for primary and secondary school pupils has been significantly expanded. In cooperation with more than 50 authors, dozens of training courses have been published, and 30,000 pupils are actively studying. Unicorn Top Gun Academy provides comprehensive training for all co-workers and develops their 5 + 1 skills necessary to do software well.

In 2021, Unicorn won the IBM Partner of the Year award, the Microsoft Awards 2021 for its idGuard solution, and is also one of the top 10 IAM providers in Europe. Unicorn has also become a member of the EnergyTag initiative, which aims to show what the future of green energy looks like.

Development Centres

We are a leading IT company in the Czech Republic and we deliver solutions to the whole European IT market. But we want more. We are expanding our geographical presence in Europe to be closer to our customers and to satisfy all their needs. It is in line with the long-term strategy of “opening jobs in the regions”. Unicorn is now present in the Czech Republic, Slovakia, the Netherlands, Ukraine and Norway. There are development centres in 19 cities in 6 countries now.



Praha (CZ)

Bratislava (SK)

Kyjev (UA)

Arnhem (NL)

Oslo (NO)

Brno (CZ)

Česká Třebová (CZ)

Hradec Králové (CZ)

Chrudim (CZ)

Liberec (CZ)

Mladá Boleslav (CZ)

Nürnberg (GE)

Ostrava (CZ)

Pardubice (CZ)

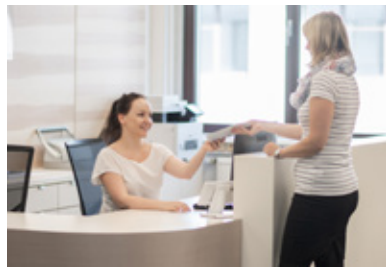
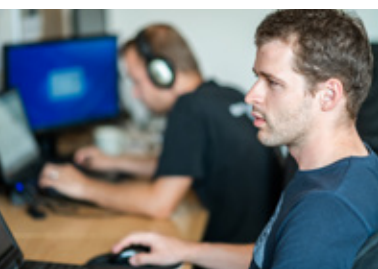
Písek (CZ)

Plzeň (CZ)

Prachatice (CZ)

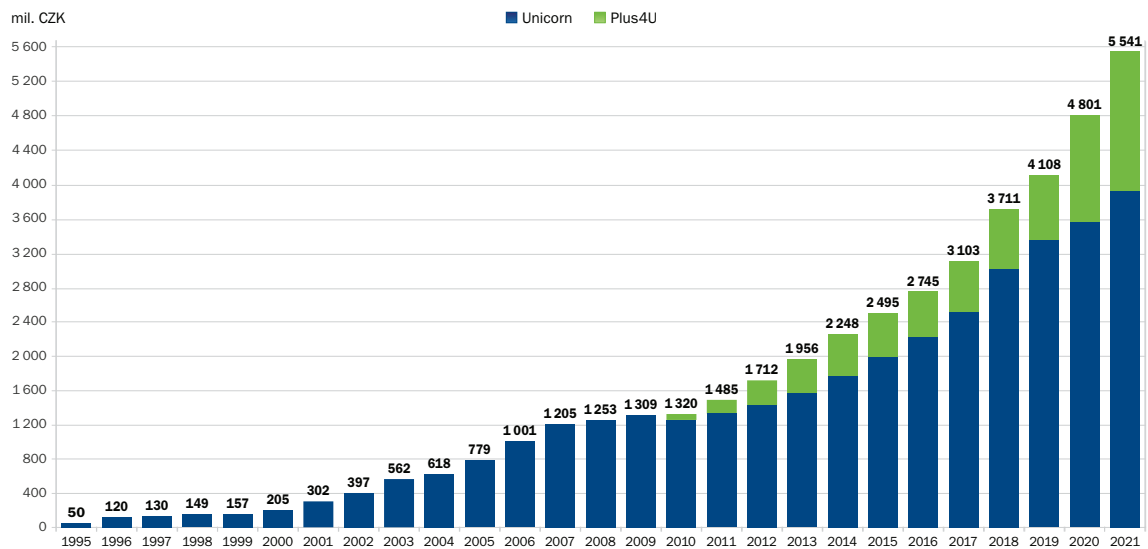
Prešov (SK)

Ternopil (UA)

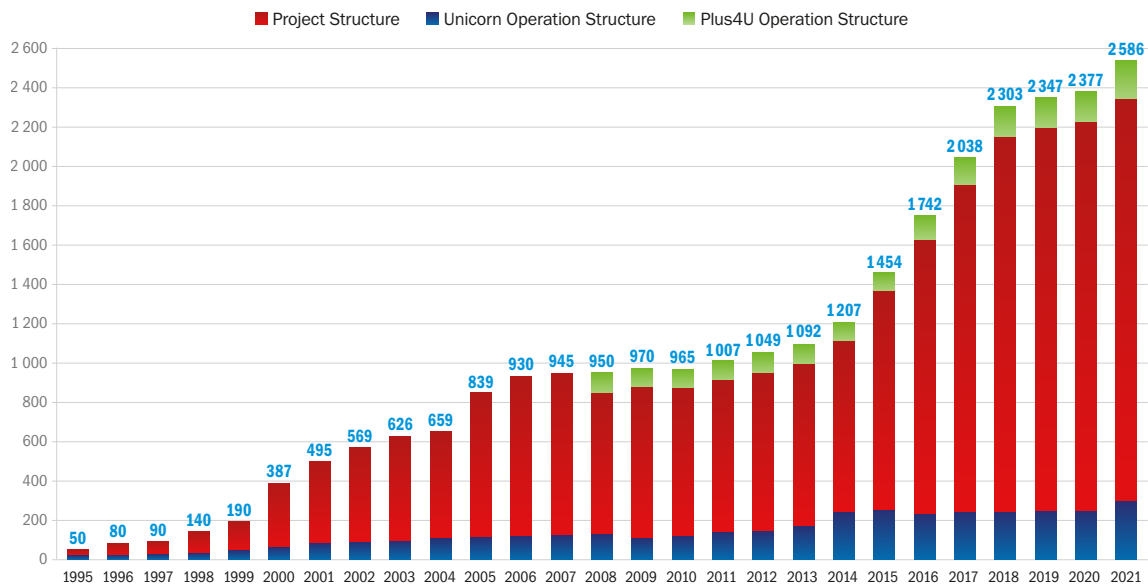


Revenue and Co-workers

Revenue Unicorn is growing and increases its revenue every year.



Co-workers The number of co-workers increases every year. Unicorn's success is driven by people. Satisfied and motivated co-workers are the key to success. Making software is teamwork. We work together to develop cutting-edge products and innovative solutions for clients all over the world.



Clients

The largest and leading companies, small and medium-sized enterprises, small and family offices and end-users are among our customers. Within a division of labor, we take care of our corporate customers in Unicorn Systems and we look after small and medium-sized enterprises, small and family offices and end-users via the Plus4U internet service. The customer base is made up of over 1,110 companies from 28 countries and more than 225,000 users of the Plus4U internet service.



Partners

Thanks to our long-term partnerships with both leaders in information and communication technologies and industry-specific solutions vendors, we use proven modern technologies and procedures when completing projects for our customers. During the solution design phase, we make an unbiased selection of the most suitable solutions. We base our selection on our extensive experience, so the final solution meets the customer's needs and can be easily incorporated into their IT environment.



Helping Others

We support activities that improve the quality of life around us, educate young people and develop their talents. We help those who find themselves in a difficult life situation for no fault of their own.

- Prague Conservatory
- Association for Music Improvement in Bohemia
- Czech Philharmonic Children's Choir
- The Children's Home in Pyšely
- Gee-Gee Foundation

Companies

- AA Professional a.s.
- Arpeggio s.r.o.
- DD SYSTEM CZ s.r.o.
- Deckard & Penfield s.r.o.
- EBC Services s.r.o.
- EDOOKIT s.r.o.
- Farma Strachovice s.r.o.
- Galley s.r.o.
- Hotel Hřebečnický s.r.o.
- HSI, spol. s r.o.
- ChargeUp Engineering a.s.
- ChargeUp Services CZ s.r.o.
- ChargeUp Services SK s.r.o.
- Indsoft s.r.o.
- MAMMOTH s.r.o.
- MELTEMI SPORTS ACTIVITIES IKE
- Nadace GEE-GEE
- Plus4U a.s.
- Plus4U Applications s.r.o.
- Plus4U Apps Exchange s.r.o.
- Plus4U Base s.r.o.
- Plus4U Data s.r.o.
- Plus4U Fair Pay a.s.
- Plus4U IT Services s.r.o.
- Plus4U Mall s.r.o.
- Plus4U Medical s.r.o.
- Plus4U MKT Services s.r.o.
- Plus4U Mobile s.r.o.
- Plus4U Net a.s.
- Plus4U Net SK
- PRASSONISSI PROPERTIES, IKE
- REJOICE s.r.o.
- Sedmidolí s.r.o.
- Snowy Chalet s.r.o.
- UCD s.r.o.
- Unicorn a.s.
- Unicorn Education s.r.o.
- Unicorn eForce s.r.o.
- Unicorn Learning Centre a.s.
- Unicorn Research Centre, z.ú.
- Unicorn Software Factory a.s.
- Unicorn Solutions a.s.
- Unicorn Systems a.s.
- Unicorn Systems E s.r.o.
- Unicorn Systems NL B.V.
- Unicorn Systems NO AS
- Unicorn Systems SK s.r.o.
- Unicorn Systems UA o.o.ov.
- Unicorn Technologies s.r.o.
- Unicorn Vysoká škola s.r.o.
- UNICORN d.o.o.
- VIG Design s.r.o.
- VIG Fashion s.r.o.
- VIG Majordomus s.r.o.
- VIG Production s.r.o.
- VIG Property Prague s.r.o.
- VIG Property s.r.o.
- VIG Property SK s.r.o.
- VIG Real Estate s.r.o.
- VIG Travel s.r.o.
- Vigour a.s.
- Vigour Alfa spol. s r.o.
- Vigour Beta spol. s r.o.
- Vigour Delta spol. s r.o.
- Vigour Epsilon spol. s r.o.
- Vigour Gama spol. s r.o.
- Vigour Kappa s.r.o.
- Vigour Omega spol. s r.o.
- Vigour SK s.r.o.
- WINES INTERNATIONAL s.r.o.

