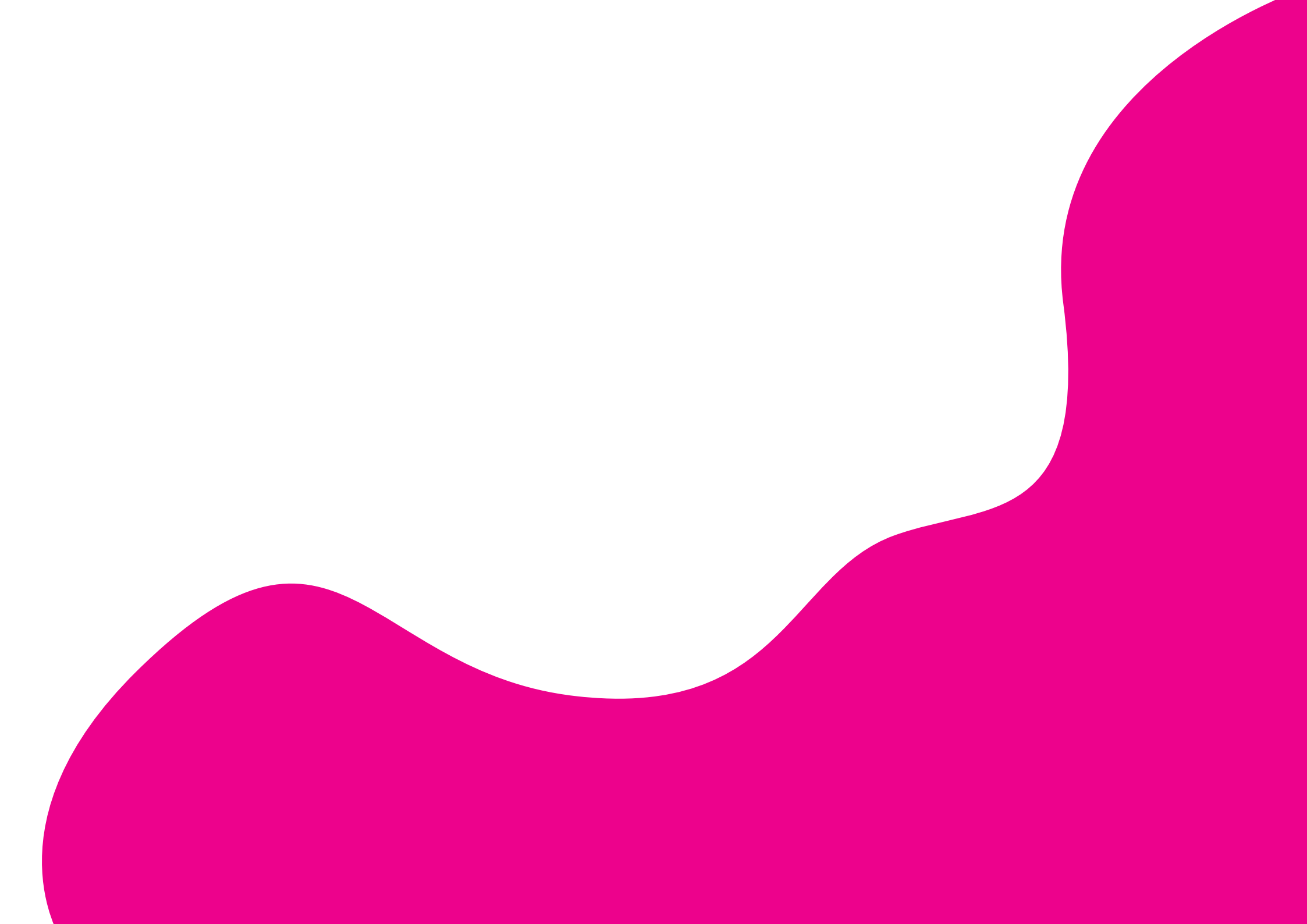


# **Social responsibility**

## Annual report 2020

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DT IT Solutions Slovakia has long supported people, activities, and ideas that have the potential to bring positive change in the region, city, and Slovakia. In 2020, we identified four pillars in which we develop our responsibility to society - education, social innovation, environmental protection, charity, and volunteering. All activities are voluntarily performed and initiated by our employees and we are happy to provide them with space and time. The 2016 Deloitte Impact Survey also shows that 80% of employees say they can build leadership skills through active volunteering. DT IT Solutions Slovakia also has a CSR committee, which adjusts the direction of corporate social responsibility activities to company departments.

# What are the goals in each area of social responsibility?



## Education

The skills and knowledge of our employees do not only remain in the workplace. We support the quality education of students, teachers, and the general public in the digital skills of the 21st century. Dissemination of the know-how of our employees takes place through the management of children's clubs, mentoring of children, training of teachers and seniors. We also support innovative schools, teachers through our grant program Magenta Life, which is administered by the Carpathian Foundation.



## Charity and volunteering

With the help of a charitable platform, we try to support those who find themselves in a difficult life situation. Our employees use their sports talents to help others. In addition, they regularly initiate an activity in which their baking and selling cakes motivates them to financially support those who need it.



## Social innovations

The digital age is reflected in all areas of our lives, so we help implement innovative IT solutions that can increase the quality of life in the region and in the city of Košice. Social innovations offer space for building a responsible and conscious approach to improving our society through IT technologies. These opportunities are used by our employees in various areas, linked to their training or on their own initiative. DT IT Solutions Slovakia also includes the Innovlab startup center, which supports startups and innovations in the areas of health and telco.



## Environmental protection

The environment is extremely important, which is why we also do our activities in order to reduce the negative impact on it. We reduce the consumption of non-recyclable materials, energy, and CO2. We extend the life of our hardware by donating and we support the ecological way of employee mobility by the possibility of renting company bicycles. We do not use disposable plastic and we support the expansion of the city within Our City volunteering.

# Education

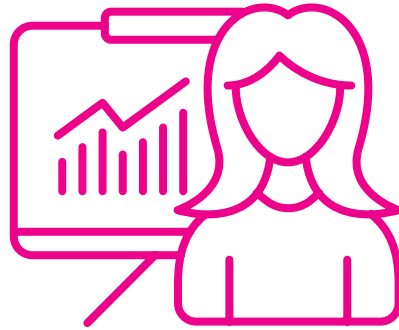


## Quality education

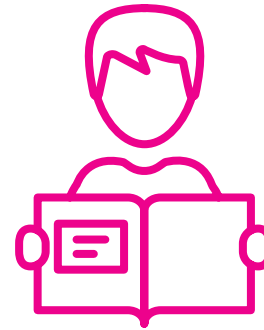
By 2030, to substantially increase the number of young people and adults with relevant skills, including technical and vocational skills, for education, decent work, and doing business.



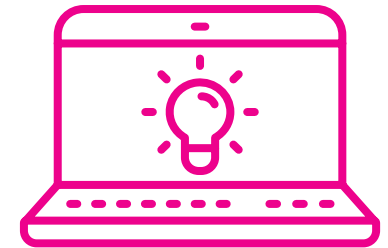
59 volunteers




118 teachers



45 children



20 projects



In 2020, due to the COVID-19 pandemic, IT became an even bigger part of our daily work, social and educational life as well. We moved from office to home office and children from schools to distance education. IT skills were key for teachers and children to manage this period.

The FOCUS survey, which we ordered as part of the Digital skills initiative together with other IT companies, shows that up to 20% of schools in Slovakia lack at least one teacher with the necessary IT qualifications. Principals see the biggest problem in insufficient methodological support for teachers (58%), poor technical equipment (57%), and lack of teaching materials (55%). On the other hand, 98% of primary school principals consider informatics to be an important subject. It is estimated that more than 90% of professions will require at least a basic level of digital skills in the future.

DT IT Solutions Slovakia actively contributes to the improvement of this situation through various activities. The main characteristic is the sharing of know-how of our employees, connecting with schools, universities, and non-profit organizations in the field of education. Of course, due to the COVID-19 pandemic, some activities have been suspended.

### **School of the Future grant program**

The primary aim of the School of the Future grant program is to support innovative primary schools or civic associations that want to be more than just a school in their community. The aim of the program is to enable them to adopt new trends, try new approaches, innovations and be creative in teaching. The program aims to actively contribute to improving the education of children (from 6 to 14 years) and young people within the regular formal education process as well as within extracurricular activities. We implement the grant program in cooperation with the Carpathian Foundation.

In the school year 2019/2020, the Carpathian Foundation received 52 projects, of which 11 were successful. Innovative projects focused on media literacy, critical thinking, innovative ways of learning, media production, and online communication skills.

In November 2020, the application for the school year 2020/2021 was closed, when the Carpathian Foundation received 23 projects, which are currently in the process of evaluation.

## **Teacher of the Future grant program**

The grant program supports projects of teachers from Eastern Slovakia with an innovative and non-traditional approach to teaching. The program will provide a personal grant to teachers who will enrich the teaching process with innovation, creativity, and experiential forms of learning. The aim of the program is to actively contribute to the improvement of education of children (from 6 to 14 years) and young people within the regular formal educational process as well as within extracurricular activities, to bring and support innovative methods of education in primary schools and extracurricular activities. We implement the grant program in cooperation with the Carpathian Foundation.

In the school year 2019/2020, the Carpathian Foundation received 14 projects, of which 9 were successful. Innovative projects focused on media production, the development of digital, soft, and technical skills and the promotion of tolerance for diversity.

In November 2020, the application for the school year 2020/2021 was closed, when the Carpathian Foundation received 10 projects that are currently in the evaluation process.

## **My Machine**

My Machine is an educational program that develops creative thinking. Its uniqueness lies in the cooperation of three levels of the education system - primary, secondary vocational schools, and universities. At the end of each program cycle, there is a dreamt-of invention. Much more important, however, is the way to create it in a multidisciplinary team that involves different age categories of pupils and students. In the 2020/2021 school year, our two employees are involved as consultants (practitioners) for students seeking to transfer ideas of children from primary schools into reality.

## **Digital skills program**

Our company is involved in the Digital Skills Program, which takes place under the auspices of the Pontis Foundation and the Business Leaders Forum. Its goal is to create the role of so-called coordinators of digital competencies at schools, to increase the digital maturity of schools, and to use digital technologies more effectively in the educational process.

As part of the pilot year, in the 2020/2021 school year, five of our employees train and mentor digital competence coordinators at schools in the Eduscrum topic. Teachers underwent an introductory four-day training in September and then chose the area they wanted to pursue throughout the year. So far, our mentors have organized two lectures, one workshop, and consultations for them.



The aim is for them to bring new knowledge in this area to the school and at the same time inspire and support colleagues with new skills. The coordinators also became part of the community to share experiences and get recommendations from colleagues from all over Slovakia.

## Digital skills

Our employees are part of regular training for teachers of informatics. They provide teachers with tools for teaching programming or security in ICT. Trainings take place throughout Slovakia during a school year. In September, we switched to the online version and two of our employees managed to provide four trainings for 48 teachers in this way.

## IT Academy

IT Academy - education for the 21st century has long been dedicated to the education of teachers and children in various IT skills, which can be used not only in informatics, but also in other subjects and areas. DT IT Solutions Slovakia is a long-term partner of this national project, in which our employees are actively involved and contribute with activities supporting the project goal. In 2020, we provided an online lecture for teachers and we were also part of the IT summer camp for primary school children. A total of 15 colleagues participated in these activities.

## Dream IT

Dream IT is an activity created in cooperation with Teach for Slovakia and Ždaňa Primary School. Dream IT is led voluntarily by our employees, who present to children how they meet IT in their daily lives and how they can use it to the full and to their benefit. Children discover IT in the areas of sports and leisure, finance, environmental education, travel, digital security, personal development, and the arts. Already 20 employees from five departments have decided to lead the activity and expand their presentation and facilitation skills with thirteen children. On the other hand, children have the opportunity to get to know a different work culture and working methods from the DT IT Solutions Slovakia environment, which employees use. We launched the pilot year in the 2019/2020 school year and in October 2020 we published a methodology that you can download [here](#). In the 2020/2021 school year, two of our employees have so far joined the activity online at the partner Teach for Slovakia primary school in Michalovce.

The questionnaire shows that 100% of employees evaluate the experience positively. The activity brought them “the joy of being with children and working with them.” When asked what they had learned within the activity, they answered: “public communication and behavior of children in the classroom,” “I gained more confidence in working with children,” “I found that my upbringing gave me certain teaching skills, so I changed attitude to how to approach such opportunities. I count thousands of new ideas that have crossed my brain.”

## **Pupil mentoring**

The primary goal of cooperation on the Duke of Edinburgh (DofE) non-profit educational program is to contribute to the development of young people aged 14–24 and help them on their path to independence, self-confidence, success in life, and social feeling in order to educate a generation of young self-confident people who are responsible for themselves and their surroundings.

Within the DofE program, young people set individual goals and challenges in several activities and, on the way to achieving them, strengthen their responsibility and perseverance, get to know and overcome themselves and acquire new skills useful for further academic and professional life. Thanks to this program, the company is developing expert volunteering. Employees participate as volunteers in the development of young talents in the role of mentors. In the 2019/2020 school year, two employees took part, and in September 2020, a new year with four employees started.

## **Programming with Calliope**

Our company also provides space to acquire programming skills within the internal Calliope club for employees' children. Children learn to program Javascript using the Calliope microcomputer, specially developed for educational needs. The club was suspended during COVID-19.

# Charity and volunteering



## Quality of life and health

To achieve universal coverage of healthcare, including financial risk protection, access to quality basic healthcare and access to safe, effective, high-quality and affordable essential medicines and vaccines for all.



805 volunteers



1554 sportsmen



8 supported individuals and organizations

According to European Union statistics on income and living conditions in Slovakia, almost 16.3% (872,000) of people live at risk of poverty or social exclusion. The year 2020 hit this group of people probably the hardest due to the COVID -19 pandemic. In addition, unexpected family health problems, job loss, or other misfortunes can happen to any of us or our loved ones. DT IT Solutions Slovakia is responding to this fact with a helping hand, mainly thanks to the initiatives of our employees and a huge willingness to participate in charitable events. In 2020, we managed to organize four charity events, one of which took place virtually. We thank all of you who have participated, supported or organized charitable collections and we are proud that, in addition to our work, we can live together a corporate culture of teamwork and achieve the best possible results.

### **Charity Cake Day**

Our active employees had a vision to help where needed. They initiated the Charity Cake Day activity, in which they involved other colleagues by baking or supporting the activity by buying a cake. In 2020, they organized the second year of this activity and managed to organize one collection of employees for the COVID-19 pandemic. Proceeds from Charity Cake Day in February 2020 were donated to treat children with SMA1. A total of 805 employees took part: 80 baked cakes, 700 bought and 25 helped organize the whole event. Thanks to everyone who took part, an incredible EUR 7400 was raised.

### **Charity Run Tour**

There are many athletes in DT IT Solutions Slovakia who lend a helping hand and participate in the Charity Run Tour. We have been organizing a series of charity runs in cooperation with Active Life since 2019. In 2020, we managed to organize three runs: Uphill Snow Run, Charity Run Weekend, and a virtual St. Nicholas run. The money raised was donated to children with SMA1, leukemia and the Smile as a Gift organization. A total of 1554 employees took part in the runs and EUR 14,372 was raised.

# Social innovations

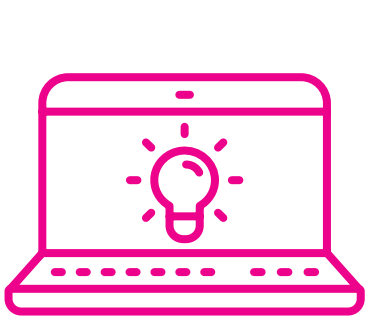


## Decent work and economic growth

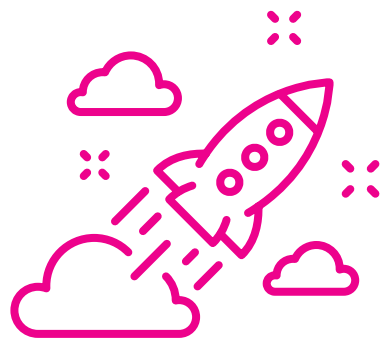
To achieve higher levels of economic productivity through diversification, technological improvement, and innovation, including by focusing on high value-added and labor-intensive sectors.

## Quality of life and health

To achieve universal coverage of eHealth, including financial risk protection, access to quality basic healthcare and access to safe, effective, high-quality and affordable essential medicines and vaccines for all.



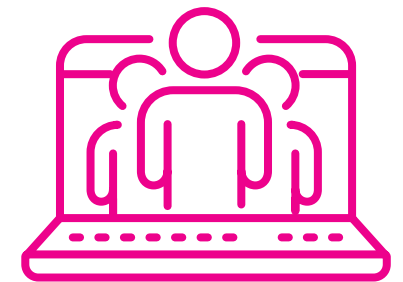
72 projects



8 startups



5 company volunteers



328 event participants



Digital transformation and achieving a more efficient way of working and delivering services are essential for progress. During the COVID-19 pandemic, we all experienced how technology helps us protect the health or connect sectors that until now only worked in face-to-face meetings and paper confirmations. On the other hand, the majority of the population already owns a smartphone, thanks to which we can work from anywhere, connect with the whole world, and provide all the necessary services. That is why digitization and bringing innovations to DT IT Solutions Slovakia is a priority of social responsibility. One of the main carriers of social innovations is the Innovlab startup center, where not only our people but also the general public will find support to implement their idea. In addition, we support the Digital League, where our employees contribute to the digitization of various industries during their own training in various fields.

## Innovlab

Innovlab is a startup center of DT IT Solutions Slovakia and focuses on innovations and trends in the areas of telco and health. The Telco area covers activities such as 5G, IoT, VR / AR and Ux, and in the field of health, we deal with topics such as Digital Health, Biotech, Mectech, and LifeTech. Innovlab also works with the support of EIT HEALTH, which provides European citizens with solutions for longer and healthier lives. EIT HEALTH connects people across European borders and sectors to innovate together through research, education, and entrepreneurship. Innovlab offers services that focus on co-creating and prototyping new products with startups, investing in startups or rediscovering in-house innovation. The COVID-19 pandemic also expanded our portfolio in 2020 with other innovative solutions. Additionally, we organize events that support the rise of innovations, startups, and networking.

## Projects

*FaceRehab* is a mobile application that helps patients undergoing specialized facial rehabilitation with a physiotherapist with analysis, diagnosis, and data collection during treatment. During Innovation Day 2019 organized by Innovlab, the FaceRehab team won the first place. In the international InnoStarts Awards competition of the EIT HEALTH company, they placed second.

The COVID-19 platform [smepriraveni.sk](https://smepriraveni.sk) was established in Innovlab during a pandemic. The platform serves to group health volunteers in one place, to connect volunteers with institutions and to educate volunteers through videos and tutorials. 1504 volunteers were registered on the platform, 61 institutions and 140 volunteers were effectively connected with the institutions. The platform also won the Country Favorite Award.

## Network

Thanks to Innovlab networking, we can offer consultations, workshops or incubation and acceleration programs for startups, projects, and companies. Our network includes Roche Slovakia, AHK Slovakia, UVP Technicom, EIT HEALTH, the German Chamber of Commerce, Medipark, TUKE, and VSE.

## Events

In 2020, despite the pandemic, Innovlab managed to organize several events and be a participant in them. At Night of Chances, we presented Find Your Startup and Business Canvas Model topics. Throughout the year, the Local Development Program EIT Health was also run, which is thematically focused on young startupists and contains a series of interactive lectures, with the aim of approaching the issue of the way of founding your own startup. At the Innovation Days in St. Petersburg, we presented the activities of Innovlab and during the [Morning Health Talk](#), Roel Kamerling talked about the successful building of the Ecosystem at the DELFT Technical University. Innovlab helped with the participation of seven Slovak startups on the Digital startup Germany tour, which is one of the largest online business events in Germany. Five startups achieved great results.

*Hackathon 2020* was attended by 140 students, who created 27 projects and 12 of them advanced to the final itself - Final Pitch. As part of the Be ready Awards, Innovlab organized three workshops, which were attended by a total of 90 students who have come up with 21 projects so far, and the final selection is currently in progress. At [Innovation day 2020](#), taking place in 32 European countries, competitors have the opportunity to present their solutions and prototypes in Stockholm. This year, they focused on medical topics and were attended by 98 people with 21 projects and 14 presentations of solutions. The winner - a professional rescuer - can improve the field of disaster medicine with her innovative idea.

## Nájdite sa.online and Digital league

Cooperation with the Animal Ombudsman and the Digital League educational project also leads the company to the socially important topic of sustainability and the connection of IT technologies with the social topic. Thanks to the efforts of all partners, social innovation has emerged, which has given shelters a unique digital map in the online space, which has largely opened up new possibilities for the adoption of animals from shelters. At present, you can find a pet from shelters from all over Slovakia on the web [nájditesa.online](#) with an easier way of selection through a unique questionnaire and online adoption.

## PocketHealth – “Health in Your Pocket“

The application was created within Live IT Projects in 2019, as part of the compulsory subject of students at TUKE. Our company DT IT TEL contributes to this project every year with several interesting ideas from various fields. Then 4th year students (Adam Kravec, Lukáš Slivko, Patrik Kraviar) had the opportunity to choose from several ideas, most of which were addressed by PocketHealth, then still in the form of the idea of the Platform for Drug Management. The first prototype of the application was created as a website, where the user could automatically load drugs from the cash register based on the QR code and then schedule them into their calendar. Work on this innovation continued at DT IT TEL, already in the form of part-time work for students, when they began working on development in the form of an application for both iOS and Android platforms. The students were led and supported by a scrum master (Sandra Wurm), management (Marek Naster), and idea creators (Ivan Radvak, Maroš Skysl'ak).

The PocketHealth application is intended primarily for the clear storage of drugs for regular use, with subsequent notifications to remind you to use the drug. In a simple and clear user interface, the user has the option to add a prescribed drug, the periodicity of use, and a photo of the drug for better recognition of prescribed drugs. The application also allows you to search for the nearest pharmacy and doctors based on their specialization according to the user's location.

In the current pandemic period, the Covid Info function will be greatly beneficial for the user. At one centralized location, the user has the opportunity to find up-to-date information on measures or even an up-to-date list of sampling points for PCR or antigen tests. Our goal is to make the application a personal helper that helps the user find useful information in dealing with their health.



# Environment



## Affordable and clean energy

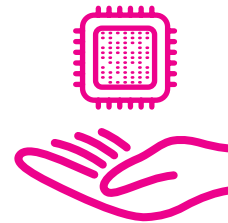
To significantly increase the share of renewable energy in the global energy mix by 2030.

## Quality of life and health

Reduce the negative environmental impact of cities per capita by 2030, also through special attention to air quality and waste management of municipal and other waste.



281 rented bicycles



317 pieces of donated hardware

The European Environment Agency reports that in 2020, Europe and Slovakia face many challenges such as climate change, loss of biodiversity, and consumption of natural resources, which are already too insufficient. On the other hand, our economies and lifestyles produce a lot of waste and materials that will remain here for a long time to come. We have only one environment, so we do our activities to reduce negative impacts and achieve a society with a circular economy and a low carbon footprint. Greener direction is reflected across areas such as streamlining energy consumption, overseeing a company's green footprint, offering sustainable products and services, or developing IT solutions that enable greener services.

## **Green buildings**

DT IT Solutions Slovakia continues to implement an active environmental policy based on its corporate values. By regularly monitoring energy consumption and increasing efficiency in the use of fossil fuels and energy consumption, we have been able to mitigate our negative impact on the environment.

Our activities in the field of energy management focus mainly on the areas of heating energy and electricity consumption. In 2020, we effectively measured electricity and heat / cold consumption, which we evaluated on a monthly basis. Our company manages to maintain its CO2 emissions in accordance with regulations and to the extent set by the DTAG group.

In 2020, we managed to meet the goal of using 100% renewable energy sources. From 2021, our buildings will use only green energy.

## **Without plastics**

You will no longer find disposable plastic cups in our buildings and kitchens. Additionally, we replaced all marketing materials with more environmentally friendly and easier to recycle ones.

## **Bike IT**

As a green and healthy alternative to mobility, our company offers the possibility of renting bicycles and e-bikes for its employees. This activity is called Bike IT. Employees can rent a bicycle through the Rent app and cycle for meetings in another location or for lunch outside the building. Staff can rent bicycles for the day or weekend. This activity is intended for all our employees and rental is possible from spring to late autumn. In 2020, 281 employees used the Bike IT service.

## European green capital

In 2020, the city of Košice prepared an application for the competition for winning the title of European Green Capital 2023, which is announced by the European Commission. DT IT Solutions Slovakia joined the proposed solutions on which we can work with the city in the future.

## Hardware donation

Our long tradition is to donate hardware to schools in the region. In this way, we not only help to innovate the technical equipment of schools but instead of disposal, we extend the life of the hardware itself. This is how the two pillars of social responsibility come together - education and the environment. In 2020, we managed to donate 317 notebooks to schools in eastern Slovakia.

# Conclusion

The year 2020 was like no other. Full of changes, new habits of work and personal life, full of space for creative innovation and time spent with yourself or loved ones. DT IT Solutions Slovakia was part of these changes and demonstrated and maintained its social responsibility in all four pillars - education, volunteering and charity, social innovation, and the environment.

A total of 869 volunteers, 1,554 sports and kind-hearted employees took part in CSR activities, who supported 8 organizations or individuals. In 2020, our activities had a direct impact on 328 event participants, 138 teachers and 45 children. Additionally, we supported the creation of 72 innovative projects and accompanied 8 startups on their way to their goals. Last but not least, we have improved the technical equipment of schools in the region by donating 317 laptops and supporting ecological mobility 218 times, by renting company bicycles.

In 2021, we will have many new challenges and activities that will only strengthen our social responsibility.

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LIFE IS FOR SHARING.