Annual Report 2011

T-Systems Slovakia s.r.o.

T··Systems·

Contents*

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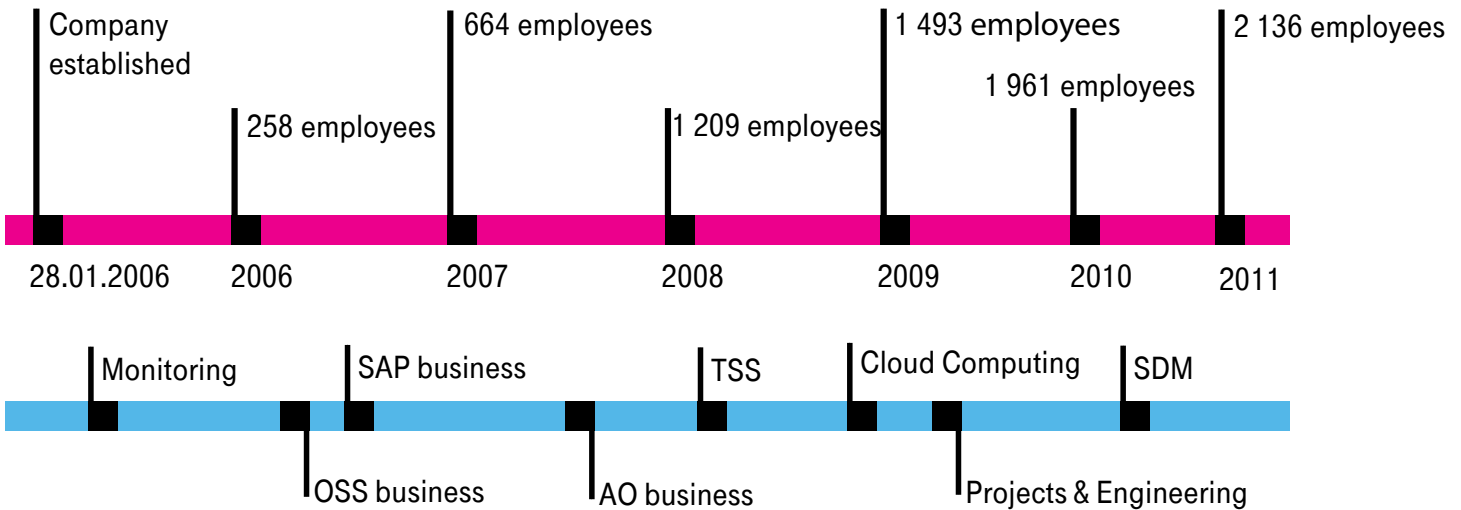|	
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* An integral part of this Annual Report are audited financial statements as well as the auditor's statement.

Company Profile

T-Systems Slovakia s.r.o. is a dynamically developing company in the field of Information and Communications Technologies (ICT), particularly in the sector of delivering and supporting ICT services for distributed information systems. The company was established in January 2006 as a subsidiary of T-Systems International GmbH that has its headquarters in Germany.

T-Systems is a business customer brand of international group Deutsche Telekom AG, which is focused on corporate customers and public sector customers. T-Systems International provides integrated information and communication technology solutions from one source on a global basis. T-Systems Slovakia s.r.o., as a part of a global group, delivers, through its parent company, services to major customers especially in Germany and Europe; however there are more and more worldwide clients every year. Customer segments, which T-Systems Slovakia s.r.o. focuses on, consist mainly of international and global corporations in the following sectors: Telecommunications, Petroleum industry, Automotive and Banking, together with multinational institutions in the government or public sector. As to the total number of T-Systems International employees,

Company established

258 employees

664 employees

1 209 employees

1 493 employees

1 961 employees

2 136 employees

28.01.2006 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011

Monitoring

SAP business

TSS

Cloud Computing

SDM

OSS business

AO business

Projects & Engineering

T-Systems Slovakia s.r.o. represents approximately 5% (including employees in Germany) or 13% (excluding employees in Germany) – i.e., it is one of the largest international branches of the parent company.

As far as ICT services are concerned, T-Systems Slovakia s.r.o. focuses on the remote administration of computer servers, operating systems, customer applications, telecommunication and other ICT elements for Deutsche Telekom AG itself and also for its corporate clients. Since its establishment the company has gone through many changes, of which the most important are the following ones:

• increase in the volume of the services provided – annual increase of sales of the ICT services from 2010 to 2011 accounted for EUR 11 516 146.

• creation of a sustainable strategy based on effective management of costs and high quality of the delivered services, which now accounts for 2 136 highly specialized jobs (the number of employees) created within 6 years of the company establishment. In 2011, T-Systems Slovakia s.r.o. recorded productivity increase by 19% at a 90% utilization of its workforce.

• implementation of internal processes, including the implementation of the quality systems and certificates ISO 9001, 20001 and 27001, which enabled T-Systems Slovakia s.r.o. to cover approximately half of the total number of server units and SAP systems within the whole international T-Systems International group.

In 2010, T-Systems Slovakia s.r.o. significantly strengthened its position in the field of engineering and development of products and services for its parent company. Effective rendering of these services requires the building of a technological centre with critical size, quality human background and balanced structure of top experts, advanced and new ICT specialists.

T-Systems Slovakia s.r.o. employs a young \and dynamic labour force (average age of employees is 29.6 years), which is consolidated into three modern buildings in one city (Košice). In 2011, T-Systems Slovakia s.r.o. became not only an important regional player in the Košice and Prešov Self-Governing Region, but thanks to a "Firm of 2011" award from Trend magazine and "IT Firm of 2011" award from the Slovak IT Association it became an important Slovak employer.

At the end of 2011 (despite the global economic downturn) the company had 2 136 employees, which represents a 9% increase compared to 2010.

Vision, Mission and Company Values

Management of T-Systems Slovakia in 2011

Managing Director & Director of ICT Operations
Philip Spiegel

Director of Finance
Waltraud Schreiber

Head of Service Line Computing Services & Solutions
Thomas Grashoff

Director of Human Resources
Ladislav Chudý

Head of Service Line Telecommunication Services & Solutions
Igor Kováč

Head of Operations Management
Marián Toth

Head Business Operations (Production)
Lutz Reinegger

Head of Strategy Development
Martin Džbor

Head of Communication and PR
Monika Mihoková

Head of Service
Marcel Sekela

Vision

T-Systems Slovakia is THE PARTNER for first class ICT services.

The company's vision is to build and maintain the trade mark of a provider of high-quality ICT services, which are known and reliable on both regional and global basis, and to contribute to higher competitiveness of the T-Systems International concern. Within this leadership, T-Systems Slovakia s.r.o. intends to become a top ICT employer in Slovakia, to increase flexibility and reliability of the services rendered through continuing education and to contribute to the overall development of the Košice region.

Mission

T-Systems Slovakia delivers high-quality and innovative ICT services to all its customers.

The following attributes define T-Systems Slovakia s.r.o 's mission, which expresses a broader sense of its existence:

- Management of its commercial activities through international cooperation,

- Support for and encouragement of continual development of all employees,

- Flexible reaction to the quickly changing needs of customers,

- Support for new ideas and achievement of excellent results in the field of higher economic efficiency, effective ness and quality of the delivered ICT services,

- Sustainable added value through the transformation of T-Systems Slovakia s.r.o. to a global competence centre in the field of the development and operation of services of virtual ICT (including the Cloud Computing technologies), services that require a high level of industrial security, and services of global smart data net works.

Success of our vision and the direction toward the fulfilment of the mission was proved in 2011 by the granting of a "Firm of 2011" award within a prestigious survey organized by Trend, an economic weekly. In addition to this prestigious prize T-Systems Slovakia s.r.o. was also granted the following awards: "IT Firm of 2011" (Slovak IT Association), "Grand Prix" for respecting ethical business principles (Slovak Chamber of Commerce and Industry), "Golden Medal" for the development of region (Košice Self-Governing County) and also special acknowledgment from Smile as a Gift Foundation for a long-term cooperation and support.

Portfolio of Delivered ICT Services

T-Systems Slovakia s.r.o. provides information and communication solutions and business processing outsourcing (BPO). For our corporate customers ICT Outsourcing is one of the main methods to improve their own economic performance and flexibility. It is also a way that provides faster and cheaper access of customers to innovations or technological lead, but above all it is a way of cutting costs. In practice, it is about a partial or full takeover of activities carried out by the customer's ICT departments, or by other providers of ICT services. Within ICT services, T-Systems Slovakia s.r.o. delivers the following services, which can be structured in several levels:

- **Delivery and operation of ICT services**
  o **ICT services in the field of telecommunication systems**
    - Voice and video services, including VoIP and telepresence
    - Network and security related ICT services
  o **ICT services in the field of computing (server) systems**
    - Services of ICT infrastructure and global platforms
    - Administration of network and security elements of global Data Centres
    - Administration of global virtual platform for Cloud Computing
    - Administration and operation of "SAP as a Service" global platform
    - Storage, back-up and recovery of data
    - Services of customer operating systems and servers
    - Administration of MS Windows systems
    - Administration of Linux systems
    - Administration of Unix systems and Unix variations
    - Services in the field of customer application and database systems
    - Administration of database and middleware systems
    - Administration of portals and customer applications

- **ICT services support**
  o **Management of transformation and design of ICT services**
    - Services in the field of the design of customer solutions and ICT architectures
    - Transformation of customer ICT systems for ICT outsourcing
    - Project management and management of transformation projects for customers
  o **Research, development and support for strategic development of a global company**

Quality Management Systems

With regard to the type of activities and the rendering of services to our clients in the field of Information and Communication Technologies (ICT) it is necessary to precisely specify activities and define standards for the rendering of services in the field of IT. That is why the company underwent a thorough preparation and it successfully passed certification for ISO 20000 standard in 2010. The company maintains its level and quality of the services rendered also in collaboration with implementation of ITIL processes, which it complies with and improves.

However, the company focuses on the creating suitable working conditions, safety of employees and equipment as such. Detailed preparation and control audits helped T-Systems Slovakia s.r.o. to acquire ISO 14001 and 18001 standards in 2011. Certifications and regular control audits help the company not only to maintain but also to constantly improve both the quality of the services rendered to customers and its employees' working conditions.

T-Systems Slovakia s.r.o. has an ISO 9001 quality certificate since 2007. In compliance with this standard, the company constantly monitors, evaluates and improves systems of the management of organization and its operation. Implementation and certification in relation to this standard has significantly contributed to the maintenance and improvement of the market position, savings of resources, more detailed definition of responsibility and authority and the building of corporate culture.

Another certificate, which the company acquired in 2008, is ISO 27001 and it relates to the information security management. It includes risk assessment in the company, design and implementation of security information and the management of security of information. Both systems make sure that requirements for the quality of services rendered by the company will become main priorities with regard to further growth and development of the company.
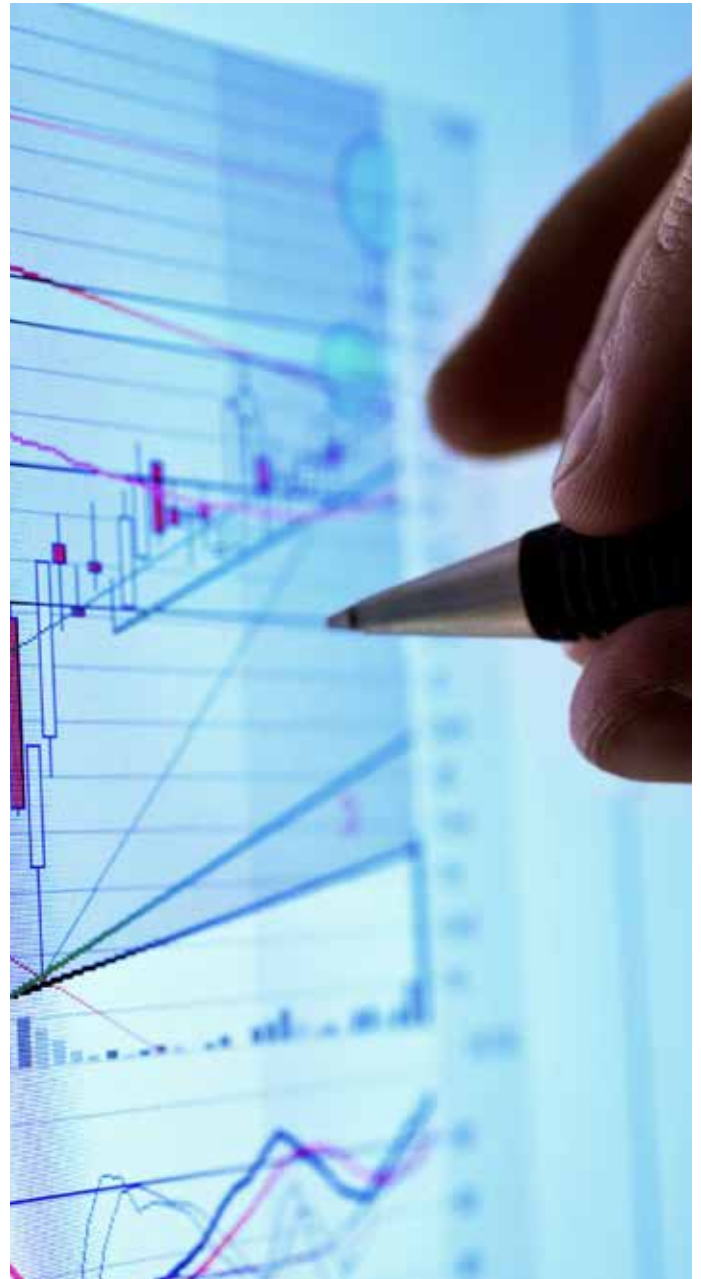
Developments in 2011

During the year, the company increased the number of employees and improved the quality and level of the services rendered to more than 400 corporate clients.

Development of the company has contributed to the improvement of business environment in Košice, education and growth of competitiveness in the city and region. In 2011 the company conducted its business from one of the most modern buildings in Košice – from Cassovar administrative-business centre, which resulted in bringing the employees together and in the creation of synergies leading to higher effectiveness of operation

In 2011 this building was granted a title of "Building of the Year 2011" for the use of progressive environmental technologies. Also in 2011, T-Systems Slovakia s.r.o. made use of State Investment Aid granted by the Ministry of Economy of Slovak Republic in 2 tranches. The use of this aid was one of the most effective in the Slovak Republic, which is evidenced by the following chart describing the returns in the period 2006 – 2011 (the return period of the State Aid provided to T-Systems Slovakia s.r.o. was 1.5 years and the average annual return on investment / ROI reached 56%):
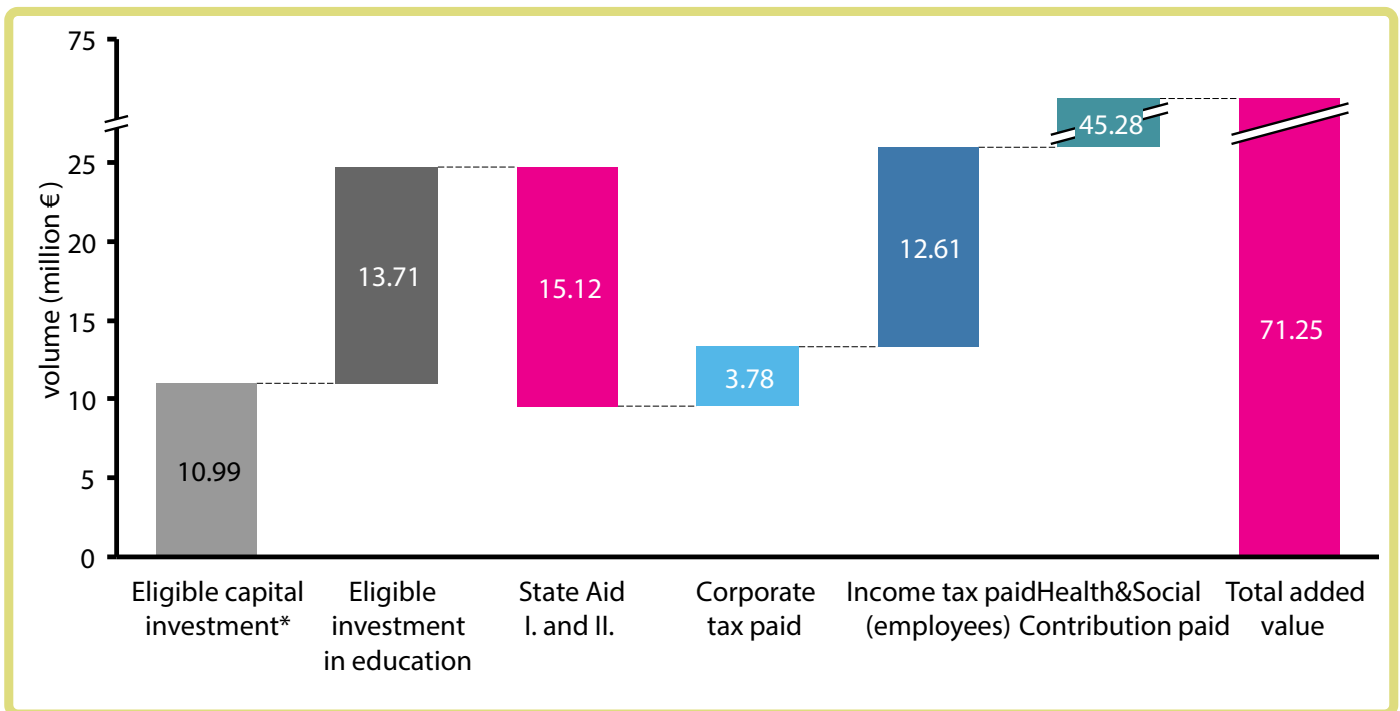
*   Thereof €8.82 Mio is capital investment directly relevant to State Aid I. and II.
** The chart does not show costs of salaries, daily operation, etc.

CloudComputing(OSPO)[1]

+89%

100 — Jan 11
194 — Dec11

[1] Productivity expressed in Servers/FTE

Classic OS Operation[2]

+11%

84 — Jan 11
97 — Dec11

[2] Productivity expressed in Servers/FTE

Backup & Storage[3]

+45%

460 — Jan 11
755 — Dec11

[3] Productivity expressed in Terabytes/FTE

Monitoring & Administration[4]

+15%

180 — Jan 11
209 — Dec11

[4] Productivity expressed in CIs/FTE

SAP Operation[5]

+40%

10 — Jan 11
14 — Dec11

[5] Productivity expressed in SAP IDs/FTE

DB & MW Operation[6]

+9%

64 — Jan 11
70 — Dec11

[6] Productivity expressed in Instances/FTE

Voice over IP Operation[7]

+15%

8.382 — Jan 11
9.673 — Dec11

[7] Productivity expressed in VoIP ports/employee

Security Management [8]

+5%

203 — Jan 11
214 — Dec11

[8] Productivity expressed in devices/employee

Customer Orders [9]

+16%

68 — Jan 11
79 — Dec11

[9] Productivity expressed in change orders /employee

As the above charts show, T-Systems Slovakia achieved in 2011 significant improvement in productivity per employee, especially in its strategic lines of ICT services. T-Systems Slovakia is also a branch with the highest rate of standardization of delivery of ICT packages and it also is a pioneer in the implementation of and transformation to standard services within the whole T-Systems.

Economic Development of the Company

In 2011 T-Systems Slovakia s.r.o. achieved better results compared to 2010 in all main financial indicators:

Revenue in 2011 19% above YE 2010 Result	Costs in 2011 19% above YE 2010 Result	Gross Profit in 2011 reaching 10.6 % Margin
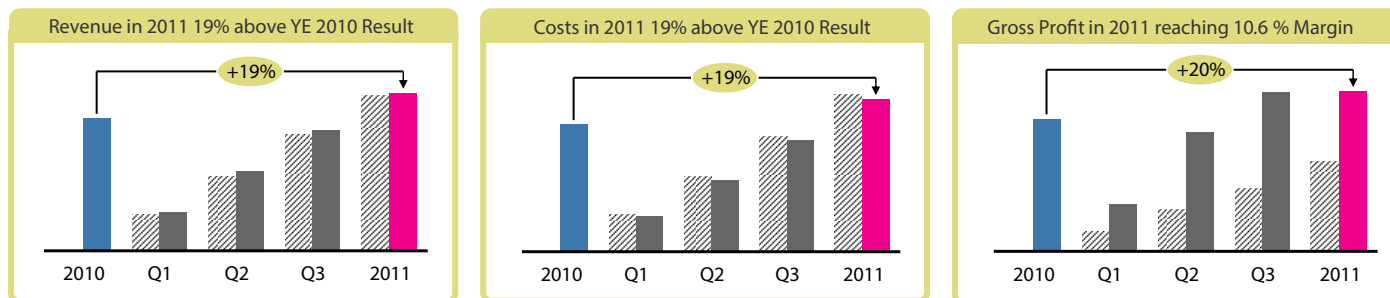
- Legend: ■ actuals 2010, ▨ plan 2011, ■ quarterly actuals 2011, ■ actuals 2011

(EUR)	31.12. 2011	31.12. 2010
Operation and remote administration of operating systems and servers	20 968 438	15 984 759
Operation and remote administration of SAP applications	11 645 791	10 831 679
Operation and remote administration of customer applications	17 407 081	16 104 278
Administration, operation and monitoring of remote network elements	10 676 916	11 163 636
Operation, administration and monitoring of remote telecommunication elements	6 813 3044	649 506
Operation and remote administration of customer applications (oil industry)	2 409	2 742
Project management	2 700 114	1 169 593
ICT Service Delivery Management	1 575 963	360 900
Other	59 287	66 066
Total sales	**71 849 303**	**60 333 157**

The company proposes to distribute profit in the amount of EUR **4 343 688.17** so that it will remain in the company in the form of retained earnings.

Indicators of financial analysis of accounting statements:
- Current liquidity of 3.58 means that the company is able to pay its liabilities.
- Return on sales of 6.04% means that there is 6.04 cents of profit per each Euro earned.
- Total debt of 43.95% represents a share of foreign capital, i.e. the company 56.05% of its assets by its own resources.
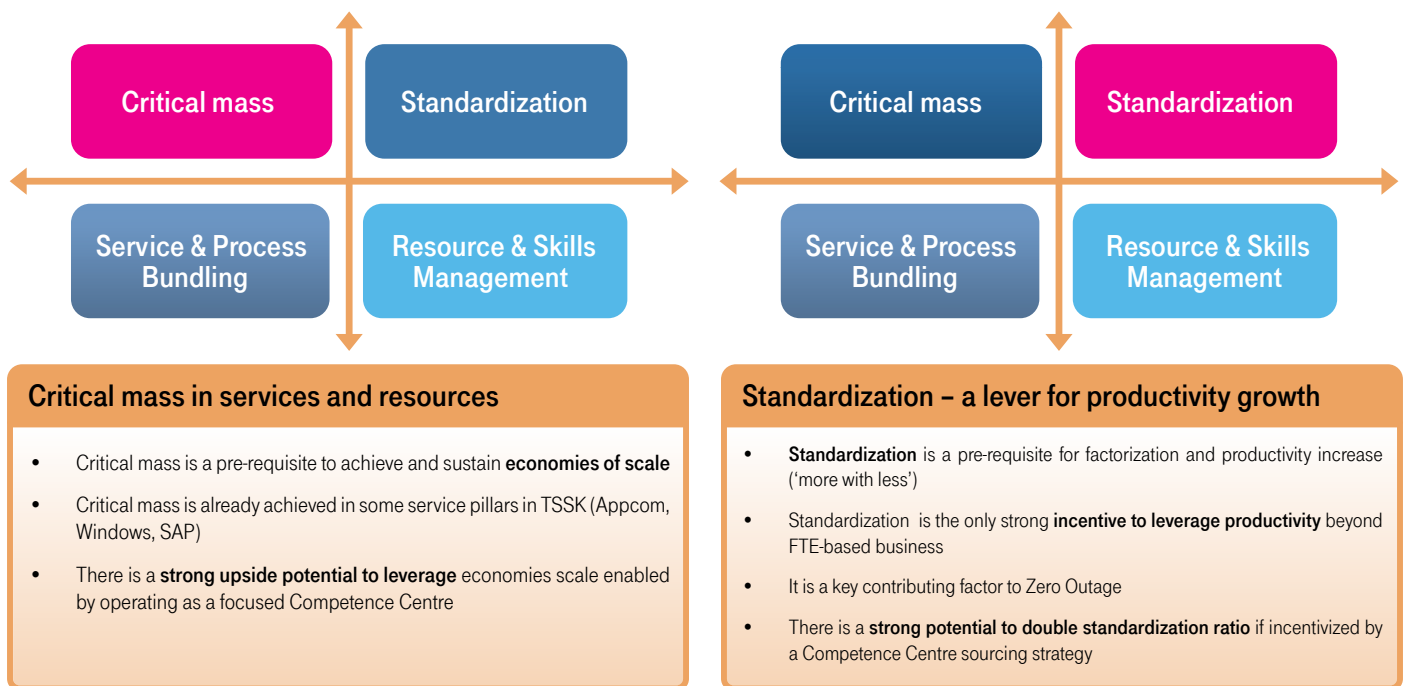
Expected Development in the Future

In the next year T-Systems Slovakia s.r.o. will continue the trend to improve its operation. In 2010 the company launched a development programme "From Quantity to Quality", which will be realized in 2012 and 2013.

T-Systems Slovakia s.r.o. intends to assume an active role in a global programme to make the global operation of ICT services more effective and to cut costs by means of an active contribution into an "Efficiency in Points of Production" global programme and implementation of results of an "Act4Service" global strategic change programme.

In addition to the goal to work more efficiently, T-Systems Slovakia s.r.o. is also focused on an active support for innovation in the form of internal development and external research-development projects. T-Systems Slovakia s.r.o.'s goal is to make use of synergies from the operation of a wide spectrum of ICT system also for the design, development and piloting of new products in the field of multimedia communications, mobile systems and so called Green ICT. It is the field of green and sustainable ICT in which T-Systems Slovakia s.r.o. has a leading position thanks to a unique system based on the Cloud Computing technologies, which is primarily supported by experts from Košice.

In this way T-System Slovakia s.r.o. fulfils not only its own vision, but also actively contributes to the realization of global strategy formulated by a "Fix – Transform – Innovate" slogan. The "fix" phase relates to a direct improvement of the company processes. The "transformation" phase can be characterized by a stronger emphasis upon standardization of ICT environment of various customers and also upon virtualization and long-term environmental sustainability of ICT. For the "innovation" phase, the future focus will be on the autoimmunization of processes, tools and parts of ICT services, the development of new products in the field enriched by the multimedia and mobile communication and communication "from anywhere and through any device". T-Systems Slovakia s.r.o. internalizes the above global direction by means of so called "4 key values": critical volume of ICT services, standardization, economics of scope of services and processes and last but not least active management of resources and skills (see illustrations below).

Critical mass	Standardization
Service & Process Bundling	Resource & Skills Management

Critical mass	Standardization
Service & Process Bundling	Resource & Skills Management

Critical mass in services and resources

- Critical mass is a pre-requisite to achieve and sustain **economies of scale**
- Critical mass is already achieved in some service pillars in TSSK (Appcom, Windows, SAP)
- There is a **strong upside potential to leverage** economies scale enabled by operating as a focused Competence Centre

Standardization – a lever for productivity growth

- **Standardization** is a pre-requisite for factorization and productivity increase ('more with less')
- Standardization is the only strong **incentive to leverage productivity** beyond FTE-based business
- It is a key contributing factor to Zero Outage
- There is a **strong potential to double standardization ratio** if incentivized by a Competence Centre sourcing strategy

Critical mass	**Standardization**
Service & Process Bundling	**Resource & Skills Management**

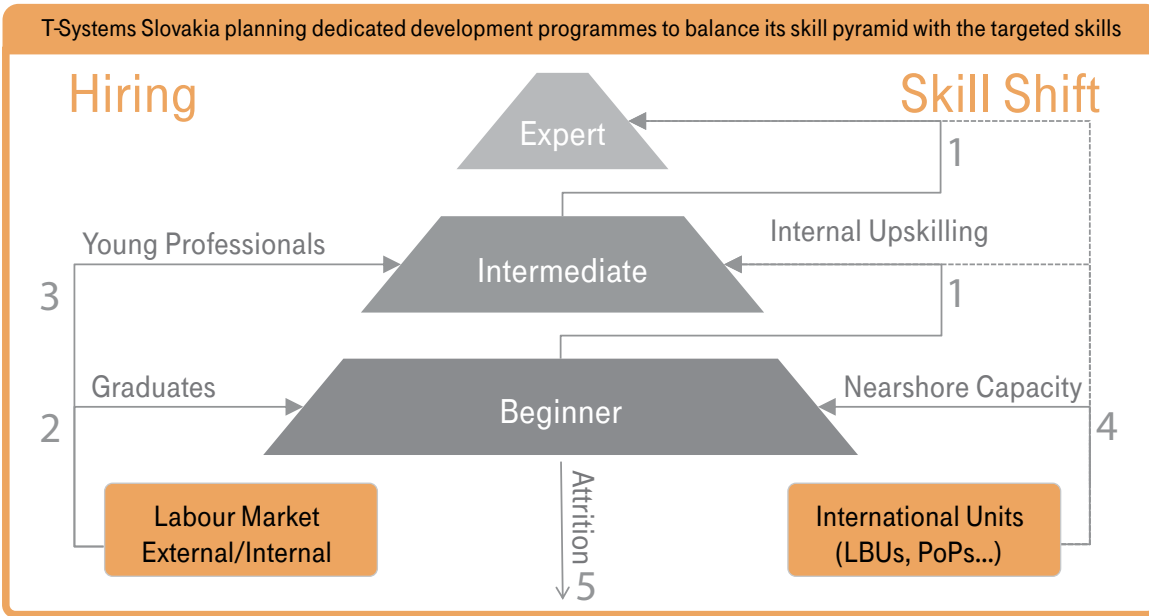|	
Critical mass	**Standardization**
Service & Process Bundling	**Resource & Skills Management**

Bundling – a path to a learner production

- Service chain fragmentation in global delivery is inevitable, but it has to be a multi-dimensional decision:cost, quality, business continuity, skill availability, critical mass, process interfaces, service allocation model...
- **Service and process bundling** leads to optimized service provision and competence centres build-up; even more so if based on standardization
- A **focused Competence Centre** offers a strong potential to manage optimal service and process fragmentation, thus leaving driving further commercial and quality improvement

Global network of Nearshore Competence Centres

- **Service allocation strategy** needs to reflect local labour market potentials and constraints (esp. skill availability)
- TSSK is a highly **cost-efficient and high quality operation** competence centre with selective specialization to maintain and increase operational excellence
- There is a significant opportunity enabled by operating as a focused Competence Centre to **leverage growth potential in higher skill levels**

In addition to economic indicators, T-Systems Slovakia s.r.o. intends in the future to continue to support cooperation with academic sphere in the region both in the traditional field of education and in the emerging field of mutual research and development. T-Systems Slovakia s.r.o. will continue to support the development of the region and to actively participate in the work within Coalition 2013 leading to the recognition of Košice as a European Capital of Culture for 2013. The company also wants to support unique cultural, social and sport activities of the city and region, which will enable it to realize its corporate social responsibility toward general public.

In 2012 T-Systems Slovakia s.r.o. wants to grow according to the growth scenario shown in the picture above. This scenario assumes to achieve a net increase of workforce up to 21%, i.e. net of fluctuation increase. From the human resources management point of view, this scenario represents a very ambitious challenge in achieving proportionally relative high rate of the hiring of new employees. Simultaneously, our company faces a challenge related to the acceptance of outsourcing services with higher added value. There is a tension between ability of labour markets to supply employees especially into the segment of beginners and the need to supply ICT services that require advanced or expert knowledge and skills of ICT. In order to effectively manage optimal growth T-Systems Slovakia launches a dedicated programme for active management and development of existing human resources (so called Skill Shift) and also a programme focused on supporting people who are interested in working with T-Systems Slovakia (so called T-Systems Education Academy – in cooperation with Technical University in Košice and elfa, s.r.o.).

T-Systems Slovakia planning dedicated development programmes to balance its skill pyramid with the targeted skills

Hiring

Skill Shift

Expert

1

Young Professionals

Internal Upskilling

Intermediate

3

1

Graduates

Nearshore Capacity

Beginner

2

4

Labour Market
External/Internal

Attrition

International Units
(LBUs, PoPs...)

5

Major risk to our plan is in the availability of qualified candidates to feed the presented hiring scenario – in particular, if these are hired by other ICT service providers operating regionally. Another risk is also connected to the competition in ICT service provision in Slovakia (but also Hungary, Czech republic and Poland) relates to pulling qualified resources from T-Systems Slovakia to address their own growing scenarios. Both risks would impact our goal to balance our skill pyramid, however, for both mitigating measures are being planned by our company.

Continual challenge lies in the increase of efficiency of the rendering of ICT services. In our case it relates to the increase of quality and productivity (per employee). That is why T-Systems Slovakia s.r.o. will in 2012 focus on a so called Quality Drive Programme, within which we will continue to follow the path of increased automation of ICT service provisioning. Active support for innovation and the management of ideas will be a significant help within this challenge. Within the framework of innovative improvement of processes and services there will be a mutual project co-financed from the EU structural funds (led by Technical University in Košice) focused on the creation of regional competence base in the field of knowledge support for ICT services.

In 2012 T-Systems Slovakia s.r.o. intends to continue to increase its productivity within the delivery of ICT services. At a target increase of productivity by approximately 10% the company also wants to continue to increase critical volume of specialized labour force. Expected net increase of the number of employees (taking into account fluctuation and productivity gro wth) should be up to 21% (see illustration below):

Scenarios of workforce development

+21%

2.136

2.584

Dec 2011

Dec 2012
(growth scenario)
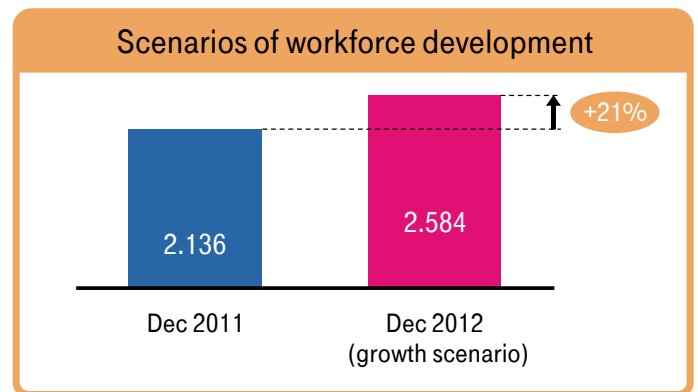
Statement on Corporate Responsibility

In 2011 the company approved a concept and strategy for corporate social responsibility that is based on the general concept and strategy of Deutsche Telekom AG.

In addition to the basic principles of rewarding employees stipulated by the Labour Code, the company motivates its employees using a dedicated, so-called Benefit Cafeteria Programme. The company is offering to its employees 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 programmes like Colleague of the Year, Loyalty Club, etc.

Responsible Approach to the Employees

Individual benefits are oriented on four basic categories: (1) Health, (2) Leisure, (3) Education, and (4) Travel and commuting to work, which are offered in the shape of an annual financial allowance.

Health and Safety

Employees' health is an utmost priority in T-Systems Slovakia, s.r.o. The company places an emphasis on following health and safety rules, as well creating suitable working conditions – as evidenced by successfully implemented management system for Health and Safety at Work. Twice a year the company organizes so-called Health Days, where employees can test their health condition and take part in various exercises. At the same time, they have an opportunity to help by means of donating blood. After many a busy day at work, they can also enjoy body massages and a range of sport exercises.

Within the individual benefits, employees can order an extra health check, buy glasses or undertake eye surgeries. During the entire year our employees can take advantage of three medical specialists – general practitioner, orthopaedist (once a week) and dermatologist (once a month). On a regular basis the company is also supporting the employees by means of providing dedicated courses for back training and eye training. During the existence of T-Systems Slovakia, i.e., during 6 years, there was no serious injury at work and no fatal accident or incident

Work – Life Balance

Our company puts an emphasis on balancing the work life with the private life through a range of programmes. We are regularly organizing weekend events, sport competitions (futsal, squash, etc.), competitions for concert tickets, as well as large company-wide events including family members.

To honour diversity in our company, T-Systems Slovakia s.r.o. is supporting a project called T-Gallery that enables our employees to present their artistic works, e.g., drawings, sketches, photographs, etc. In 2011 the company organized an exhibition of the photographs he has taken during his month-long expedition to Nepal. In 2012 we are starting a project with local artistic schools, where we plan to select and support three best artistic works that will also improve the ambience in our buildings.

Management – Employees Relationship

Regular meetings between employees and the Managing Director are an important communication channel and also a popular means to have the employees' voice heard. On a weekly as well as monthly basis we implemented meetings on different management levels. Once a year we run an All Staff Meeting, where the top management communicates the strategy of the company and its plans for the coming year. This is the most popular form of interacting between the employees and managers, as it allows the employees to ask direct questions to the management. Our employees have a representative in the European Workers' Council.

Employee Satisfaction

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

Education and Trainings

T-Systems Slovakia aims to become a mature and learning organization by means of continuous development of its employees, which is perceived as the core strength of our organization. The company is supporting the development of employees' skills and leads them to increasing their maturity through a range of programmes, trainings and courses, that can be categorized into the following groups: (1) Hard skills (ICT) trainings, (2) Soft skils trainings, (3) Methodology trainings, and (4) Language trainings. The company's attitude to training its employees is also reflected in the company culture that is built on one of our five principles – "Best Place to Perform and Grow".

The development of employees is an inevitable part of the success of T-Systems Slovakia during the past six years. Looking at visions and goals, one can find several statements emphasizing this topic. Our company belongs among the top investors into educational and development programmes in the entire Slovakia.

Equal Opportunities

The company is treating all employees as equal, hence, the supporting programmes are adjusted on a general basis. T-Systems Slovakia has implemented an Ethical Code of Practice as well as the Social Charter. In the company there are employees of different nationalities, religion and racial background. The company ensures there is no discrimination among its employees and that all employees are given equal opportunities in terms of both professional and career development. We are also an international company.

Responsibility towards Community

Košice IT Valley (www.kosiceitvalley.sk)

T-Systems Slovakia an active and one of the founding members of the association of legal entities operating under the title **Košice IT Valley,** whose aim is to establish in the East Slovakia region a centre of excellence in information and communication technologies, thus making the regional socio-economic environment more attractive – especially for young people. The association aims to contribute to building 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 lead to an accelerated development of ICT industry in the region. The Association is open for everybody with a will to contribute to the stated goals.

T-Systems Slovakia Scholarship Programme in Collaboration with the Carpathian Foundation

T-Systems Slovakia has run in 2011 the second round of a dedicated scholarship programme, whose main objectives include:

- establish opportunities for educating young talented people from the East Slovakia region,
- prepare and educate young qualified professionals with an inherent interest in the development of East Slovakia region,
- increase the awareness and patriotism to the region, especially among young people.

The scholarship programme is offered to the full-time university students who come from East Slovakia region and belong to a disadvanted category (e.g., socially weak, etc.) During 2010/2011 our company supported six students in their studies, in 2011/2012 additional six candidates were supported

Education Support

Every year T-Systems Slovakia s.r.o organizes so-called Summer School under the title „Summer UniversITy", which is targetting general public willing to learn more about the Linux operating systems. This event was established in 2006 and regularly takes part in collaboration with the Technical University of Kosice and University of Pavol Jozef Safarik in Kosice. During the academic year, the company supports an optional course for the full-time students in other than ICT subjects – so-called Evening UniversITy, whose objective is to introduce a broader population to topics like operating systems, SAP and databases.

Together with the Technical University of Kosice, the company has a long-term commitment to support so-called T-Systems Education Academy, within which the students can choose from a range of 13 ICT courses that are formally accredited by the Ministry of Education of Slovak Republic. The curriculum and the lecturers of these courses are a live evidence of T-Systems Slovakia's engagement in the area of content creation, lecturer training and professional technological support for the courses. During 2011 T-Systems Slovakia s.r.o collaborated also with local secondary schools – in order to make ICT studies a more attractive option for the students considering to continue their education.

In 2011 the company started a new project of collaborating with elementary schools, whose objective is to increase the awareness of the opportunities to achieve ICT education, and to develop skills and competences of young talented people, starting at the level of elementary education. In 2011, T-Systems Slovakia engaged three elementary schools from the city of Kosice in this project.

Coallition 2013+ (www.koalicia2013.sk)

T-Systems Slovakia, s.r.o was also a founding member of an association of legal entities operating under the title of Coallition 2013+, whose main goal is to support and successfully implement project Košice – European Capital of Culture 2013 (further EHMK) and to ensure sustainability of the project with a continuity guarantee for the future. A representative of T-Systems Slovakia, s.r.o. is a member of the Advisory Board of the EHMK project and not-for-profit organization, and thus contributes to key strategic decisions affecting the project. Among the EHMK project, the company participates in the Terra Incognita project under the auspices of Kosice Self-Governing Region. In particular, we support the selection and evaluation of individual projects, as well as consultancy for project communication and PR. The company is also collaborating with the East Slovakian Gallery and aims to offer to the regional community and to our employees an alternative perception of supporting art, in additon to sponsoring various pop concerts.

Volunteering and Not-for-Profit Sector Support

The idea of volunteering and actively supporting voluntary engagement of our employees in the community was started in 2011 too,whereby the employees took part in the Naše mesto event, the company supported local organizers of IIHF World Ice Hockey Championship by providing voluntary staff, and in the context of the National Day of Volunteering, the employees assisted to the civic association Helping Hand – between 23 and 24 September.

In 2010 T-Systems Slovakia, s.r.o provided a gift of EUR 100 000 to the Kosice Self-Governing Region, which was used to support four local village communities affected by major floods.

Every year T-Systems Slovakia takes the opportunity to pass 1,5-2% from its corporate tax among a range of associations and not-for-profit organizations. Since 2006 the company supported in this manner the following institutions: Society of Friends to the Children in Orphan Homes, Carpathian Foundation, Dorka Foundation, Foundation of East Slovakian Oncological Institute and not-for-profit organization Oasis – Hope for new life.

Responsibility towards Environment

T-Systems Slovakia, s.r.o has implemented an active environmental policy that is an integral part of our organizational development and is based on our corporate values. The company has also acceded the long-term international endeavour of the Deutsche Telekom Group titled „Climate Change Strategy", whose goal is to reduce the production of CO_2 and use electricity more efficiently, including introduction of alterantive sources that reduce the overall CO_2 footprint.