



PHARMACEUTICAL CHEMICAL COSMETICAL INDUSTRY

**ANNUAL REPORT
ON THE PERFORMANCE OF ALKALOID AD SKOPJE
FOR THE PERIOD JANUARY - DECEMBER 2015**

February 2016

CONTENTS

1. **General information**
2. **Financial risk management**
3. **Additions to non-current assets**
4. **Dividends**
5. **Borrowings**
6. **Major transactions**
7. **Related party transactions**
8. **Share capital**
9. **Key management compensations**

10. **Production and sales**

Production in tons

Total sales

Sales by segments

Domestic market sales by segments

Foreign market sales by segments

Foreign market sales by regions/countries

Total revenues, determination and allocation of profit

Total revenues

Total expenses

Income statement

Balance sheet

Performance indicators

Number of employees

1. General information

Alkaloid AD Skopje, the parent Company is a joint stock company, established and with head office in the Republic of Macedonia. The registered address of the Company is:

Aleksandar Makedonski 12 1000 Skopje, Republic of Macedonia.

Major business activity: Alkaloid AD Skopje produces and sells wide range of pharmaceutical, chemical and cosmetic products, as well as goods from herbal origin. According to the Trade Registry, Alkaloid AD Skopje can perform wholesale operations and foreign trading with food and non food products.

The main scope is production of pharmaceutical products.

The shares of Alkaloid AD Skopje have been listed on the Macedonian Stock Exchange, since 2002.

The annual report on the performance of Alkaloid AD Skopje has been prepared in accordance with the Trade Company Law ("Official Gazette of the Republic of Macedonia" no. 28/04, 84/05, 25/07, 87/08, 17/09, 23/09, 42/10, 48/10, 8/11, 21/11, 24/11, 166/12, 70/13, 119/13, 120/13, 187/13, 38/14, 41/14, 138/14, 88/15 and 192/15) and the Rulebook for accounting ("Official Gazette of the Republic of Macedonia" no. 159/09, 164/10 and 107/11). The report is prepared in accordance with the concept of purchase price, excluding the land property, construction buildings and available-for-sale financial assets, which are presented by their market value.

The presentation of the financial statements in accordance with the Trade Companies Law and the Rulebook for Accounting requires management to make best estimates and reasonable assumptions that affect the amounts presented in the financial statements. These estimations and assumptions are based on reasonable information available, as of the date of preparation of the financial statements. However, actual results may vary from these estimates.

2. Financial risk management

Financial risk factors

The Company's activities expose it to a variety of financial risks: market risk (including currency risk, fair value interest rate risk and price risk), credit risk, liquidity risk and interest rate risk. The Company's overall risk management program focuses on the unpredictability of financial markets and seeks to minimize potential adverse effects on the Company's financial performance. The financial risk management is preformed by the Company's financial department, based on Decisions from Managing board.

Market risk

a) Foreign exchange risk

The Company operates internationally and is exposed to foreign exchange risk arising from various currency exposures.

To manage the foreign exchange risk the Company provides enough cash in foreign currencies held in banks in order to maintain its future commercial transactions.

b) Price risk

The Company is exposed to equity securities price risk because of available-for-sale investments held by the Company. The Company is not exposed to commodity price risk.

Credit risk

The Company has no significant concentrations of credit risk. It has policies in place to ensure that wholesale sales of products are made to customers with an appropriate credit history. Trade receivables consist of large number of balances. The Company has policies that limit the amount of credit exposure.

Liquidity risk

Prudent liquidity risk management implies maintaining sufficient cash and the availability of funding through an adequate amount of committed credit facilities.

Interest risk

As the Company has no significant interest-bearing assets, the Company's income and operating cash flow are substantially independent of changes in market interest rates.

The Company's interest rate risk arises from borrowings. The Company has no specific policy, but in direct negotiation with lenders attempts to reduce interest rate risk. Interest rates of long-term borrowings are significantly lower than short term. Interest rates on short term borrowings are decreased in respect of previous year.

Fair value estimation

The fair value of available-for-sale financial assets traded in active markets is based on quoted market prices at the balance sheet date. The quoted market price used for financial assets held by the Company is the last traded price.

The fair value of financial instruments that are not traded in an active market is determined by makes assumptions that are based on public information for recent arm's length transactions or reference to other instruments that are substantially the same.

The nominal value less impairment provision of trade receivables and payables are assumed to approximate their fair values. The fair value of financial assets and liabilities for disclosure purposes is estimated by discounting the future contractual cash flows at the current market interest rate that is available to the Company for similar financial instruments.

3. Additions to non-current assets

Additions to non-current assets include additions to property, plant and equipment and Intangibles.

Additions to non-current assets - segment reporting

Segments	(In 000 MKD)				
	2015		2014		IND
	Amount	%	Amount	%	15/14
Pharmacy	936.670	96	399.760	92	234
Chemistry Cosmetics Botanicals	36.031	4	34.400	8	105
Total:	972.701	100	434.160	100	224

4. Dividends

The Company does not recognize the dividend payable before it is approved on the Annual General Meeting.

The dividends for 2014 approved by shareholders on 6 April 2015 were Denar 300,584 thousands. Approved dividends are paid and retained earnings are appropriately decreased.

5. Borrowings

Borrowings	(In 000 MKD)				
	2015		2014		IND
	Amount	%	Amount	%	15/14
Non-current	5.133	2	1.648	1	311
Current	223.172	98	304.821	99	73
Total:	228.305	100	306.469	100	74

The maturity of the borrowings is as follows:

Maturity	(In 000 MKD)				
	2015		2014		IND
	Amount	%	Amount	%	15/14
Up to 1 year	223.172	98	304.821	99	73
Between 1 to 3 years	5.133	2	1.648	1	311
Total:	228.305	100	306.469	100	74

6. Major transactions

According to the Trade Company Law, Alkaloid AD Skopje has no major transactions in 2015.

7. Related party transactions

The Company has no ultimate parent. The shares are widely held.

Alkaloid AD Skopje has investments in sixteen subsidiaries and one foundation in Macedonia and abroad. Sales and purchases of goods and services between related parties are based on regular market terms and prices.

Investments in subsidiaries and associates

Subsidiary	(In 000 MKD)				
	2015		2014		IND
	Amount	%	Amount	%	15/14
Alkaloid DOO Zagreb, Croatia	15.439	4	14.822	9	104
Alkaloid DOO Beograd, Serbia	62.566	17	62.566	38	100
Alkaloid INT DOO Ljubljana, Slovenia	866	0	866	1	100
Alkaloid DOO Sarajevo, Bosnia and Herzegovina	39	-	39	-	100
Alkaloidfarm SA Fribourg, Switzerland	4.285	1	4.285	3	100
Alkaloid EOOD Sofia, Bulgaria	2.748	1	2.748	2	100
ALK&KOS Shpk Prishtina, Kosovo	307	-	307	-	100
Alkaloid Bilna apteka DOOEL Skopje, Macedonia	308	-	308	-	100
Alkaloid Kons DOOEL Skopje, Macedonia	130.154	35	50.154	31	260
Alkaloid USA LLC Columbus, Ohio US	3.873	1	3.873	2	100
Fund "Trajce Mukaetov" Skopje, Macedonia	3.000	1	3.000	2	100
Alkaloid DOO Podgorica, Montenegro	-	-	-	-	-
OOO Alkaloid RUS, Moscow, Russia	119.359	-	619	-	-
Alkaloid FARM DOO Ljubljana, Slovenia	461	-	461	-	100
Alkaloid Veledrogerija DOO Beograd, Serbia	7.720	2	7.720	5	100
Alkaloid ILAC TLS Istanbul, Turkey	2.616	1	2.616	2	100
ALKA-LAB DOO Ljubljana, Slovenia	18.485	5	9.231	6	200
Total:	372.226	100	163.615	100	228

All subsidiaries are 100% owned by the Company, except investment in Alkaloid USA with the equity share of 49%. Although the investment of Alkaloid AD Skopje in Alkaloid USA LLC Columbus, Ohio USA is 49%, the Company exercises control

During 2014, Alkaloid AD Skopje established a new subsidiary in Slovenia, ALKA-LAB DOO Ljubljana, Slovenia and a new subsidiary in Macedonia, Alkaloid Bilna apteka DOOEL Skopje.

In 2014, The Company has increased its investment in Alkaloid Kons DOOEL Skopje, Macedonia by Denar 50,000 thousand. In 2015 the company has increased its investment in four of its subsidiaries, in Alkaloid Kons DOOEL Skopje, Macedonia by Denar 80,000 thousand, ALKA-LAB DOO Ljubljana, Slovenia by EUR 150 thousand, OOO Alkaloid RUS, Moscow, Russia by RUR 120 million and in Alkaloid DOO Zagreb, Croatia by EUR 10 thousand.

Alkaloid's representative offices in Russia, Ukraine, Bosnia and Herzegovina and Albania are included in the financial statements of the Company.

Prepayments and short-term loans

Subsidiary	(In 000 MKD)				
	2015		2014		IND
	Amount	%	Amount	%	15/14
Alkaloid DOO Beograd, Serbia	1.932	81	1.929	100	100
Alkaloid Kons DOOEL Skopje, Macedonia	465	19	-	-	-
Total:	2.397	100	1.929	100	124

8. Share capital

	Number of shares	Ordinary shares	Treasury shares	Total	Share premium
At 1 January 2014	1.421.933	2.220.127	-14.779	2.205.348	-
Purchase of treasury shares	-5.321	-	-8.253	-8.253	-
At 31 December 2014	1.416.612	2.220.127	-23.032	2.197.095	-
Purchase of treasury shares	-	-	-	-	-
At 31 December 2015	1.416.612	2.220.127	-23.032	2.197.095	-

The total authorized number of ordinary shares is 1,431,353 with a par value of EUR 25.56 (Denar 1,551) per share. All issued shares are fully paid.

During 2014 the Entity acquired 5,321 of its own shares through Macedonian stock exchange and held as treasury shares. The total number of treasury shares is 14,741. The number of 3,287 shares is reserved for former proprietors of which 3,228 are priority shares and 59 are ordinary shares acquired from the right to dividend payments.

Earning per share

	(In MKD)		
	2015		2014
	Amount		IND
Profit attributable to shareholders (in denars)	645.653.544	629.127.309	103
Number of shares	1.416.612	1.416.612	100
Basic earning per share (in denars):	455,77	444,11	103

9. Key management compensations

No compensations were paid to the Management Board members in 2015 and 2014.

In 2015, the amount of Denar 5,006 thousands were paid to the Supervisory Board members (2014: Denar 4,208 thousands).

10. Production and sales

Production in tons

Segment	2015		2014		IND
	Amount	%	Amount	%	15/14
Pharmacy	817	7	836	9	98
Chemistry Cosmetics Botanicals	10.651	93	8.223	91	130
Total:	11.468	100	9.059	100	127

The total amount produced for 2015 is 11,468 tons, which indicates a 27% growth compared to last years' production amount of 9,059 tons.

Total sales of goods and services

Market	2015		2014		IND
	Amount	%	Amount	%	15/14
Domestic market	2.394.855	40	2.354.085	41	102
Foreign market	3.623.083	60	3.429.653	59	106
Total:	6.017.938	100	5.783.738	100	104

The total sales revenues for 2015 are 6,017,938 thousand denars which indicates 4% growth compared to the sales revenues from 2014 (5,783,738 thousand denars). The growth in total sales revenues is a result from the increase of sales revenues on domestic market for 2%, and the increase on foreign market sales for 6%.

The largest portion of total sales revenues, 60% is generated on foreign markets.

Total sales - segment reporting

Segment	2015		2014		IND
	Amount	%	Amount	%	15/14
Pharmacy	4.748.918	79	4.650.410	80	102
Chemistry Cosmetics Botanicals	1.269.020	21	1.133.328	20	112
Total:	6.017.938	100	5.783.738	100	104

The largest portion in total sales revenues, amounting 4,748,918 thousand is generated on the Pharmacy segment with 79%, which compared to last years' 4,650,410 thousand denars is an increase of 2%.

Domestic market sales - segment reporting

Segment	2015		2014		IND
	Amount	%	Amount	%	15/14
Pharmacy	1.783.048	74	1.766.265	75	101
Chemistry Cosmetics Botanicals	611.807	26	587.820	25	104
Total:	2.394.855	100	2.354.085	100	102

Total sales revenues on domestic market are 2,394,855 thousand denars, which compared to last years' 2,354,085 have increased for 2%.

The largest portion in total sales revenues is generated on the Pharmacy segment, amounting 1,783,048 thousand denars or 74%.

Foreign market sales - segment reporting

Segment	2015		2014		IND
	Amount	%	Amount	%	15/14
Pharmacy	2.965.870	82	2.884.146	84	103
Chemistry Cosmetics Botanicals	657.213	18	545.507	16	120
Total:	3.623.083	100	3.429.653	100	106

Total sales revenues on foreign market are 3,623,083 thousand denars, which compared to last years' 3,429,653 have increased for 6%.

The largest portion in total sales revenues is generated on the Pharmacy segment, amounting 2,965,870 thousand denars or 82%.

Foreign market sales by regions/countries

Region/Country	(In 000 MKD)				
	2015		2014		IND
	Amount	%	Amount	%	15/14
South Eastern Europe	2.327.016	64	2.157.432	63	108
Albania	58.015	2	104.105	3	56
Bosnia and Herzegovina	789.721	22	699.441	20	113
Kosovo	336.466	9	320.019	9	105
Serbia	951.382	26	857.216	25	111
Monte Negro	191.432	5	176.651	6	108
Russia and CIS	313.692	9	334.074	9	94
Russia	254.192	7	296.492	9	86
Georgia	6.424	-	1.579	-	407
Armenia	8.427	-	7.447	-	113
Turkmenistan	2.610	-	296	-	-
Ukraine	42.039	1	28.260	1	149
Western Europe (EU and EFTA)	861.023	24	843.649	25	102
Bulgaria	179.753	5	180.540	5	100
Croatia	424.951	12	432.290	13	98
Germany	73.659	2	61.513	2	120
Spain	2.615	-	21.261	1	12
Romania	33.261	1	25.000	1	133
Slovenia	123.181	3	111.132	3	111
Czech	4.290	-	4.098	-	105
Poland	4.329	-	-	-	-
Slovakia	3.593	-	7.083	-	51
Hungary	3.277	-	174	-	1.883
Lithuania	834	-	276	-	302
Great Britain	6.846	-	-	-	-
Switzerland	434	-	282	-	154
Other countries	121.352	3	94.498	3	128
Jordan	4.153	-	5.210	-	80
USA	109.263	3	80.644	2	135
Turkey	7.622	-	8.307	-	92
Other countries	314	-	337	-	93
Total:	3.623.083	100	3.429.653	100	106

The largest portion of 64% of the total sales in foreign markets is generated in the South Eastern Europe region.

Total revenues

Revenues	(In 000 MKD)				
	2015		2014		IND
	Amount	%	Amount	%	15/14
1. Revenues from sales of goods and services	6.017.938	95	5.783.738	97	104
-Domestic market	2.394.855	38	2.354.085	40	102
Sales of goods	1.839.524	29	1.825.448	31	101
Sales of commodities	515.550	8	474.311	8	109
Other sales revenues	39.781	1	54.326	1	73
-Foreign market	3.623.083	57	3.429.653	58	106
Sales of goods	3.206.621	51	3.014.790	51	106
Sales of commodities	393.048	6	377.449	6	104
Other sales revenues	23.414	0	37.414	-	63
2. Other operating income	330.181	6	148.828	3	222
Collected written off receivables	6	-	6.047	-	-
Income from previous years	422	-	4.623	-	9
Dividends income	58.702	1	59.418	1	99
Interest income	2.247	-	1.334	-	168
Foreign exchange transaction gains	191.480	3	24.285	-	788
Other income	77.324	1	53.121	-	146
3. Finance income	704	-	1.359	-	52
Foreign exchange transaction gains on borrowings	239	-	346	-	69
Interest income on borrowings	465	-	1.013	-	46
Total:	6.348.823	100	5.933.925	100	107

Total revenues for 2015 amounting 6,348,823 thousand denars have increased for 7%, compared to last years' 5,933,925 thousand denars.

The largest portion of 95% in the total revenues belongs to the sales revenues, which compared to last year have increased for 4%.

Other operating income has a portion of 6% in total revenues. Compared to last year other operating income has increased for 122%.

Finance income only includes income on borrowings. The portion of finance income in total revenue is insignificant.

Sales by category

Sales revenue	(In 000 MKD)				
	2015		2014		IND
	Amount	%	Amount	%	15/14
Sales of goods	5.046.145	84	4.840.238	84	104
Sales of commodities	908.598	15	851.760	7	107
Other sales revenues	63.195	1	91.740	2	69
Total:	6.017.938	100	5.783.738	100	104

Total expenses by nature

Expenses	(In 000 MKD)				
	2015		2014		IND
	Amount	%	Amount	%	15/14
1. Changes in the inventories	-2.086	-	-119.290	-2	2
2. Raw and other materials	1.866.038	33	1.698.984	33	110
Raw materials	1.718.709	31	1.544.443	30	111
Energy	130.635	2	134.620	3	97
Spare parts	15.299	-	18.088	-	85
Written off small items	1.395	-	1.833	-	76
3. Cost of commodities	637.013	11	608.830	12	105
4. Services	365.678	6	344.276	7	106
Transport	149.327	3	134.404	3	111
Maintenance	40.689	1	37.260	1	109
Rent	26.330	-	21.031	-	125
Utilities	149.332	3	151.581	3	99
5. Depreciation and amortization	353.303	6	338.349	6	104
6. Provision for impaired trade receivables	10.077	-	594	0	1.696
7. Employee benefits	1.081.048	19	982.744	19	110
Gross salaries	914.318	16	833.132	16	110
Food allowances	25.490	1	24.078	1	106
Holiday allowances	57.006	1	52.840	2	108
Termination benefits	6.032	-	3.774	-	160
Short-term benefits	75.000	1	67.500	1	111
Retirement benefits	68	-	132	-	52
Other expenses	3.134	-	1.288	-	243
8. Other operating expenses	1.320.255	23	1.332.665	26	99
Cost of business trips	36.481	1	35.939	1	102
Advertising and marketing	667.124	12	735.085	15	91
Insurance	24.558	-	22.863	-	107
Taxes and contributions	16.428	-	12.872	-	128
Bank charges and memberships	15.568	-	17.007	-	92
Interest	61	-	151	-	40
Exchange differences from receivables and payables	234.694	4	45.230	1	519
Expenses from previous years	8.299	-	6.454	-	129
Other expenses	317.042	6	457.064	9	69
9. Finance costs (borrowings)	8.817	-	22.866	-	39
Foreign exchange transaction losses on borrowings	349	-	474	-	74
Interest expense on borrowings	8.468	-	22.392	-	38
Total:	5.640.143	100	5.210.018	100	108

The Total expenses for 2015 amounting 5,640,143 thousand denars have increased 8% compared to last years' 5,210,018 thousand denars.

The largest portion in the total expenses belongs to Raw and other materials, 33%. Employee benefits have a portion of 19%, Other operating expenses have a portion of 23%. Finance costs include only expenses on borrowings. The portion of finance costs in total expenses is insignificant.

Income statement - expenses by nature

Income statement	(In 000 MKD)				
	2015		2014		IND
	Amount	%	Amount	%	15/14
Total revenues	6.348.823	100	5.933.925	100	107
Domestic market	2.394.855	38	2.354.085	40	102
Foreign market	3.623.083	57	3.429.653	58	106
Other operating income	330.181	5	148.828	3	222
Finance income	704	-	1.359	-	52
Total expenses	-5.640.143	89	-5.210.018	88	108
Inventories	2.086	-	119.290	-2	2
Raw materials	-1.866.038	29	-1.698.984	29	110
Cost of commodities	-637.013	10	-608.830	10	105
Services expenses	-365.678	6	-344.276	6	106
Gross salaries	-914.318	13	-833.132	14	110
Depreciation and amortization	-353.303	6	-338.349	6	104
Provision for impaired trade receivables	-10.077	-	-594	-	1.696
Other operating expenses	-1.486.985	23	-1.482.277	25	100
Finance cost	-8.817	-	-22.866	-	39
Profit before income tax	708.680	11	723.907	12	98
Income tax	-63.026	1	-94.780	2	66
Profit for the year	645.654	10	629.127	11	103

Profit before income tax for 2015 is 708,680 thousand denars, which compared to last years' 723,907 thousand denars has decreased for 2%. The portion of profit before income tax in the total revenue in 2015 is 11%.

The calculated Income tax for 2015 is 63,026 thousand denars, which compared to last years' 94,780 thousand denars has decreased for 34%.

Profit for the year 2015 is 645,654 thousand denars, which compared to last years' 629,127 thousand denars has increased for 3%. The portion of net income in the total revenue in 2014 is 10%.

Income statement - expenses by function

Income statement	(In 000 MKD)				
	2015		2014		IND
	Amount	%	Amount	%	15/14
Sales	6.017.938	95	5.783.738	97	104
Cost of sales	-3.410.893	-54	-3.056.790	-52	112
Gross profit	2.607.045	41	2.726.948	46	96
Research and development expenses	-58.942	-1	-47.504	-1	124
Selling and marketing expenses	-1.544.195	-24	-1.670.000	-28	92
Administrative expenses	-308.408	-5	-295.007	-5	105
Provisions for liabilities and charges	-1.041	-	-5.383	-	-
Other income	330.180	5	148.828	3	222
Other expenses	-307.846	-5	-112.468	-2	274
Operating profit	716.793	11	745.414	13	96
Net foreign exchange transaction (losses) / gains	-110	-	-128	-	86
Net interest	-8.003	-	-21.379	0	37
Profit before income tax	708.680	11	723.907	12	98
Income tax	-63.026	-1	-94.780	-2	66
Profit for the year	645.654	10	629.127	11	103

The income statement by function model presents the expenses as: Production costs, Research and development expenses, Selling and marketing expenses and Administrative expenses. The finance costs are presented in net values.

The largest portion in total revenues 54% belongs to Cost of sales, which have increased for 12%.

Selling and marketing expenses have a portion of 24% in total revenues. Compared to last year Selling and marketing expenses have decreased for 8%.

Administrative expenses have a portion in total expenses of 5% and have increased for 5% compared to last year.

Balance sheet

(In 000 MKD)

	2015		2014		IND
	Amount	%	Amount	%	15/14
Assets					
Non-current assets					
Intangibles	1.197.399	13	886.800	10	135
Property, plant and equipment	3.841.306	42	3.532.675	40	109
Investments in subsidiaries and associates	372.226	4	163.615	1	228
Available-for-sale financial assets	3.514	-	3.721	-	94
Other non-current receivables	2.355	-	16.472	-	14
Deferred tax assets	17.817	-	17.548	-	102
Total non-currents assets:	5.434.617	59	4.620.831	52	118
Current assets					
Inventories	1.642.266	18	1.574.759	18	104
Trade receivables	1.810.300	20	2.444.840	27	74
Other receivables	197.994	2	138.436	2	143
Cash and cash equivalents	152.004	2	124.922	1	122
Total current assets:	3.802.564	41	4.282.957	48	89
Total assets:	9.237.181	100	8.903.788	100	104
Equity and liabilities					
Equity					
Share capital	2.197.095	24	2.197.095	25	100
Legal reserves	596.146	6	596.146	7	100
Other reserves	1.120.514	12	1.120.315	13	100
Retained earnings	3.987.539	43	3.640.491	41	110
Total equity:	7.901.294	86	7.554.047	85	105
Liabilities					
Current liabilities					
Trade and other payables	1.074.046	12	951.387	11	113
Current borrowings	223.172	2	304.821	3	73
Income taxes	7.898	-	67.287	-	12
Total current liabilities:	1.305.116	14	1.323.495	15	99
Non-current liabilities					
Non-current borrowings	5.133	-	1.648	-	311
Deferred tax liabilities	-	-	-	-	-
Non-current provisions	25.638	-	24.598	-	104
Total non-current liabilities:	30.771	-	26.246	-	117
Total liabilities:	1.335.887	14	1.349.741	15	99
Total equity and liabilities:	9.237.181	100	8.903.788	100	104

Performance indicators

Indicators	(In %)		
	2015	2014	15/14
Revenue / expense ratio	112,56	113,89	99
Net profit margin	10,17	10,60	96
EBITDA (%)	17,78	18,74	95
Current ratio	2,91	3,24	90
Net debt to equity ratio	0,03	0,04	71
Return of equity	8,17	8,33	98
Return of assets	6,99	7,07	99

Number of employees on 31 December

Segment	2015		2014		IND
	2015	%	2014	%	15/14
Pharmacy	630	50	644	54	98
Chemistry Cosmetics Botanicals	193	15	219	18	88
Corporate unit	442	35	329	28	134
Total:	1.265	100	1.192	100	106

The total number of employees on 31 December 2015 is 1,265, which compared to 2014 is an increase of 6%.

Alkaloid AD Skopje