

2018

ANNUAL REPORT 2018 T-SYSTEMS SLOVAKIA S.R.O.

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FOREWORD BY DANIEL GIEBEL

2018 was an excellent year for T-Systems Slovakia. We delivered our best quality ever across all our lines, while at the same time contributing to the financial stability across Deutsche Telekom Group by meeting or surpassing all of our financial commitments.

At the same time the organization has seen some quite significant changes, both in staffing and organizationally.

On staffing, we have been able to finally complete the company's board of directors with Dr. Frank-Stephan Hardt as VP Finance and Controlling, and Peter Fischer as VP Human Resources coming in board.

Organizationally, we have aligned T-Systems Slovakia with the global T-Systems organization by implementing a Portfolio Unit structure that allows us to serve our international customers better along technology and service oriented structures. This is also recognized by the global organization with Adel Al-Saleh, T-Systems CEO, identifying Slovakia as one of Deutsche Telekom's 4 strategic global delivery locations (along with Germany, Hungary and India) at the groups Investor Days.

Strategically, we support this with the continued transformation from an organization that is mainly headcount focused, to an organization that focusses on customer-centric value. In this context, one of the key initiatives of the year was moving our programme to create additional revenues for DTAG from pilot to operations stage.

Outside of T-Systems, we continue to work closely with many different parties across the region, whether it's our Hackathon, the IT Charity Cup, brining IT closer to kids in elementary schools as we did in Ždaňa or donations across the entire organization for the roof of a new crisis center in Šaca.

Let us know how we do, what we should do more of, and where we can improve. Active listening is something we're working on also.

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 2018



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.

PORTFOLIO 2018

DELIVERY AND OPERATION OF ICT SOLUTIONS AND SERVICES

ICT SERVICES FOR TELECOMMUNICATION SYSTEMS

This part of our portfolio is focusing on designing, managing and operating solutions for long-distance communication, typically fitting 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 next-generation network and security solutions (ngena)

ICT SERVICES FOR COMPUTING (SERVER) SYSTEMS

With this part of our portfolio we manage, operate and deploy shared ICT 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
- Operation of Platform as a Service (PaaS) focusing on “SAP as a Service” global product
- Operation of storage, back-up and recovery of data solutions

ICT SERVICES FOR CUSTOMER SYSTEMS AND APPLICATIONS

With this part of our 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
- 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

MANAGEMENT, 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 and account 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 (ngena)
- Cloud solutions engineering and development
- ICT process automation, engineering and development

A SHORT RETROSPECTION ON 2018

Year 2018 was interesting for the whole regional ICT sector in Eastern Slovakia. It was characterized mainly by major increase of a number of job positions of offer in the region. While towards the end of 2017 there were around 220 advertised positions across all ICT companies in the region, during 2018 this number has not fallen below 350 per quarter. Most ICT companies in Kosice booked some growth, what created more space for increasing and deepening the entire labour market in the region, as well as strengthening of the regional IT Valley cluster.

During the previous year changes happened also in the context of our global group Deutsche Telekom AG. They arrived along the CEO appointed for T-Systems International, GmbH. Adel Al Saleh, new CEO and his change programme has brought to T-Systems Slovakia establishment of customer portfolio oriented

divisions, which enable us to obtain a more holistic view on our customers than in the past. This structural change has gone hand in hand with the change in our corporate culture – bringing in 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 2018 T-Systems Slovakia filled in its executive ranks in Košice by welcoming two experienced managers to positions of VP HR and VP Finance. As a company we have book in workforce increase, although year 2018 was fairly modest – compared to our rapid growth past. What has not shown that vividly in quantity has been delivered in strengthening our expertise distribution. We have increased the share of senior ICT roles in our company that has an immediate positive impact on our annual income – booking in some 7% growth in this indicator.

In 2018 we launched a programme of identifying additional business extension opportunities – as a part of our strategy focusing on increasing value added for our end customers. During the initial, pilot phase we successfully identified and implemented opportunities worth 700 thousand Euro in additional income for the global group.

In the previous year we have continued the development of our competences in the segment of Cloud solutions. We have added into our portfolio services supporting IaaS built on Microsoft Azure platform and further extended vCloud based services. In the second half of the year were these achievements and competences recognized also globally, whereby we established a dedicated division for managed services on public clouds (serving Azure, AWS and vCloud platforms). This division also adopted and plans to further extend our existing Big Data platform competences.

In the telecommunication domain we successfully continued “business as usual” operation for the strategic product of next-generation network (ngena), with an additional focus on solution design and development for the security parts of the ngena bundle.

In the context of business process outsourcing 2018 was a year of increasing interest and demand for services and their delivery from T-Systems Slovakia. In 2017 we carved out part of our BPO staff into our sibling company – Deutsche Telekom Service Europe, GmbH (DTSE). In 2018 we have booked increase in staff numbers supporting BPO, which has meant compensation of expert “losses” towards DTSE. Another important innovation from this area is establishment of working groups exploring the development and rollout of RPA to support process automation. Equally important recognition for our Slovak company was trust we

OUR POSITION IN THE NATIONAL ECONOMY	
Largest non-financial firms	Rank 130.
Firms with largest added value	Rank 21.
Largest employees	Rank 13.
Contribution to regional GDP	€ 325,9 mil.
Own cumulative added value 2006 – 2017	€ 700,6 mil.

got from the global organization in coordinating implementation of BI tool across the entire group.

We have also succeeded in rolling out our first startup – project that was seeded within our Hackathon series and that was developed and finalized in 2018 also thanks to collaboration with European Innovation Hub for Health. The objective of the “Alone in the Museum” product was to offer a solution supporting visually

impaired visitors to the museum in independent exploration of exhibits and artefacts. Hereby we would like to express our gratitude to our partners from the Union of Visually Impaired in Slovakia and East-Slovakian Museum in Kosice, who trusted our team and enabled it to test and roll out technological innovation based on localization beacons

VISION 2020+: TO BE READY FOR THE DIGITAL FUTURE

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.

The market is shifting around us, driven by trends and technologies such as Artificial Intelligence (and its impact on process automation both in ICT and BPO domains), 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.

Our aim is to transform from being a service provider to a trusted advisor and a company that brings innovation to our clients. Moving from an IT partner to a digital builder and ultimately to a digital pioneer. This can be expressed in terms of five design attributes – five value pillars that we consider strategic for the near-term future:

WAY FORWARD – STRATEGIC MEASURES
From <i>shared</i> to <i>competence</i> centre
From <i>consuming</i> to <i>creating</i> demand
From <i>scavenging</i> to <i>driving</i> services



Year 2019 will be largely characterized by realizing and implementing activities that have been kicked off in the change projects launched in 2018. An important driver is our Vision 2020, where we set up five strategic priorities, which we aim to implement in 2019, so that we can secure further decades in our successful business model in Slovakia. These priorities have developed into a series of implementation plans for individual priorities – focusing dominantly on transforming our operation in Kosice onto competence and innovation centre for selected strategic products and services 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 rather about trust of the global company into our skills and competences, but also about our capability to support and deliver broader value chain from Slovakia than in the past.

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. In 2019 and beyond we will be increasing the ratio of more complex positions and roles, such as ICT architects, solution designers, service managers or ERP consultants.

Since 2017 we collaborate with the Faculty of Electrotechnics and Informatics, at the Technical University in Kosice on updating and piloting the modernized version of a study programme more oriented on practical and vocational skills. In this programme we aim to develop both vocational and transferrable skills at Bachelors and Masters levels. New courses and our support will primarily focus onto areas where the gap is most striking – senior software developers, ICT engineers and consultants for cloud, analytic and big data solutions, senior service and project managers.

From the strategic point of view, while it was sufficient to deliver stable and reliable ICT operation in the not-so-distant past, current trends in ICT outsourcing expect much deeper understanding of our customers, innovation at a higher velocity, design and development of product improvements and deeper insight into core business differentiators of our end customers. In our Slovak company we take this up as a positive challenge, because it enables us not only get closer to our customer, but at the same time offer exciting new opportunities and options for our top-line experts, for their continuous professional and personal growth.

A large background image on the left page shows the silhouettes of several graduates against a bright, hazy sky. They are celebrating, with their arms raised and graduation caps tossed into the air. The scene is backlit by a strong light source, creating a warm, golden glow.

LEADING EXAMPLE OF DUAL EDUCATION

T-SYSTEMS SLOVAKIA AS A LEADING EXAMPLE IN THE FIELD OF DUAL EDUCATION IN ICT IN SLOVAKIA

Dual education has become the choice of many students in Košice after graduation. Since 2013, T-Systems Slovakia has been offering the Dual Education Programme in the field of information and communication 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' ICT 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.

PROGRESSIVE AND VALUE-ADDED EDUCATION

We are the first ICT company to offer dual education in Slovakia. Together with teachers and TSSK specialists, we have created a successful model of education that is also a model for other companies involved in dual learning. 80 students took part in our educational programme in 2018. Dual education in TSSK provides the students with one of the greatest benefits – our experts – our internal trainers share their knowledge and experience with our students. Thanks to the opportunities to study in our testing environments and thanks to the high level of our

TSSK lecturers' expertise, we enable the students to simulate work in a real work environment. Thanks to these capabilities, our graduates are perfectly prepared to work effectively and efficiently after their graduation. After completing the dual education, our graduates emerge as well-trained professionals who are familiar with everyday working life in our company. They are familiar with the 'corporate culture' and are already an integral part of the company's networks.

DUAL EDUCATION 2018 IN NUMBERS:

- 80 trainees in school year 2018/19 (Dual Education)
- 18 graduates with DiS degree
- 33 Internal Trainers 25 Certified Instructors – 9 by DSIHK / 16 by SOPK
- 58 graduates working in TSSK (July 2018)



FINANCIAL REPORT



TSSK REVENUE 2018

Type of Service	2018
Operation and remote administration of operating systems and virtual ICT infrastructures	74 045 393
Operation and remote administration of SAP platform	16 054 765
Operations and remote administration of customer applications	18 092 351
Operation, administration and monitoring of remote telecommunication items	20 438 929
ICT Service Management and support	9 233 610
Project Management	8 381 922
Others	4 468 436
TOTAL:	150 715 406



HUMAN RESOURCES

The companies' most important asset and competitive advantage is its people, who are highly educated, reliable, ambitious and dynamic. Only through the motivated and satisfied employees the company can successfully meet its goals. On 31. 12. 2018 T-Systems Slovakia employed 3870 employees. In terms of education level, more than 60% of employees have a second university degree. Average age of employees is 33 years.

EMPLOYEE DEVELOPMENT

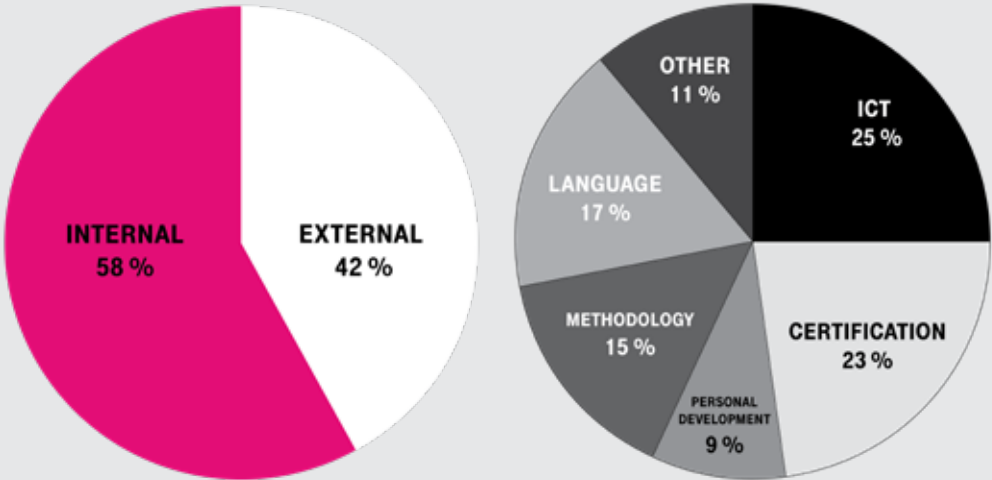
Learning and development in TSSK connect people in near-real-time with the information they require to add value to the business and with the experience they need to expand and stretch their capabilities. Careers are now defined through experience and learning agility. In the era of transformation and 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 250 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 2018 TSSK provided 1568 trainings. Exactly 3545 internal employees took part in learning – attending the trainings that are tied to our own business strategy and goals.

TRAININGS

In 2018, our employees took the opportunity to participate in the training 8,205 times – with the current number of employees, that means average 2 trainings per person / year. TSSK employees spent great 112040 hours at our training sessions. Every employee invested an average of 4 days in own training and development.

REALIZED IN 2018	ICT	Certifications	Personal Development	Methodology	Language	Other	TOTAL
EVENTS	398	368	141	227	260	174	1568
REQUESTS	3029	628	1674	1620	541	713	8205



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 trainings. Our employees primarily used SAP and Oracle database training capabilities. These trainings were trained by TSSK staff – internal trainers – within GURU – Internal TSSK Trainers program. Out of the total number of trainings, up to 42% were trained internally.

Personal development training form the second top area within TSSK corporate education. Every TSSK employee is trained in company culture. TSSK employees focused mainly on preparing for ITIL, SDM certification – needed for efficient IT services management – and Cisco, SAP and Red Hat technologies. TSSK employees have had the opportunity to attend English or German language courses in the form of eLearning, as well as unlimited access to the database of about 200 training sessions and 20,000 books.



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 dermatologist, neurologist and psychologist. 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 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. The Work Life Coaching Program 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 Key Players. Individual benefits are oriented towards four basic categories: Health, Leisure Time, Transport, and Development, which are offered in the shape of an annual financial allowance. In addition T-Systems Slovakia 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 T-Systems Slovakia Fund was created. In 2018 its grant program “T for all, all for T” granted money to NGO projects for the fifth time in succession.

The fund supports projects run by local groups and organizations where employees of TSSK are actively involved. It includes NGOs implementing small self-help projects. There are also opportunities for employees' to apply creative and innovative ideas for improving lives where they live. Support can also be provided for employees in their volunteering work in order to highlight the close link between career and professional life through out-of-work activities.

Ten NGOs from the Košice and Prešov regions each received donations of max EUR 3,000. The following projects provide an example of activities supported by the fund in 2018:

■ **Infotainment of Šariš Castle:** The development of Šariš Castle is the result of exemplary cooperation of volunteer and self-government communities, and therefore it is one of the important tourist destinations of Eastern Slovakia. However, tourists' demands are getting higher. By common forces, they have createa a modern information system for marking and infotainment on the tower. At the same time, they wanted to promote the castle and attract as many visitors as possible, as the project is mainly intended for them. The project resulted in a deepening of co-operation between municipalities and civic associations. A joint effort created a new information system. The result of the project is the creation of a place with the possibility to touch the history. The wooden cottage will serve as a mini open-air museum all year round and as a place for a number of workshops dedicated to folk crafts.

■ **100 years of history in wood:** The aim of the project was to save a 100-year-old wooden cottage to preserve the cultural heritage of our ancestors for future generations. The project itself involved several activities to achieve the project goal. The entire project started by dismantling the woodworks themselves and then moving them to the specific place of their reassembly. It was also necessary to adjust the terrain on which the wood was built.

SUPPORTING THE EDUCATION

Since 2006, T-Systems implemented several educational activities to raise awareness of information and communications technology (ICT), particularly in the eastern region. Cooperation of T-Systems with educational institutions is covered by the training program "IT Academy". The program supports working with high, middle and primary schools. In 2014 and 2015, T-Systems Slovakia organized various Summer & Camp; Evening IT courses in basics of ABAP programming language, basic knowledge of networking (CCNA 1 – 4), basics in processes and project management.

This programme is targeted among students and the general public willing to learn ICT. This activity was founded in 2006 and is regularly repeated and is fully covered by T-Systems. The company also offers the possibility to perform a bachelor and master theses for students. T-Systems Slovakia is also involved in the national project "Universities as Engines of a knowledge society" which is co-financed by the EU funds. The project is designed for all types of university education – Bachelor, Master and PhD students. In the project there were involved students in short excursions in the company and their practice in real working conditions. During this period the students processed specific technical topics within IT. T- Systems also collaborated with secondary vocational schools in the region in order to increase the attractiveness of IT education and trainings.



VOLUNTEERING

Collecting clothes for homeless people, organizing Kids Day at the Aviation museum in Košice, collecting necessities for animals and helping in a dog shelter or continuation in teaching basic computer skills for seniors – these were just a few activities in 2018 by which T-Systems Slovakia employees supported the community in the Eastern Slovakia as volunteers. In 2017 we had the Open door day for the first time. Because it was a great event, we decided to continue with this activity, involving not only employees with their families as visitors, but most importantly our colleagues as volunteers helping throughout the whole day. The aim was to introduce our company and business activities, acquaint people with T-Systems customers or present the methods of our job routines in a very easy and funny way. Our guests had a chance to compare their knowledge in a Kahoot game when answering 10 questions related to T-Systems Slovakia. They tried to find out what is the “right” password or how to run an auto-robot. By the example of pancakes baking, we easily explained how we use a scrum method while working on different projects. In two last activities, people sorted pictures of our magenta events and built a wooden tower according to the strict requirements of a customer. Not only the offspring of our employees, but also their parents passed through this circuit. The oldest participant was 84 years old. Besides that, the company traditionally participated at the all-state event Our City. The aim was to physically support several activities, for example painting school walls or tidying up school garden.

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

During the year the company supported several cultural activities by getting free starts for its employees. Since 2009 T-Systems Slovakia has been supporting the International Peace Marathon in Košice, the second oldest marathon worldwide. More than 400 employees participated in different categories in 2018. T-Systems Slovakia brought even more sport events closer to the employees – Košice Night Run; Sport Sundays with Active Life project and many more. In August 2018, T-Systems Slovakia was the main partner of the Royal Mountain Bike Marathon in Granč Petrovce where almost 40 employees participated.

RESPONSIBILITY TOWARDS THE 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 2017, T-Systems Slovakia installed cold and heat meters, enabling energy meter deductions to be more efficient. As a result of mounting more accurate meters, in 2018 our heat and cold consumption dropped by 6.5% and energy consumption by 1%. The company continuously achieved to keep its CO2 emission in accordance to the regulations and within the range set by Deutsche Telekom. In 2018, we started a pilot project on CO2 measurement in the work environment as well.

We have chosen to save the environment, and since October 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 activity is called BiKe IT. Employees can rent 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.