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ANNUAL REPORT T-SYSTEMS SLOVAKIA S.R.O.

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ANNUAL REPORT T-SYSTEMS SLOVAKIA 2019

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FOREWORD BY
DANIEL GIEBEL | MANAGING DIRECTOR

For all of us in T-Systems Slovakia, 2019 was a year where we have invested significantly in sharpening the future strategic focus of our organization.
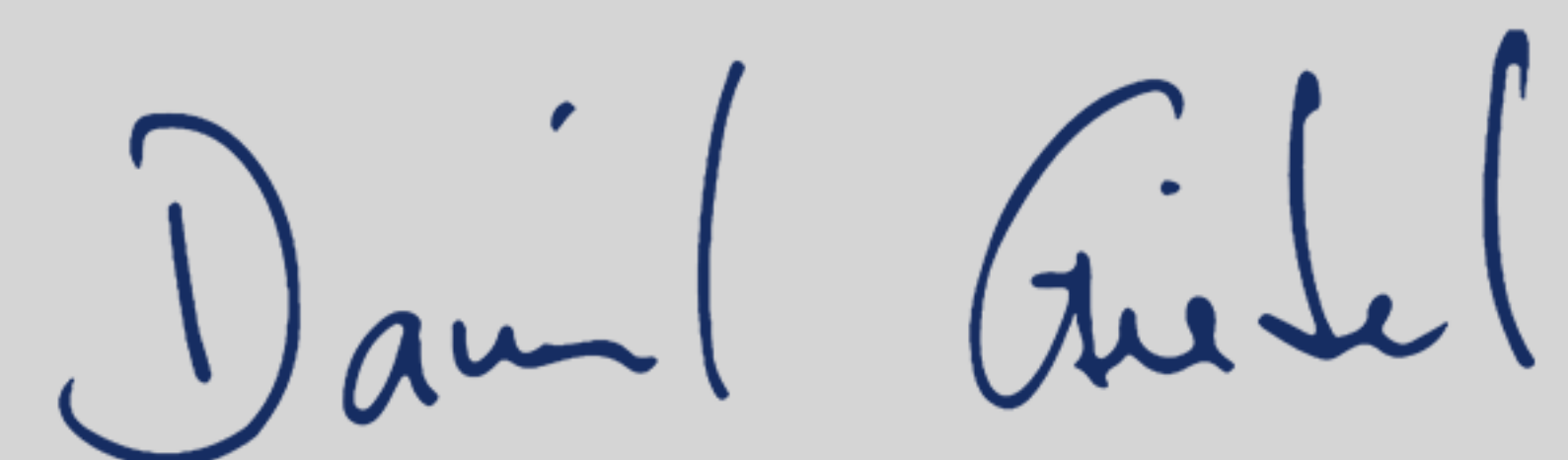
The basis for this is the implementation of the new portfolio structure on the market unit side effective on January 1 of 2019, and the ongoing IT@Motion changes on the Deutsche Telekom IT side of our business. We remain financially very healthy. Expertise in the organization is growing, as measured in our average Expert Group level, and thus the contribution to Deutsche Telekom's global success increases.

At the same time, it has become even more apparent in 2019 that we are facing changes in the requirements our customers have (think E2E service delivery), the technologies we employ (think rapid cloudification and softwarization) and the labor market we operate in (think regionally available talent). As a result, we spent a significant amount of time evaluating and strategizing to accommodate those changes into how we run the organization to make sure we're also successful in the future.

As an organization, we want to give IT a meaning.
We do that by shifting our business further from an "agency model" to a product based strategy. We focus on a dual tier strategy for talent. Internally, we keep on investing heavily in trainings, our training investment per capita will be in the top 10% across the CEE region in 2020. And we want to attract the best talent, in and beyond our regional labor market. In the context oftalent, diversity and inclusion plays an increasingly important role for us in this, in gender, in age, and in cultural background.

For me personal two things stick out in the year. We managed to become the best employer in IT and Telecommunication for the 2nd time in 3 years. Which confirms to me the good work we do with our leaders. And the two prizes we won in the prestigious Via Bona awards for our application "Alone in the museum", where we are both testing new ways of working internally, and focusing on giving something back to society.

More on all of these topics in this report, and as ever we're very happy to hear from you on how you think we're doing.

Daniel Giebel

COMPANY PROFILE

T-Systems Slovakia is a dynamically developing company providing its services in the information communication technologies (ICT) sector. The company was established in January 2006 as a subsidiary of T-Systems International, GmbH, a company with its headquarter office in Germany and itself a member of the global group Deutsche Telekom AG. Within the Deutsche Telekom group, the Slovak company offers services as an outsourcer, specializing itself in corporate clientele within Germany, the European Union and further across the globe. Thanks to its size, scope of operation and service quality, T-Systems Slovakia makes a sound contribution to the T-Systems brand being number one in the German market and is ranked amongst the top four ICT service providers in Europe. Since its foundation, T-Systems Slovakia has had its seat in Košice and is very closely linked with this region. The companies' most important asset and competitive advantage is its people, who are highly educated, reliable, ambitious and dynamic. The most recent awards T-Systems Slovakia got are the prize for being the Best Employer of 2018 in the field of IT and Telecommunications and The IT Services Firm of the Year CEE.

WHAT ARE THE ICT SERVICES AND OUTSOURCING ABOUT?

T-Systems Slovakia remotely manages almost all components related to the ICT landscape, starting from a local or long-distance computer or communication networks, through a multitude of servers with different operating systems, SAP systems for enterprise resource management, ending with customized and customer-specific solutions for such diverse domains as toll collection or education and research.

WHERE CAN ONE SEE THE SERVICES PROVIDED BY T-SYSTEMS SLOVAKIA?

Production hailing from T-Systems Slovakia cannot be found in a shop or warehouse. One can come in contact with its services only indirectly, however, on a daily basis – be it while shopping for major brands, buying petrol or cars. Taking it literally, if the provided ICT services are reliable, an ordinary consumer will not realize that a part of the ICT they utilize is delivered remotely from T-Systems Slovakia. In its portfolio T-Systems Slovakia has leading brands from the automotive, telecommunication and petroleum industries, and also financial or consultancy services.

MANAGEMENT OF T-SYSTEMS SLOVAKIA 2019

DANIEL GIEBEL

Managing Director

Vice President for Production

Vice President for Service

FRANK-STEPHAN HARDT

Vice President Finance and Controlling

PETER FISCHER

Vice President Human Resources

JURAJ GIRMAN

Vice President Telekom IT

OUR VISION, MISSION & VALUES

T-Systems Slovakia is an integral part of the global group of Deutsche Telekom AG and an important member of its corporate services arm, T-Systems International GmbH. Its vision and mission reflect the contribution our local company strives to deliver and successfully fulfill the global group's ambitions. Our vision is: "To be the most trusted outsourcing partner for ICT services".

We consider our reputation as a trustworthy and reliable partner in delivering high-quality ICT services to our European and worldwide customers as the main factor and building a sustainable trademark of our company in Slovakia and Europe. We have an ambition to contribute to the sustainable growth of the competitiveness of T-Systems International in its entirety, as well as that of our mother group, Deutsche Telekom. We connect our trustworthiness tightly with the quality and professional attitude of our specialists

and leaders. Thus, as a part of fulfilling our vision, we have an ambition to become the preferred employer not only on the regional level but also within Slovakia. Through continuous professional and personal development of our employees we want to keep increasing the flexibility and quality of the provided services, and thus actively contribute to the development of the entire Kosice region. Our mission is: "We deliver high quality, cost efficient and innovative ICT services to customers worldwide." Put it simply, we want to continue in delivering highly - added value from ICT services to our customers' core business. And indeed we are able not only to deliver high value but increase it annually. According to the economic weekly Trend, T-Systems Slovakia is a company with the fastest growing value-added in the whole IT sector nationally and one of the most influential ICT players countrywide.

Last year, the mission of T-Systems Slovakia rested on four primary pillars, in which we saw a guarantee of our sustainable development:

- **High quality** – we are continuously evolving into a global competence center which is focusing on the development and operation of virtual ICT and business solutions center.
- **Cost efficiency** – we are focusing on provision of the highest possible quality of ICT and business services whilst keeping our cost base competitive and sustainable in the long term.
- **Innovative attitude** – we are proactively supporting the formulation and development of new ideas, solutions and delivery processes to achieve excellence in increasing the efficiency, effectiveness and quality of our ICT and business services.
- **Customer satisfaction** – we are leading our business through an international and global collaboration, react quickly and respond to the evolving needs of our customers.

PORTFOLIO OF DELIVERED SERVICES

T-Systems Slovakia serves two main markets – information and communication technology outsourcing solutions (ITO) and solutions for business process outsourcing (BPO). For our global corporate customers ICT Outsourcing is one of the main tools for improving their own economic performance and flexibility. It is also a mean that provides faster and cheaper access for customers to innovations or technological advantage, and last, but not least, it is a way of cutting operational costs for our customers. In practice, it is about a partial or full takeover of activities carried out by a customer's ICT departments, or by other providers of ICT services.

OUR SERVICES & PRODUCT PORTFOLIO IN 2019

DELIVERY AND OPERATION OF ICT SOLUTIONS AND SERVICES

ICT SERVICES FOR TELECOMMUNICATION SYSTEMS

This portfolio focuses on designing, managing and operating solutions for long-distance communication, targeting our global customers or customers with geographically distributed offices. Our main competences include:

- Voice and video services, including VoIP and telepresence
- Network and security related ICT services for local and wide-area networks
- Optimization of network capacity and performance
- Development and operation of software-defined network and security solutions

ICT SERVICES FOR COMPUTING (SERVER) SYSTEMS

**With this portfolio we manage, operate and deploy shared ICT platforms and cloud-based platforms that act as a foundation for customer-specific solutions.
Our main competences include:**

- Service lifecycle management of Global Data Centers networking and security
- Service lifecycle management of global Infrastructure as a Service (IaaS), Cloud Computing and virtualization solutions
  (incl. storage, back-up and recovery of data solutions)
- Operation of Platform as a Service (PaaS) focusing on "SAP as a Service" global product

ICT SERVICES FOR CUSTOMER SYSTEMS AND APPLICATIONS

With this portfolio we manage, operate and deploy customer-specific systems and dedicated ICT solutions that underpin our customers' core businesses in several industrial sectors. Our main competences include:

- Virtualized systems of all major vendors (incl. those based on private, public and hybrid cloud)
- Customer- and business sector-specific database and middleware solutions
- Customer portals, application, risk/security and data analytics solutions

SOLUTIONS AND SERVICES FOR BUSINESS PROCESSES OUTSOURCING

BPO SERVICES FOR FINANCE & CONTROLLING

With this portfolio we act as a shared business services centre towards our sister companies within T-Systems International network and Deutsche Telekom Group. Our main competences include:

- Global order-to-cash management (contracts, order entry, billing, account receivables)
- Global purchase-to-pay management (cost controlling, charging and pre-closing operations)
- Global shared services for finance & controlling (reporting, master data management, user account management, etc.)

SALES, PRE-SALES AND CONSULTANCY

This portfolio focuses on advanced services towards both T-Systems International and Deutsche Telekom Group. Our main competences include:

- Global business partners for finance & controlling
- Global ERP transformation programme support

SHARED BUSINESS AND MANAGEMENT SERVICES

TRANSFORMATION AND DESIGN OF ICT SERVICES

This portfolio acts as an interface between our global customers, their ICT leadership and our solution deliver and operation teams. Our main offering includes:

- Global service delivery, account and deal management
- Design of customer solutions and ICT architectures
- Project management and transformation of customer ICT systems and solutions

APPLICATION AND SOLUTION DEVELOPMENT

With this part of our portfolio we complement our strong delivery and operational competences, and offer our customers also service of software engineering and consulting. Our main competences include:

- Software development, testing and consulting for SAP solutions
- Software development, testing and consulting for non-SAP solutions

APPLIED RESEARCH, DEVELOPMENT AND SUPPORT FOR STRATEGIC GLOBAL PORTFOLIO

The smallest but most dynamic section of our portfolio aims at exploring new opportunities in terms of new ICT products, new business models or new ways of process execution. Our main competences include:

- Emerging software-defined networking platform (FCI)
- Managed solutions engineering and development for public and private clouds
- ICT process automation, engineering and development

A SHORT RETROSPECTION ON 2019

Year 2019 was a year of transformation for the whole global group of T-Systems International. The year kicked off with an appointment of new CEO for T-Systems International, GmbH in the person of Adel Al Saleh. Triggered by that the change programme has created new global portfolio units to cover end-to-end product portfolio of the group. In response customer portfolio oriented units were set up also in Slovakia, with an aim to obtain a more holistic view on our customers than in the past. This structural change has gone hand in hand with the change and culture transformation – bringing in a greater focus on our customers and their business needs and creating new opportunities for our top experts in fulfilling new ambitions of our global T-Systems family.

In Slovakia the company established three new business divisions – the „Classic IT" division oriented on managed IT services and private cloud solutions, the „Growth Portfolio" division bringing together the offerings like SAP, managed services on public clouds, cybersecurity, order and project management, and automation, and the „Telecommunication Services" division focusing on the core Telco business of our mother company. We believe that a sharper focus on narrower portfolio segments is the rights way for T-Systems Slovakia to evolve towards providing services with a higher business value.

As a company we have booked in small but positive change workforce numbers. Compared to year 2018 the footprint of the company in Slovakia increased by 2%, to reach 3 917 full-time equivalent workers. This number corresponds with our strategic re-focusing from quantity to skill quality, deepening and strengthening our expertise distribution. Our strategic priority during 2019 was increasing the share of senior ICT, business and customer facing roles in our company. Relatively more visible aspect of our strategic re-focusing has emerged in a fairly pronounced lack of senior candidates in the labour market – something that worries many other companies in Slovakia. A not-so-surprising response to the local skill shortages was also for us looking beyond Slovakia. We attracted a number of third-country experts, which helped to improve the diversity of our workforce, but also were among the leading Slovak companies approaching Slovak expats in the UK, Ireland or Denmark – in a close collaboration with the IT Association of Slovakia and AmCham.

More focused portfolio, transformation project and energy from the new CEO have positive impact on the global financial performance. Globally, the revenue and profitability increased. In Slovakia the overall income grew by 4,1% - steadily climbing to 160 mil Eur. During 2019 the global group brought in a positive growth in EBIT and free cash flow, thus contributing to the strategic targets of Deutsche Telekom group. In particular, Deutsche Telekom has an ambition to become a leader in 5G networks, and this area would require a substantial investment over the next couple of years.

In the previous year we boosted the development of our competences in the segment of Cloud solutions. We strengthened our portfolio services supporting IaaS built on Microsoft Azure and AWS platforms, and further extended vCloud based services. While this business unit started with 40 people in 2018, during 2019 it exceed 150 specialists. From this number a fifth (21%) are roles adding most value to the customer – IT architects, product managers and devops engineers. Our experts were at the birth of new product of the global portfolio unit providing managed services on public clouds. A notable project is about creating an Edge Computing solution from Slovakia.

In the private cloud business units we developed our first „native" products where we can proudly claim the „Designed in Slovakia" label. These products target the areas where the markets perceive gaps, such as data security and migration from legacy to cloud. We rolled our DRaaS (Disaster Recovery as a Service) solution for small and medium enterprises, and achieved firstcustomers for our Multiplatform Migration as a Service offering.

Despite the success of the next-generation network (ngena), software-defined networking platform of Deutsche Telekom in 2018, we parted with the ngena team and spun it off. This was in line with the decision on the global, whereby Deutsche Telekom successfully exited from its ngena startup, sold it to a private equity group, and thus all subsidiaries were divested also from the T-Systems International and its daughter companies. This affected the business in Slovakia – we lost one exciting product where we focused on solution design and development for the security parts of the ngena bundle. While it is always sad to part ways, T-Systems Slovakia is proud that our ngena colleagues can continue and grow as an independent company, keeping up strong presence in Kosice and Slovakia.

In the context of business process outsourcing 2019 was a year of Business Intelligence (BI) – if we highlight one of our important achievements. Based on the recognition for our Slovak company for the stable performance in the previous years, T-Systems Slovakia gained trust from the global organization to roll out and coordinate the implementation of BI tool across the entire group. The project concluded with a successful rollout of Power BI platform and our competences were rewarded by entrusting us with the development of advanced dashboarding and BI solution that features ambitious targets of incorporating „smart behaviours" by means of machine learning and artificial intelligence developments.

In 2019 T-Systems Slovakia established its own local startup incubator under the umbrella of InnovLab – a partner of the global Hub:Raum startup incubation platform of the Deutsche Telekom group. Following the success of the „Alone in the Museum" product in 2018 we managed to bring onto the product development path another startup idea – this time focusing on face muscles training for stroke patients. In addition, two more local startups were coached and are being introduced to the relevant T-Systems portfolio units and their customers seeking innovative health solutions.

T-Systems also launched one of the first IT scholarship schemes for the students of informatics in Kosice during 2019. Under the umbrella of T-UNI programme we succeeded in building a team of first 16 students and pledged to support their accelerated development of know-how in IT by a scholarship reaching as much as 5 000 Eur during their Masters studies.

OUR POSITION IN THE NATIONAL ECONOMY

LARGEST IT FIRMS - REVENUE (2018) **RANK 6.**

FIRMS WITH LARGEST ADDED VALUE (2018) **RANK 20.**

BIGGEST EMPLOYERS IN SLOVAKIA (2018) **RANK 16.**

COMULATIVE ECONOMIC IMPACT ON REGION **€ 376,7 MIL**

OUR COMULATIVE ADDED VALUE 2006-2018 **€ 824,1 MIL**

VISION 2025: A PRODUCT COMPANY FOR THE DIGITAL AGE

The market is shifting around us, driven by trends and technologies such as Artificial Inteligence (and its impact on process automation both in ICT and BPOdomains), Internet of Things, Software defined Everything (both impacting our networks, security and shared platforms offerings), etc. and an increasing pressure for all organizations to become digital.We remain committed to bring cutting edge technology to our customers, new ways of working that supports innovation (agile, DevOps) and being a driving force in digitizing our customers business.

At the core of our strategy is to increasingly create more value for our customers. This means transforming into a company that puts their customers's business needs first and whose skills and expertise is helping them to become successful in their native business. Our aim is to transform from being a service provider to a trusted partner and a company that design, develops, rolls out and manages new and innovative products for our clients. We aim to accelerate our evolution from a service provide through an IT partner to a digital builder and ultimately a digital pioneer. This can be expressed in terms of our ambition:

WAY FORWARD – STRATEGIC MEASURES

- **From "shared" to "competence" centre**
  to increase value delivered to our customers we plan taking up responsibility to become the global competence centre for strategic portfolio (SAP dev, cloud,...)
- **From "consuming" to "creating" demand**
  in addition to reliably delivering existing service portfolio we investigate improvements and innovate services to contribute directly to the global top line
- **From "scavenging" to "driving" services**
  to support customers on their digitization journey it is no longer enough to bring in more "standard" services to PoP, we aim to contribute to strategic & technical planning

TRANSFORM THE BUSINESS

Service Innovation
Business Roadmapping
Active Driver of Digital Strategy

GROW TO BUSINESS

Service Differentiation
Optimizing Service
Active Partnership

RUN THE BUSINESS

Cost Efficiency, Quality
Service Stability
Back Office

Gartner.

Aligned with analytic view by Gartner, C.Dreyfuss: Shared Services: The Strategic Path Toward the Digital Future, Jan 2017 (G00275828)

During the upcoming years we will continue withtransforming our operation in Kosice onto competence and innovation centre for selected strategic products and servics of Deutsche Telekom group. This is by no means an easy target, mainly because competence centres are not only about superior technological know-how but also about trust of the global company into our skills and competences. It is about our capability to translate technological visions into tangible products. And ultimately it is about developing product lifecycle management capabilities and skills across our divisions in Kosice.

Speaking of right skills and competences, we plan to further strengthen our competences to lead, design, innovate and take overall responsibility for larger parts of the global value chain. We will be increasing the ratio of more complex positions and roles, such as ICT architects, solution designers, service managers or ERP consultants. One special focus will be given to agile project management, scrum and DevOps competencies, where we aim to compete as the leading Agile Hub for the Deutsche Telekom group.

From the strategic point of view, one area that is ahead of us in Slovakia in 2020 and beyond, concerns a sharper and leaner alignment of our local business structure with the global market segments targeted by the Deutsche Telekom group. As a part of this continued transformation, it is likely that T-Systems Slovakia will be re-focused to two strong subsets of complementary competencies. On one hand side being the IT service oriented business oriented towards T-Systems International, and on the other hand side being the business oriented towards native Deutsche Telekom core businesses, such as Telekom Deutschland, Deutsche Telekom IT, or Deutsche Telekom Technik.

In Kosice we take this up as a positive challenge, because it enables us not only get closer to our customer, but at the same time become nimbler and offer exciting new opportunities and options for our top-line experts, for their continuous professional and personal growth.

LEADING EXAMPLE OF DUAL EDUCATION

Dual education has become the choice of many students after graduation. Since 2013, T-Systems Slovakia has been offering the Dual Education Programme in the field of information and communatication technology in cooperation with the Secondary Technical School of Electrical Engineering in Košice.

T-Systems Slovakia is the first ICT company to offer the dual education opportunities. Graduates are ready for specific job positions in various areas.

Our students are the first in Slovakia to follow the successful German model and have the possibility to obtain a certificate from the Slovak-German Chamber of Commerce and Industry equivalent to the certificate received by students in Germany.

Dual education combines theoretical teaching and practical training in our corporate environment. Emphasis is placed on the development of knowledge and both, students 'CT and soft skills as they take part in an extensive learn and work experience in T-Systems Slovakia.
Students 'practical education presents up to 70% and the theory covers 30% of the total time of studies.
Education takes place at school and at the premises of T-Systems Slovakia.

TSSK is thus the leading example in providing dual education in the ICT field in Slovakia.

DUAL EDUCATION 2019 IN NUMBERS:

- 82 students in school year 2018/19 (Dual Education)
- 33 Internal Trainers - 29 Certified Instructors, 13 DSIHK certification, 16 SOPK certification
- 70 graduates currently working in TSSK (2019)

JOB POSITIONS HELD BY TSSK DUAL EDUCATION GRADUATES

Students have a guaranteed job offer after graduating our dual education. They occupy various positions in different areas within the company. Their career path can also lead to engineering or consulting positions.

OVERVIEW OF THE OCCUPIED POSITIONS OF DUAL EDUCATION GRADUATES	
Application Administrator	3
Cloud Administrator	1
Database Administrator	2
ICT Administrator I	2
ICT Administrator II	26
ICT Administrator III	16
ICT Engineer	3
Junior ABAP Developer	4
Junior Application Developer	7
Junior SAP Consultant	1
Process Expert	1
Process Manager	1
Technical Solution Manager	1
Training and Development Specialist II	2

FINANCIAL REPORT

TSSK REVENUE 2019

TYPE OF SERVICE	2019
Operation and remote administration of operating systems and virtual ICT infrastructures	53,430,028
Operation and remote administration of SAP platform	28,013,879
Operations and remote administration of customer applications	20,815,732
Operation, administration and monitoring of remote telecommunication items	18,839,586
ICT Service Management and support	23,009,627
Project Management & Project Delivery	3,685,766
Others	5,656,379
TOTAL:	153,450,996

FINANCIAL INDICATORS

Current liquidity (current, quick ratio) reaches 1.7, which reflects company's good ability to pay its liabilities.

Return on sales is 3.9%, which means that 1 euro of sales is 3.9 cents of profit.

The total debt ratio of 51.4% reflects the share of foreign capital in the total assets of the company, i.e. the company covers 48.6% of the assets with its own resources.

Revenues from provided services was increased to 2 735 590 EUR compared to 2018.

The company assesses risks on a regular quarterly basis. In 2019, the company identified only moderate risks related to the filling of specific jobs requiring highly qualified workers. These risks have been continuously eliminated by the company by making the job offers more attractive within the available labor markets. The company has not identified any other significant risks that could pose a serious threat to T-Systems Slovakia.

Events that occurred after December 31, 2019 until the date of the financial statements for 2019.

The company established a new company, Deutsche Telekom IT & Telecommunications Slovakia s.r.o., in which it is a 100% owner, based on the Deed of Foundation dated 13.12.2019, registered in the Commercial Register on 4.02.2020.

SCIENCE AND RESEARCH

The company carried out research and development in the current and immediately preceding accounting period. Science and research projects are mainly focused on increasing the automation of the IT environment.

We are currently working on the following projects:
Draas – new solutions to ensure IT disaster recovery and secure rapid recovery of infrastructure to full operation
Jarvis – virtual assistant for application control operations center
Sensiric pad – intelligent elevator control
SDCE Monitoring – special monitoring solution
Expenditure on research and development activities in 2019 represent amounts of about 87 000,- €

Information on the acquisition of the controlling entity's own shares, temporary papers, business shares, interim certificates and business shares of the controlling entity.

The company did not acquire treasury shares, temporary papers, shares and holdings, temporary papers and shares of the controlling entity.

ORGANIZATIONAL UNIT

The accounting entity does not have a branch abroad.

HUMAN RESOURCES

No of employees: 3.941 FTE / 4.405 employees including 401 inactive

Gender: 1.597 Female / 2.808 Male including inactive: 345 Female / 56 Male

Average age: 34 years

Average length of work contract: 5,23 years

EMPLOYEE DEVELOPMENT

Learning and development in TSSK connect people in near-real-time with the information they require to add value to the business and with the experience they need to expand and stretch their capabilities. Careers are now defined through experience and learning agility. In the era of transformation and high business demands, learning needs to connect people with information at the point of need.
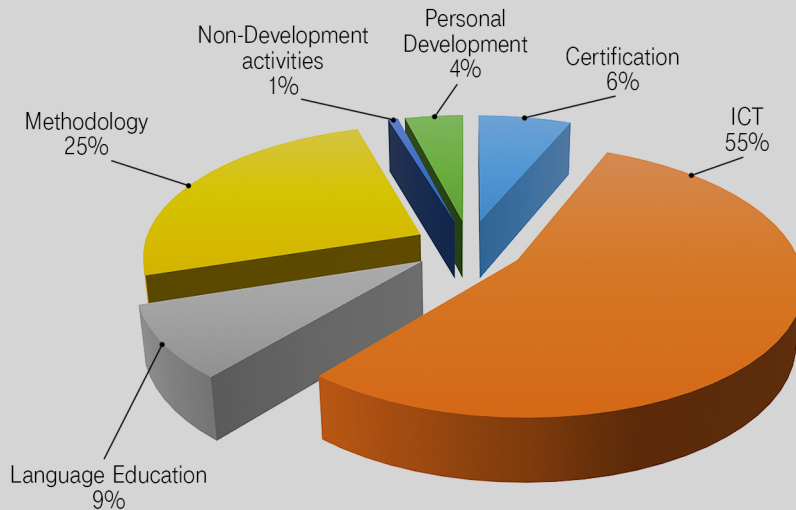
High employee engagement makes it happen. We realize the importance of peer-to-peer learning system. Our learning strategy is based on idea of evolving learning organization's role from creator to connector. Building the community of trainers as a team- we together unlock the potential of our employees and empower them.

There are 270 internal trainers at T-Systems Slovakia.   They are all regular employees with their day-to-day work duties, but they can also find time to train other colleagues in areas in which they are experts themselves. In 2019 TSSK provided 656 internal trainings with average feedback rate 95%. Exactly 4574 internal employees took part in learning – attending the trainings that are tied to our own business strategy and goals.

TRAININGS

In 2019, our employees took the opportunity to participate in the training 7401 times what is number of processed training requests. TSSK employees spent great 123 969 hours at our training sessions. Every employee invested an average of 4 days in own training and develpment.

Company invested overall training costs as follows:

Non-Development activities 1%

Personal Development 4%

Certification 6%

ICT 55%

Methodology 25%

Language Education 9%

Courses that TSSK employees have the opportunity to attend cover five areas: hard ICT skills, soft skills, trainings in methodology (ITIL, AGILE, SCRUM), language trainings and certifications.

In 2019 we focused on employee development in following areas as SAP HANA, Clouds, Agile methodology, databases, BI or Windows technologies. In non-IT area it was company culture or Labor code. We have certified employees in SAP, Red Hat, Agile & Scrum, Project management, Security, CISCO or ITIL methodology.

We offer to employees unlimited access to e-learning platform with focus on English and German language as well as access to database of trainings, books, videos, case studies in IT and non IT areas.

CREATING A BETTER BALANCE OF LIFE AND WORK

T-Systems Slovakia mission to mobilize personal, social, and business networking demands increased flexibility from employees. The company balances this challenge by granting its workforce greater freedom to harmonize work, individual life styles and private life. T-Systems Slovakia employees are its key to organizational health, economic growth, and financial success. An attractive and wide-ranging work-life portfolio guarantees ongoing motivation with a better life quality, encourages physical and mental well-being, and contributes to a positive working environment.

HEALTHCARE

The physical and mental well-being of the workforce is an issue particularly close to our hearts. Throughout the year, several specialists are available to all employees such as general practitioners, dermatologists, orthopedic surgeons and psychologists. Two times per year the company organizes the so called Health Weeks, where employees can test their health condition and take part in various exercises. At the same time, they have an opportunity to donate blood right in the premises of T-Systems Slovakia. After a busy day at work, employees can also enjoy body massages and a range of sport exercises.

FLEXIBLE WORK-TIME MODELS

Individual life planning depends on more than just a job. T-Systems Slovakia accommodates employees with different options such as flexitime and part-time work models, for example home office, educational leave, or sabbaticals. In 2012 the company launched the Work Life Coaching Program, which offers all employees the opportunity to have their own personal consultant. With the help of consultants, our employees can easily overcome personal problems accompanying their lives.

BENEFITS

In addition to the basic principles of rewarding employees stipulated by the Labor Code, the company motivates its employees using a dedicated, the so called Benefit Cafeteria Program. The company is offering individual as well as generally-shared benefits. Generally-shared benefits are offered to all employees in the shape of discounts, benefits, weekend events, offers, awards and special reward programs such as Best Employee. Individual benefits are oriented towards four basic categories: Health, Leisure, Education, and Travel and commuting to work, which are offered in the shape of an annual financial allowance. In addition T-Systems Slovakia regularly organizes weekend events, sport competition in futsal, competitions for concert tickets, as well as large company-wide events including the participation of family members. Those events are highly popular among employees.

EMPLOYEE SATISFACTION

T-Systems Slovakia is a part of Deutsche Telekom Group, which organizes an employee satisfaction survey every two years, in which our company also takes part. The company is also measuring employee satisfaction using other tools, such as attrition ratio, and the new employee recommendation program (which is also a financial benefit for the recommender).

RESPONSIBILITY TOWARDS THE COMMUNITY

T-SYSTEMS SLOVAKIA DONATION FUND

In 2013, the T-Systems Slovakia Donation Fund was established. In 2019, its grant program "T for all, all for T" provided funding to NGO projects for the sixth time in succession. The fund supports projects run by local groups and organizations where employees of TSSK are actively involved. At the same time, the grant program offers employees the opportunity to creatively and innovatively improve the city where they live. At the same time, we also support employees in their volunteer activities. Each of the supported non-profit organizations from the Košice and Prešov regions received a maximum grant of € 3000.

In 2019, the application for the next year of the T-Systems Slovakia grant program was submitted and subsequently selected. The grant program will continue to support the voluntary activities of TSSK employees, but with a narrower focus on education. In September, we announced two grant programs - Teacher of the Future and School of the Future.

SUPPORTING THE EDUCATION

Since 2006, T-Systems has organized several training activities to raise awareness of information and communication technologies, especially in the Eastern region.

Within the framework of the T-KIDS program, our employees systematically devote themselves to pupils and primary school teachers and share their experience with programming or the SCRUM working method. T-Systems collaborates with educational institutions on the IT Academy training program. The program promotes cooperation with universities, secondary schools and primary schools. In 2014 and 2015, T-Systems Slovakia organized various summer and evening IT courses focused on the basics of the ABAP programming language, SAP basics, basic network knowledge (CCNA 1 - 4), basics in processes and project management.

In 2019, we strengthened our cooperation with Teach for Slovakia and the primary school in Ždaňa. Under the guidance of our employees, the Dream IT Circle has been running since September, thanks to which pupils discover the world of IT technology.

We also support education by donating monitors and notebooks to schools and organizations. In 2019 we donated Notebooks 520pcs Monitors 317pcs.

VOLUNTEERING

The year 2019 was the year when TSSK employees showed their interest in creating better conditions for living in the region also through volunteering activities.

They helped materially, financially, through their manual work, but also as IT experts, they shifted their knowledge to primary school pupils.

Our 3 active employees had their vision to help where needed and therefore initiated the Charity Cake Day charity. They also mobilized other employees who contributed by baking a cookie or buying a cookie during the day. During the year 2019 they organized 2 such activities and the whole proceeds went to help the Children's Home on Uralská Street in Košice and the House of the Elderly, Cosmas and Damian in Presov.

Our employees are also involved in large collections of things that are directed to people in need or animal shelters. From the collection called Spring Cleaning, the collected kitchen utensils and drugstores were donated to the civic association Lighthouse of Hope, which helps families in social need. A collection of books for the Light of Help and Things for the Shelter of UVP Košice was also organized.

T-Systems Slovakia employs IT experts. However, they are people who work, live, raise their children in and around Košice, so they care about raising their standard of living. These IT experts turned into volunteers again this year, and as teachers they focused on primary school pupils, where under their leadership during extracurricular activities, pupils increased their computer literacy through lego building blocks and programmable robots. In addition to computer literacy, however, children work to develop other skills and competences such as teamwork, mathematical and financial literacy, social intelligence. It is worth mentioning, for example, cooperation with the primary school Ždaňa on the Dream IT ring and also Calliope ring, which takes place in the premises of our company for the children of our employees. In the second half of 2019 our colleagues also helped in the teambuilding of their teams. The Daimler Department helped the homeless center on Bosakova Street and Bid & Solution Management mowed the area to revitalize the Children's and Families Center on Hurbanova Street in Kosice. In addition to these activities, our company has traditionally participated in the Our Town event, supported by up to 120 of our employees.

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KOŠICE IT VALLEY

T-Systems Slovakia is an active member - and not to mention one of the founding members - of the association of legal entities operating under the title Kosice IT Valley. The aim of the association is to establish a center of excellence in information and communication technologies in the East Slovakia region with the purpose of making the regional socio-economic environment more attractive, especially for young people. The association aims to contribute to building an information and knowledge-focused society in the east of the country, building a communication platform between public authorities, local businesses and local educational institutions, which shall thus lead to an accelerated development of the ICT industry in the region. The association welcomes anyone who is willing to contribute to achieve these goals.

LIFE & CULTURE IN THE KOŠICE REGION

In 2019, our company supported several cultural activities by purchasing free entries for its employees. Since 2009, T-Systems Slovakia has been supporting the International Peace Marathon in Košice, the second oldest marathon in the world, with 400 of our employees participating this year. T-Systems Slovakia has brought many sporting events even closer to its employees, such as Košice Moon Run, Sports Sundays in the Park with Active Life project and others. The new format was the Race to the TOP activity, running on the 11th floor, which was organized by our employees. The activity was attended by 65 employees. Through the internal Competition World platform our employees have won tickets to conferences such as East is not Exit, East Innovation Conference, Slovakia Tech, but also to Fragile, No Name, Light of Understanding and others.

RESPONSIBILITY TOWARDS OUR ENVIRONMENT

T-Systems Slovakia has continued with its implementation of an active environmental policy based on its corporate values.

By regular checking of energy consumption and increase of fossil fuel and energy consumption efficiency, T-Systems Slovakia was able to mitigate its negative impact on the environment.

Our energy management activities focus mainly on the areas of heating energy and electricity consumption.

In 2018, we started a pilot project on CO2 measurement in the work environment as well.During the 2019 we expanded measurement of CO2 to all our buildings with regular monthly evaluation.

Due to intallation of more accurate meters in previous years, in 2019 we managed to steamline the maesurement of electricity and heat and cold consumption.The company continuously achieved to keep its CO2 emission in accordance to the regulations and within the range set by Deutsche Telekom.

We have chosen to save the environment, so we do not use disposable plastic cups throughout the entire company.

As a green and healthy alternative to the use of mobility, our company offers its employees the possibility to rent bicycles and e-bikes.

This special and very popular benefit is called BiKe IT. Employees can rent a bikes through the Rent & Bike app for meetings on another TSSK sites or meeting outside TSSK or for off-premises lunches, or rent a bicycle for the whole day or weekend. This activity is intended for all TSSK employees and rental is possible from spring to late autumn.