



ANNUAL REPORT 2024

Deutsche Telekom IT Solutions Slovakia



DEUTSCHE TELEKOM IT SOLUTIONS

Annual report 2024

Deutsche Telekom IT Solutions Slovakia

Deutsche Telekom Systems Solutions Slovakia s.r.o.
Deutsche Telekom IT & Telecommunications Slovakia s.r.o.



Team Spirit

The strength of our team
Spirit is important to us.
Together, we can turn any challenge
into success.

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A Word from the Managing Director

On January 1, 2025, I had the honor of becoming the Managing Director of Deutsche Telekom IT Solutions Slovakia. My ambition is to continue building on the values that define our organization while exploring new opportunities for growth and innovation. I want to sincerely thank my predecessor, Andreas Truls, for his leadership and hard work. I also appreciate everyone who contributes to our shared success—your professionalism and dedication are invaluable.

The past year has been full of change, innovation, and growth. Our priority remains delivering top-notch services and solutions, using technologies like artificial intelligence, cloud computing, and cybersecurity. In 2024, we strengthened our role within the global Deutsche Telekom Group, taking on more high-value projects in software development, AI, and digitalization. We also continued to develop our Sovereign Cloud product, enhancing data sovereignty and pushing our services to new heights.

This year, we celebrated 18 successful years in Slovakia and were recognized as the Top Employer (Najzamestnávateľ 2024) in the category of IT and telecommunications. Despite global challenges, we achieved revenue growth and stability, thanks to our strong team and partnerships.

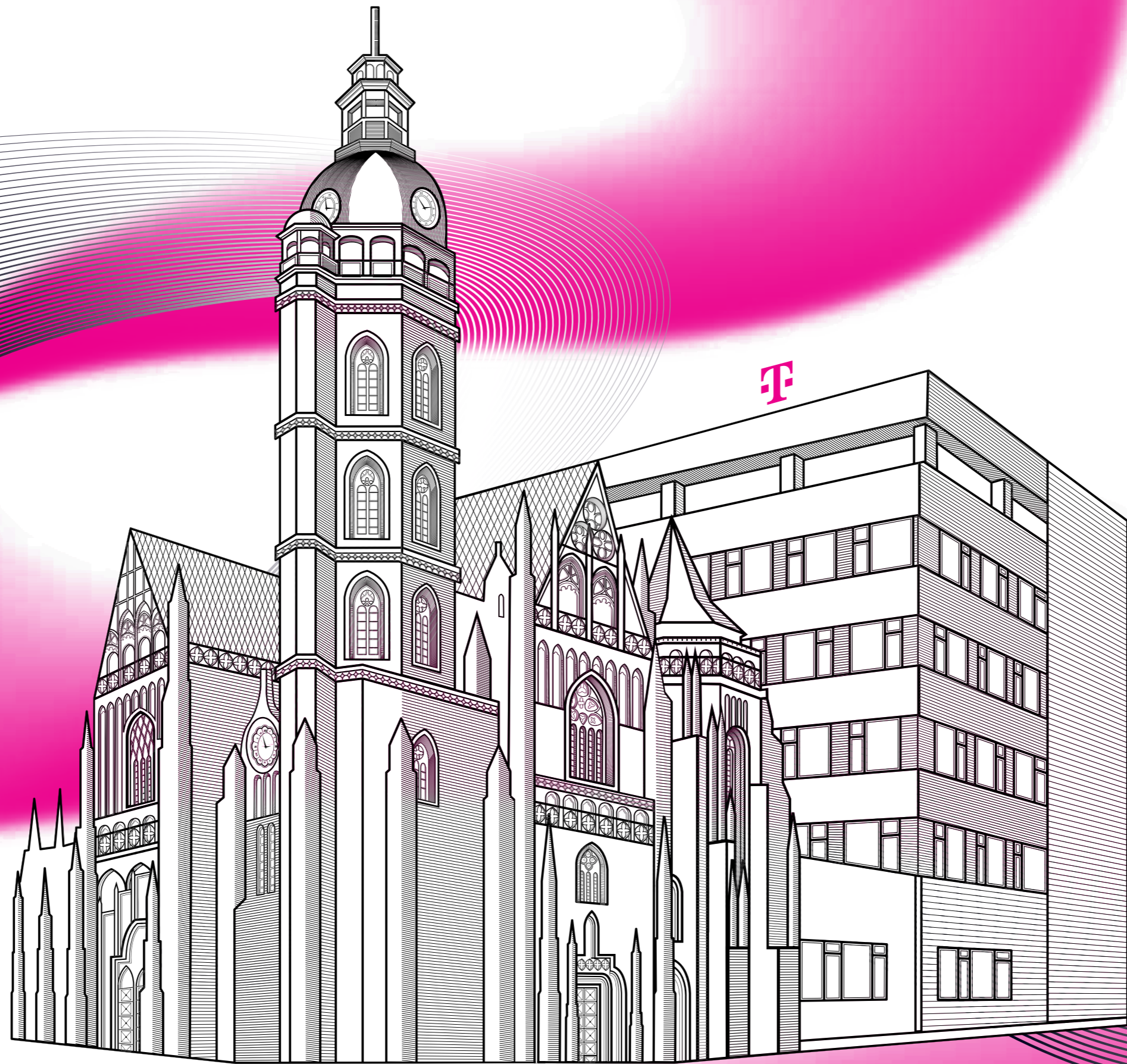
I am proud of what we have achieved in 2024, and I'm confident that 2025 will bring even more successes. Thank you for being part of our journey—your work, cooperation, and trust are truly appreciated.

Best regards,



Ľubor Žatko





OVER THE PAST DECADE, WE'VE GROWN
FROM A SMALL TEAM INTO
THE LARGEST EMPLOYER IN THE COUNTRY,
WITH OVER 4,000 EMPLOYEES.

Our brand, Deutsche Telekom IT Solutions Slovakia, began its journey in Košice in January 2006 under the name T-Systems Slovakia. From the very beginning, we've been closely connected to this region, and in 2007, we proudly became one of the founding members of Košice IT Valley.



Global IT with a Slovak Touch

Our passion for delivering top-quality services and advancing IT technologies goes beyond Košice. We also have offices in Bratislava, where we actively contribute to providing innovative IT solutions. This presence in both cities allows us to reach a wider range of clients and support the country's technological progress.

As we move forward, we're transforming into a company that's all about innovation and digital solutions. Instead of just focusing on projects, we're shifting to a product-driven approach, where we'll support our clients every step of the way—helping them get the best from our services throughout their entire journey.



Where can you experience our services?

The products from Deutsche Telekom IT Solutions Slovakia aren't something you'll find in a store or on a shelf. Our services are experienced indirectly, yet every day – whether you're purchasing major brands, fueling your car, or buying vehicles. To put it simply, if the ICT services we provide are reliable, the average consumer won't even realize that part of the ICT they're using is delivered remotely by Deutsche Telekom IT Solutions Slovakia. Our portfolio includes leading brands from the automotive, telecommunications, and oil industries, as well as financial and consulting services.

OFFICIAL NAMES OF TWO LEGAL ENTITIES
BELONGING TO THE COMMON BRAND
**DEUTSCHE TELEKOM
IT SOLUTIONS SLOVAKIA:**



**DEUTSCHE TELEKOM SYSTEMS
SOLUTIONS SLOVAKIA S.R.O.**

**DEUTSCHE TELEKOM IT
& TELECOMMUNICATIONS
SLOVAKIA S.R.O.**



Ľubor Žatko
Managing Director

„18 years of success and growth – our vision continues to build a digital future and strengthen our position as the most attractive employer.“

Company Leadership

Igor Stančík

Vice President for Human Resources

„We create an environment of growth and collaboration, where talent, innovation, and team spirit form our success.“





Ondrej Šestina

Vice President for Finance and Controlling

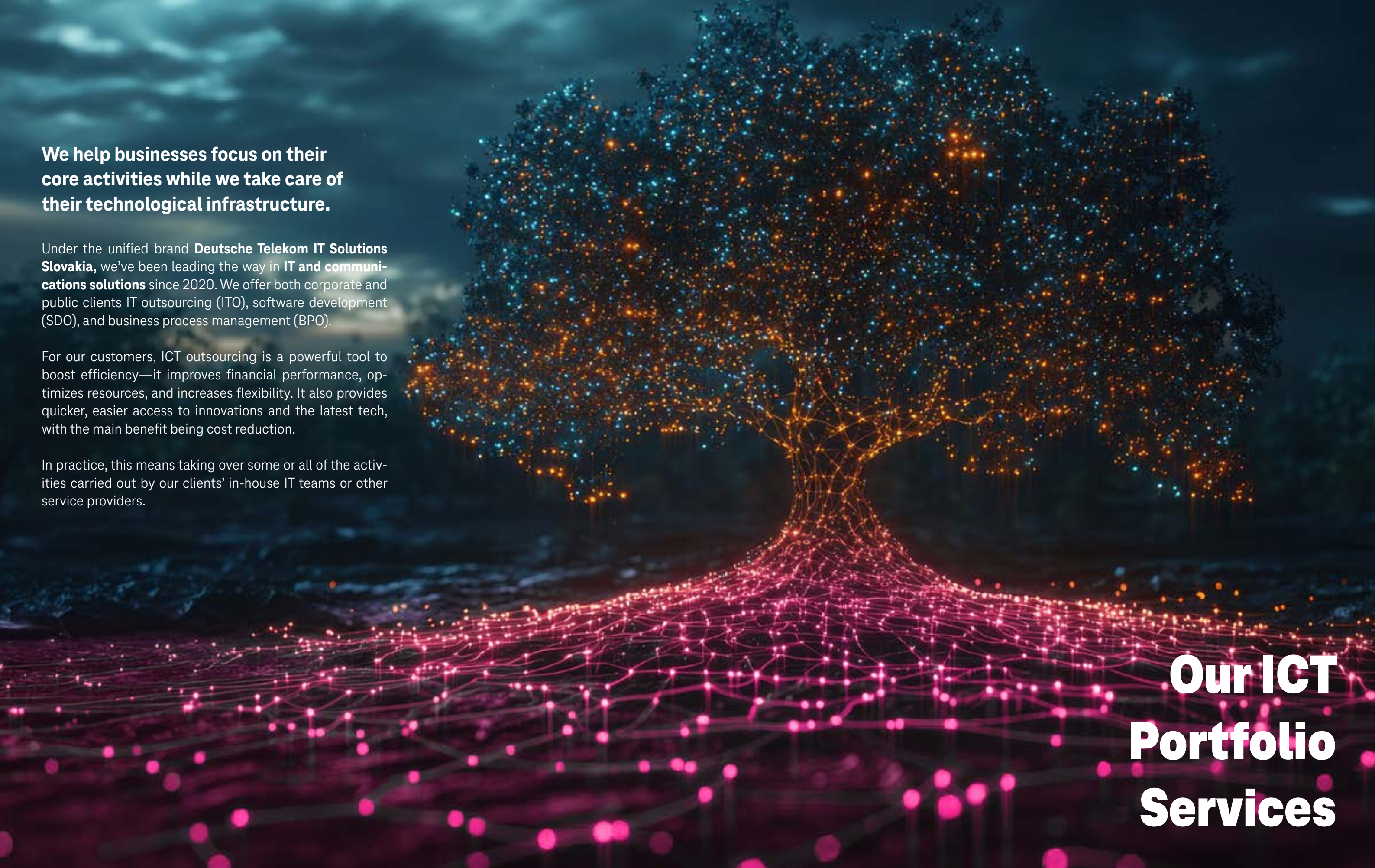
„Our aim is to be an organization that swiftly adapts to the ever-evolving IT landscape while maintaining financial stability for our company and group.“

Tomáš Matula

Vice President for Telecom Business Customers

„Together, we shape the digital future – with innovation, determination, and the strength of our team.“





We help businesses focus on their core activities while we take care of their technological infrastructure.

Under the unified brand **Deutsche Telekom IT Solutions Slovakia**, we've been leading the way in **IT and communications solutions** since 2020. We offer both corporate and public clients IT outsourcing (ITO), software development (SDO), and business process management (BPO).

For our customers, ICT outsourcing is a powerful tool to boost efficiency—it improves financial performance, optimizes resources, and increases flexibility. It also provides quicker, easier access to innovations and the latest tech, with the main benefit being cost reduction.

In practice, this means taking over some or all of the activities carried out by our clients' in-house IT teams or other service providers.

**Our ICT
Portfolio
Services**

Our Service and Product Portfolio at Deutsche Telekom Systems Solutions Slovakia s.r.o.

DELIVERY AND OPERATION OF ICT SOLUTIONS AND SERVICES

ICT SERVICES FOR COMPUTER INFRASTRUCTURE SYSTEMS

Within this portfolio, we manage, operate, and deploy shared ICT and cloud platforms, which form a solid foundation for customer-specific ICT solutions.

Our key competencies include:

- Lifecycle management of **network and security components for global data centers**
- Lifecycle management of **global infrastructure as a service (IaaS), cloud computing solutions, and virtualized solutions** (including security, storage, backup, and data recovery solutions)
- Lifecycle management of managed services based on **public cloud platforms (Azure, AWS, Google, OTC)**
- Implementation and operation of solutions on **Sovereign Cloud infrastructure for customers** with enhanced data security requirements
- Operation of platform as a service (PaaS) focused on global **SAP and SAP/HANA products**.

ICT SERVICES FOR CUSTOMER SYSTEMS AND APPLICATIONS

In this part of our portfolio, we manage, operate, and design specific customer systems and specialized ICT solutions that support the key business processes of our customers across industries such as manufacturing, automotive, transportation, and healthcare. Our main competencies include:

Naše hlavné kompetencie zahŕňajú:

- **Virtualized systems** from all major **server solution** providers (including private, public, and hybrid cloud solutions), primarily for the automotive, manufacturing, and public sectors
- Customer and business **databases and middleware solutions**
- Customer **portals, applications, risk/security solutions**, and data analytics, including **big data platforms**.

SOLUTIONS AND SERVICES FOR BUSINESS PROCESSES OUTSOURCING

BPO SERVICES FOR FINANCE & CONTROLLING

In this portfolio, we operate as a shared business services center for our sister companies within the T-Systems International network and the Deutsche Telekom Group.

Our main competencies include:

- Global **order-to-cash management** (contracts, orders, accounting, receivables from accounts)
- Global **purchase-to-pay management** (cost management, billing, and pre-closing operations)
- Global shared **services for finance & controlling** (reporting, master data management, user account management, etc.)
- Development and **lifecycle management** of T-Systems global **business intelligence (BI) platform**.



SALES AND CONSULTING FOR SALES

This portfolio focuses on advanced services for T-Systems International and Deutsche Telekom Group. Our role is to provide support and consulting at a global level, helping to streamline processes and drive innovation within the group.

Our main competencies include:

- **Global consulting services** in finance and controlling
- **ERP system transformation support** – from software packages to individual modules
- **Sales and technical consulting** for customers in the EU and Slovakia, covering public sector as well as industries like manufacturing, automotive, transportation, and healthcare.

DIGITALIZATION AND TRANSFORMATION SUPPORT SERVICES

MANAGEMENT, TRANSFORMATION, AND DESIGN OF ICT SERVICES

This part of our portfolio connects our global customers, their ICT management, and our teams responsible for service delivery and operations. We act as a key link in ensuring smooth and efficient collaboration, helping optimize processes and delivering innovative, customized solutions.

Our core offerings include:

- Global **service delivery, customer account management, and new transactions**
- **Design of complex** customer solutions and **ICT architectures**
- **Project management and transformation** of customer ICT systems and solutions.

DIGITAL SOLUTIONS AND DEVELOPMENT OF DIGITAL APPLICATIONS

In this part of our portfolio, we complement our strong delivery and operational competencies by offering customers software engineering and consulting services.

Our main competencies include:

- Development of **Future Cloud Infrastructure** private cloud platform and software-defined solutions
- Development of **software solutions for private and public cloud platforms** (Azure, AWS)
- Development of **software solutions for automating and digitizing** customer processes
- Development of solutions utilizing **Edge Computing** principles and campus **Edge/5G components**
- Development of **cybersecurity solutions and the Open Sovereign Cloud platform**
- Development of solutions based on **artificial intelligence (AI), Meta-/Omniverse, and low-/no-code platforms.**



Our Portfolio of Services and Products at Deutsche Telekom IT & Telecommunications s.r.o.

DELIVERY AND OPERATION OF ICT SOLUTIONS AND SERVICES

ICT SERVICES FOR TELECOMMUNICATION SYSTEMS

This part of our portfolio focuses on designing, managing, and operating remote communication solutions, primarily for our global customers or those with geographically dispersed offices.

Our key competencies include:

- **Voice and video services**, including VoIP, VPN, WAN, MAN, and telepresence
- **Network and security ICT services** for local and remote networks
- **Optimization** of transmission capacities and performance
- Development and operation of **software-defined network and security solutions**
- Development and operation of a converged **cloud-based SASE platform**, leveraging SD-WAN and Edge technologies.

ICT SERVICES FOR CUSTOMER SYSTEMS AND APPLICATIONS

Within this segment, we manage, operate, and deploy specialized systems and ICT solutions that support the core business operations of our customers across multiple industries.

Our key competencies include:

- **Virtualized application solutions** based on all major IT infrastructure providers (including private, public, and hybrid cloud solutions), with a focus on the telecommunications sector
- Customer, sales, and business **databases, as well as middleware solutions** tailored for the telecommunication industry
- Customer portals, applications, **risk/security management solutions, and data analytics.**



DIGITALIZATION AND TRANSFORMATION SUPPORT SERVICES

ICT SERVICE MANAGEMENT, TRANSFORMATION, AND DESIGN

This part of our portfolio connects our global customers, their ICT management, and our service delivery and operations teams. We act as a key link in ensuring seamless and efficient collaboration, optimizing processes, and delivering tailor-made innovative solutions.

Our core offerings include:

- Global service delivery for **application operations, customer account management, and new transactions**
- Design of customer solutions and **ICT architectures for telecommunications cloud applications**
- **Project management and transformation** of existing telecom ICT systems and solutions.

APPLICATION DEVELOPMENT AND SOFTWARE SOLUTIONS

This segment complements our strong delivery and operational expertise by offering software engineering, development, and consulting services, primarily to internal customers within the Deutsche Telekom Group.

Our key competencies include:

- Software development, testing, and consulting for **SAP solutions**
- Software development, testing, and consulting for **non-SAP solutions**
- **Automation of internal ICT processes**, engineering, and development of automation applications
- **Development of smart solutions** leveraging artificial intelligence, machine learning, natural language processing, etc., for automated support of telecom operations (AIOps)
- **Applied research in virtual and augmented reality**, developing applications for educational and medical sectors.

A Brief Look at 2024

The year 2024 was a standout for the global Deutsche Telekom Group, earning strong confidence from analysts and reinforcing its reputation as an industry leader.

Despite a slight shift to 11th place among the world's most valuable brands, DTAG saw a remarkable 10% increase in brand value. At the same time, it firmly retained its status as the most valuable European brand and a leader in both the European and global telecommunications sectors.





**A YEAR OF TRANSFORMATION
AND GLOBAL GROWTH**

While 2024 was a year of success for our brand, it was also a time of transformation—one aimed at creating a more holistic view of our customers and responding to their evolving needs with even greater agility. This shift unlocked new opportunities for our experts, allowing them to play a more significant role in fulfilling the ambitions of the global T-Systems and Telekom family.

As part of our structural transformation, we continued strengthening our DT IT & Telecommunications Slovakia entity, which operates through two specialized business divisions. The first division serves as an outsourcing center for Telekom Deutschland GmbH, focusing on telecommunications lines, WAN and LAN network management, and T-Security solutions, including Security Operations Centers (SOC). The second division is an integral part of Deutsche Telekom IT GmbH’s business model, acting as an internal provider of ICT solutions and innovations for the entire DTAG

group, national Telekom entities, and an internal software development hub. Thanks to this transformation, our local divisions have enhanced their specialization, taking on full responsibility for selected value chains.

We are especially proud that the Slovak branch has assumed high-value-added roles, such as designing and developing new applications based on natural language processing, artificial intelligence, and large language models. This strategic shift has led to job growth in high-expertise areas, further strengthening our position within the global group.

Throughout 2024, our entity DT Systems Solutions Slovakia successfully completed a transformation project aimed at integrating our portfolio and responding more dynamically to customer needs.

To our already established technology divisions:

- Cloud Services, which caters to IT infrastructure needs—from data centers, communication networks, and data storage to private and public clouds
- Digital Enabler, which focuses on digital transformation and innovative solutions,

We have now added a new division:

- T-Systems Digitization Unit (TDU).

Starting in 2025, TDU will be responsible for optimizing, automating, and digitizing internal systems and shared platforms, strengthening our capabilities in digital process management. In addition, we have seen strong growth in our Shared Business Services Center, particularly in corporate finance and controlling. We are proud to have expanded our services to another member of the magenta family—DeTeCon Interna-

tional, GmbH, a renowned consulting company.

**18 YEARS OF SUCCESS AND AMBITIONS
ON THE HORIZON**

In 2024, we proudly celebrated 18 years of Deutsche Telekom IT Solutions Slovakia’s presence in the country. Over nearly two decades, we have grown into a stable and well-established company, making a significant impact on the national economy. Our achievements have been recognized once again—we were honored with the prestigious „Best Employer“ award in the IT and telecommunications sector for the second time in our history.

But our ambitions go even further. **We aim to remain one of the most attractive employers in Slovakia,** strengthen our brand, and solidify our reputation as a trusted partner in digitalization. **Our vision is clear—to continue growing and driving innovations that shape the digital future, both globally and within Slovakia.**

STABILITY AND FOCUS ON QUALITY GROWTH

Our strong performance in 2024 did not lead to significant changes in employee numbers. Compared to 2023, the total workforce in Slovakia slightly decreased to 3,846 employees (down from 4,300 in 2023). However, when measured in full-time equivalents (FTE), the reduction was only 2.5%, reaching 3,802 FTE (compared to 3,906 FTE in the previous year). We see this development as a positive step, as it reinforced our core employee base while reducing reliance on external staff. This aligns with our strategic shift from quantitative expansion to a focus on specialized expertise. As a result, we have further strengthened our capabilities in software development, artificial intelligence solutions, and customer-centric roles. **A 2.5% workforce reduction is a rare exception in both the Slovak and global markets, where many competitors faced downsizing of 20% or more.** On a positive note, the availability of senior candidates in the job market has improved slightly, alleviating previous years' hiring challenges.

Despite global economic uncertainties, both of our Slovak entities delivered strong financial results, thanks to a more targeted portfolio. Under the DT ITSO Slovakia brand, combined revenue growth across both entities reached 2%, amounting to €218.8 million.

This growth was primarily driven by the strong performance of DT Systems Solutions Slovakia in software development and digital solutions, as well as increased demand for DT IT & Telecommunications services within the Telekom Business Customers division. Additionally, there was a notable rise in demand for our outsourcing services in finance and controlling, particularly for new BI solutions supporting financial and HR controlling. This performance highlights the stability of our operations in Slovakia. Overall, 82% of our revenue translates into added value, reaching €181.3 million.

As a unified brand, DT IT Solutions ranked among the leading ICT solution providers in 2024. Our market position is primarily shaped by international demand, which remains the core of our business model—outsourcing and nearshoring. Looking ahead, we aim to strengthen our position both regionally and within Slovakia.

RIDING THE WAVE OF DIGITAL INNOVATION AND ARTIFICIAL INTELLIGENCE

In 2024, we successfully delivered digital and digitalization projects for major clients, including European institutions and leading European manufacturers. Our work supported their internal strategies in areas such as e-mobility, smart mobility, and the digitalization of business models. The solutions built on Microsoft Azure and AWS platforms continued to perform well and helped our clients accelerate their digital transformation.

We have developed a **new product, Sovereign Cloud**, which provided its first customers with support directly **from Košice**. Why this solution? Cloud computing is now widely recognized as a tool for accelerating digitalization, but in certain sectors, accessing the public cloud and fully leveraging its benefits can be more challenging. The sovereignty in the name of our product means customer control over their data. **Customers have full control over how, where, and by whom their data is processed, where it physically resides at any given time, and the encryption requirements when it leaves the cloud. This solution offers significant benefits in terms of commercial, operational, and software sovereignty – giving customers greater control, flexibility, and enhanced data security and privacy protection.**

2024 was also the year in which we continued to expand our professional consulting services in the areas of business process digitalization, automation, and ICT optimization. Our new global Cloud Professional Services division grew by adding **25 senior consultants, with plans to increase this number to over 100 skilled technology and business consultants by the end of 2025.**

In the **AI Pathfinder project**, we focused on a variety of applications and AI-driven solutions. One such application was **NoteTaker**, which **generates accurate meeting notes** (for both virtual and physical meetings), outperforming established solutions by major players in the market. This innovation generated strong interest among our clients, and we began collaborating on its deployment in sectors such as healthcare and pub-

lic transportation. The innovative nature of NoteTaker is also evident in the fact that it was **the only product from Slovakia showcased at the prestigious Digital X exhibition in Cologne.**

NoteTaker was one of the key outcomes of our innovation accelerator, Tribox, where we also collaborated with the Slovak team Gaudia BI. **Gaudia is another AI-based solution that allows users to interact with large datasets** via discussions, chat, and verbal prompts, enabling them to analyze, interpret, and visualize data without requiring advanced knowledge of business intelligence or data analytics.

Through the collaboration between our development and innovation teams in projects like AI Pathfinder and iChange, we were able to develop further AI implementations. For instance, we created a **predictive log analysis tool that can identify potential failures hours before they actually occur. Another key project was a tool to support project planning, where AI helps shorten the time needed to analyze customer requirements** and define a project plan to just a few minutes. This tool automatically suggests tasks and assigns them to developers and other team members, integrating them directly into production systems like Jira.

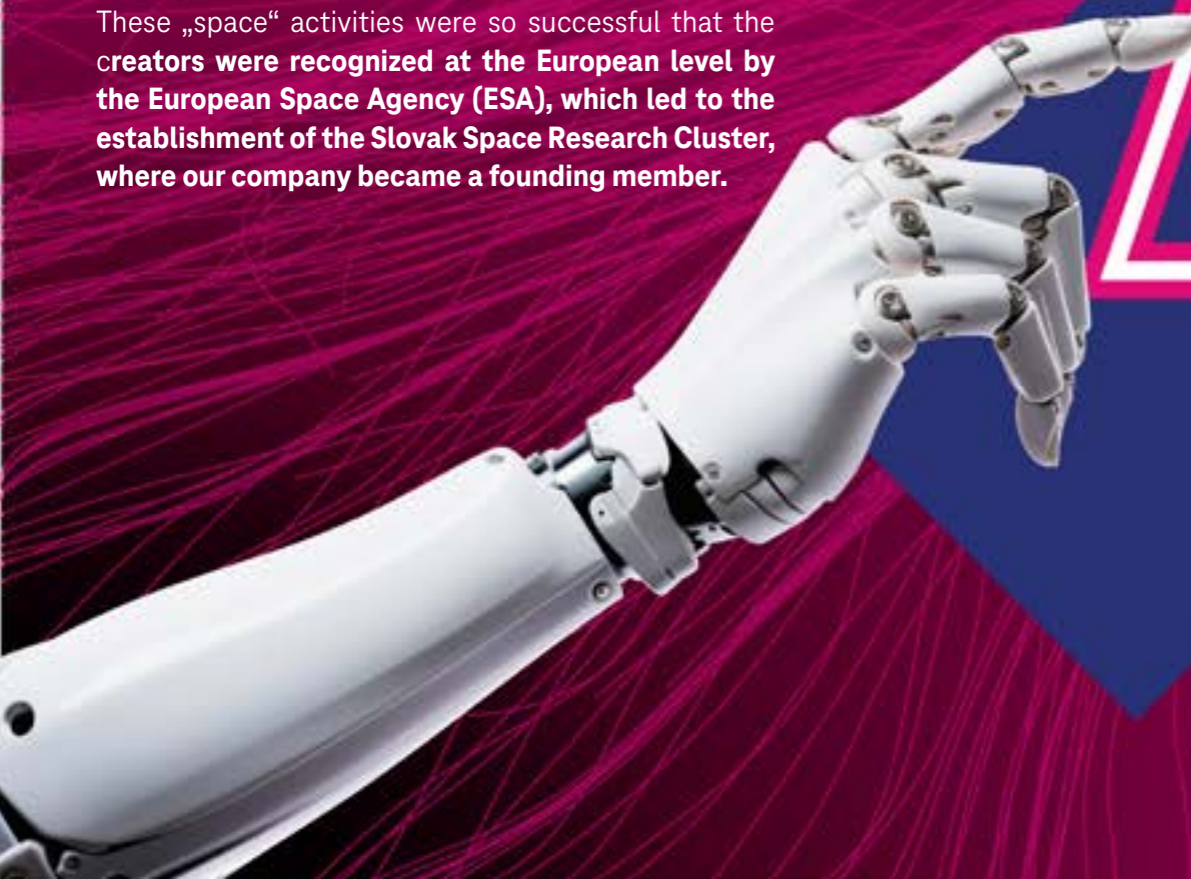
Deutsche Telekom IT Solutions Slovakia in 2024:	
Top Employers 2024 (Overall):	RANK 11
Largest ICT & Software Solution Providers 2024 (Overall):	RANK 10
Cumulative Contribution to Regional GDP (2006–2024):	€1.76 BILLION

The AI Pathfinder project also allowed us to create a working **prototype of a solution aimed at preventing violence in public spaces**. Our solution can analyze suspicious behavior in real-time, compare and evaluate situations from multiple video sources, and alert authorities to potential dangers. We are particularly proud of this project, as we collaborated closely with the Faculty of Electrical Engineering and Informatics at the Technical University of Košice, where we successfully tested the first prototype.

Throughout 2024, we strengthened our expertise in artificial intelligence, increasing the number of AI specialists in our team to 200. By 2025, we plan to continue expanding this team and focusing on areas such as AIOps and AIDevOps. Our goal is not only to grow our team but also to involve our experts more actively in developing solutions for AIOps and AIDevOps.

In addition to these, we turned other innovative ideas from our colleagues into functional prototypes and new technologies. We made significant progress in virtual and augmented reality, which led to an order to develop a solution based on the metaverse and Omniverse technologies. We also worked on **a solution to prevent satellite collisions and space debris in Earth's orbit**. These „space“ activities were so successful that the **creators were recognized at the European level by the European Space Agency (ESA), which led to the establishment of the Slovak Space Research Cluster, where our company became a founding member**.

AI PATH



**BEYOND BUSINESS: SOCIETAL IMPACT
AND ENGAGEMENT**

In 2024, our brand was active in several national initiatives and working groups addressing key challenges in the ICT sector. We are proud that our leaders and senior managers received prestigious nominations, such as to the Government Council for Research and the Government Council for Vocational Education, as well as the position of National Guarantee for the Qualification Verification System in ICT Services and Project Management. Our manager represented the Slovak ICT sector as Vice Chair of the ICT Sector Council and led the development of the national strategy for human resources in the ICT sector. At the end of 2024, we were honored to be invited to lead the entire working group of a national project in collaboration with the Ministry of Education, Science, Research, and Sport of the Slovak Republic, as well as the State Institute of Vocational Education. The goal of this project was to design a pilot solution that would improve the connection between dual vocational and academic education systems, helping to work more effectively with future talent.

In terms of broader corporate social responsibility, in 2024, we continued providing scholarship programs for computer science students in Košice. Under the T-UNI program, we supported 13 more talented graduates, who also became part of our team as new employees. We maintained our commitment to supporting the career growth of young ICT professionals by providing financial scholarships of up to €5,000 during their engineering studies. In collaboration with the national initiative Digital Skills, we actively participated in the Digital Competence Coordinators Program in Slovak schools. Through this, we trained over 300 teachers in agile teaching methods and directly helped expand digital skills in nearly 600 children, pupils, and students across Slovakia. (More on this program in the Digital Competence Coordinators Program chapter.) Our ambition is to support the development of the knowledge economy through material assistance as well. In 2024, we contributed to the establishment of over 20 computer classrooms in Slovak schools and donated nearly 500 pieces of computing equipment to both educational and non-profit organizations.



The background of the entire image is a solid blue color. Scattered across this background are numerous gold-colored coins. Each coin features a black Euro symbol (€) in the center. The coins are depicted in various orientations, some showing the front, some the back, and some at an angle. They are also scattered in various positions, some overlapping each other, creating a sense of depth and abundance. The coins have a textured, slightly irregular edge, giving them a realistic appearance.

Financial Report and Financial Indicators

FINANCIAL REPORT AND FINANCIAL INDICATORS

Revenue of Deutsche Telekom Systems Solutions Slovakia s.r.o.

Type of Service	EUR
Operation and remote administration of operating systems and virtual ICT infrastructures	50.655.504
Operation and remote administration of SAP platform	24.893.385
Operations and remote administration of customer applications	6.167.097
ICT Service Management and support	25.067.759
Project Management & Project Delivery	2.453.609
Others	7.811.645
TOTAL:	117.048.998

FINANCIAL INDICATORS

The current liquidity ratio (current, quick ratio) is 2.53, reflecting the company’s strong ability to meet its liabilities. The return on revenue stands at 9.97%, meaning that for every euro of revenue, the company generates €0.0997 in profit, indicating effective cost management and a solid pricing strategy. The company’s total debt ratio is 36.55%, demonstrating its ability to finance most of its assets from its own resources. Revenue for 2024 is €135,486,758, representing a slight expected decrease compared to 2023 due to a reduction in the number of employees.

Other Information

RISK ASSESSMENT

Deutsche Telekom Systems Solutions Slovakia evaluates risks on a regular quarterly basis. In 2024, the company did not identify any significant risks that could seriously threaten its operations.

EVENTS AFTER DECEMBER 31, 2024, UNTIL THE DATE OF FINANCIAL STATEMENT PREPARATION

From December 31, 2024, to the date of preparation of the financial statements for 2024, no events occurred that would require disclosure or reporting in the financial statements for 2024.

ACQUISITION OF OWN SHARES, INTERIM CERTIFICATES, AND CONTROLLING INTEREST SHARES

The company did not acquire any of its own shares, interim certificates, or stakes, nor did it acquire shares, interim certificates, or stakes in the controlling entity.

RESEARCH AND DEVELOPMENT

In 2024, activities in the field of research and development were reported. The company has five ongoing projects in this area.

ORGANIZATIONAL UNIT

The accounting entity does not have an organizational unit abroad.

FINANCIAL REPORT AND FINANCIAL INDICATORS

Revenue of Deutsche Telekom IT & Telecommunications Slovakia s.r.o.

Type of Service	EUR
Operation and remote administration of operating systems and virtual ICT infrastructures	3.591.957
Operations and remote administration of customer applications	54.757.848
Operation, administration and monitoring of remote telecommunication items	21.705.827
Others	3.214.734
TOTAL:	83.270.366

FINANCIAL INDICATORS

The current liquidity ratio (current, quick ratio) stands at 1.55, reflecting the company’s solid ability to meet its obligations. The return on sales is 7.62%, meaning that for every euro of revenue, the company generates €0.0762 in profit, indicating efficient cost management and a sound pricing strategy. The company’s total debt ratio of 60% represents an acceptable level of external financing, as the company maintains stable revenues and can meet its obligations. The revenue growth from services provided, compared to 2023, amounts to €6,225,866 (total revenue in 2024 is €83,270,366). This increase was driven by a higher volume of delivered services.

Other Information

RISK ASSESSMENT

Deutsche Telekom IT & Telecommunications evaluates risks on a regular quarterly basis. In 2024, the company did not identify any significant risks that could seriously threaten its operations.

Events Occurring After December 31, 2024, Until the Date of Financial Statement Preparation for 2024

From December 31, 2024, to the date of preparation of the financial statements for 2024, no events occurred that would require disclosure or reporting in the financial statements for 2024.

Information on the Acquisition of Own Shares, Interim Certificates, and Controlling Interests

The company did not acquire any of its own shares, interim certificates, or stakes, nor did it acquire shares, interim certificates, or stakes in the controlling entity.

RESEARCH AND DEVELOPMENT

In 2024, research and development activities were recorded. The company is currently working on three projects in this area.

ORGANIZATIONAL UNIT

The accounting entity does not have an organizational unit abroad.



Vision 2030: A Product-Focused Company for Digital Era

The market around us is evolving dynamically, driven by emerging trends and technologies. If 2023 was the year artificial intelligence took center stage, then 2024 is the year organizations began exploring its real impact on ICT automation. Discussions have shifted from general AI concepts to tangible prototypes that optimize costs and enhance efficiency. But AI isn't the only game-changer. The rapid advancements in the Internet of Things (IoT), edge computing solutions, software-defined networks, and shared platforms have significantly reshaped communication technology management and cybersecurity. Meanwhile, the automotive sector's transformation has intensified the push for digitalization across industries. Companies increasingly view digital transformation as the key to overcoming economic uncertainties, disrupted supply chains, and a shortage of skilled professionals. At Deutsche Telekom, we remain committed to delivering cutting-edge technologies such as Omniverse and Sovereign Cloud while embracing innovative approaches like DevOps and the emerging AIDevOps. Our global ambition is to be a trusted partner in our customers' digital transformation, helping them harness modern technology for growth and competitiveness.

Our priority remains maximizing the value we bring to our customers. This means evolving into a company that directly addresses core business needs, enabling our clients to thrive in their industries. From a technical perspective, we aim to transition from being a dominant ICT service provider to a strategic advisor, designer, and developer of digital solutions. **Ultimately, our goal is to become a company that actively creates and delivers innovative products for our clients.**

This transformation—from ICT operations to digital consultancy and professional advisory services—will continue into 2025 and beyond. To support this shift, we plan to invest in AI-driven solutions, ensuring our customers receive even more sophisticated and efficient services.

In the coming years, cloud computing will become the dominant method of ICT service delivery—not just for large enterprises but also for small and medium-sized businesses. Since cloud adoption is often the first step in digital transformation, we will continue supporting our customers in making this transition seamless and cost-effective. By leveraging AI, we can identify opportunities and risks within their IT infrastructure, automating transformation processes for optimal cloud migration. Our ambition is to simplify the path to digitalization—partnering with Deutsche Telekom means this journey will be not only easier but also more transparent and cost-efficient. We recognize the exponential growth in data volume and the increasing demand for efficient data processing, consolidation, and analytics. To address this, we plan to expand our portfolio with solutions like Elastic Search as a Service and Business Intelligence (BI) as a Service, empowering companies to manage and extract valuable insights from their data.

We are committed to raising awareness about intelligent ICT management tools—not just through theoretical discussions but by developing real-world prototypes and integrated solutions. Our goal is to demonstrate how large language models and advanced data analytics can streamline decision-making, reduce costs, and improve accuracy. Within our Slovak entities, we plan to implement AI solutions across OSS and BSS layers, allowing customers to experience AI's real-world functionality, benefits, and usability. We believe AI adoption will be driven more by customer experience (CX) than by technical IT performance. We will continue collaborating closely with other Magenta companies in Slovakia, focusing on initiatives launched in 2023. Together with Slovak Telekom, we aim to accelerate customer acquisition and simplify our competencies for the Slovak market, making our offerings more scalable and accessible. We also plan to introduce new digital and manufacturing digitaliza-

tion solutions to the local market, utilizing virtual and augmented reality as well as big data analytics tools.

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To maintain our leadership in the digital space, we will continue developing our expertise—not only in supporting existing solutions but also in driving agile transformation projects. Our focus will be on designing, innovating, and taking greater responsibility for key parts of the global value chain.

Education will also be a major focus. We aim to expand our initiatives supporting the education sector and become **an official hub for eduScrum methodology in Slovakia**, providing modern tools and approaches to schools and teachers to better navigate new educational challenges.

Our experience in agile and transformational thinking will also be leveraged to build new professional communities, focusing on AI, cloud solutions, and cybersecurity. These communities will not only strengthen our in-house expertise but also contribute to broader educational projects and strategic collaborations. In AI, we plan to partner with academic institutions like the Technical University of Košice and Pavol Jozef Šafárik University to bridge the gap between research and practice. By doing so, we aim to bring AI from R&D labs directly into business innovations across industries. Our vision includes further expanding our know-how and strengthening expertise in the automotive, manufacturing, healthcare, and public transportation sectors. This means not only continuing the transformation but also strategically building and expanding our human capacity to continue delivering value to our customers and partners.





Our strategic focus remains on manufacturing, automotive, and healthcare industries. While manufacturing and automotive have already undergone significant automation, they now face intense pressure for further transformation. Manufacturers are shifting towards mobility service providers, automakers are transitioning from mechanical vehicles to electric and connected smart cars, and device production is evolving toward autonomous systems, robotics, and automated production lines.

These changes impact not just vehicle manufacturers but also the entire ecosystem, including Tier 1 and Tier 2 suppliers and OEM partners. Our goal is to be a trusted partner in this transformation, helping companies effectively adapt to new challenges and leverage the latest technologies.

By 2025, the market expects that 40% of revenue in today's manufacturing sector will come from business models beyond traditional production. In this context, Deutsche Telekom IT Solutions Slovakia plans to expand its role as a developer of digital solutions for automotive and manufacturing industries. **We aim to contribute to the successful establishment of a new automotive plant in the Košice region, supporting its dual strategy for operating in a highly volatile market.**

On one hand, our digital solutions will optimize existing processes in manufacturing plants, reducing costs through automation—not just in production but across the entire supply chain. On the other hand, we will develop new technological solutions that directly support smart mobility ambitions and software-defined, intelligent operations.

Our DT Systems Solutions Slovakia division plans to introduce solutions that support virtual operations, remote vehicle and machine management, and smart sensor networks powered by the latest advancements in 5G and Edge Computing. These innovations will enable traditional manufacturing facilities to transition into self-organizing units, where machines, robots, and production lines communicate seamlessly—not just within their own facilities but also across their entire supply chain.

Research activities in the field of artificial intelligence open up opportunities for technicians to identify faults on production lines or equipment before they impact production. With advanced tech, they can inspect details in seconds using virtual or augmented reality. We plan to combine our expertise with **AI to develop smart solutions for preventing violence in public institutions**, especially schools. While these ideas were once long-term visions, by 2024, they are becoming practical prototypes, thanks to technologies like cloud services, big data, and 5G networks. Thanks to our vertical focus on manufacturing sectors, DT IT Solutions will continue to contribute to the implementation of digital and cloud solutions for key players in the Slovak economy.

Career Growth and Education



Employer of the Year 2024

The „Employer of the Year“ (Najzamestnávateľ) survey, organized by Profesia in 2024 for the 13th time, is a prestigious award reflecting the opinions of the public and employees on the most attractive employers in Slovakia. Every year, it honors companies that create exceptional work environments, and this year, it brought significant success for our company, Deutsche Telekom IT Solutions Slovakia – we took first place in the IT and telecommunications category!

This award not only confirms the quality of our corporate culture but also motivates us to continue building an environment where our employees can grow, innovate, and develop their potential. The success is the result of the joint efforts of each team member. A big thank you goes to all the colleagues who contribute to making our company not only a technology leader but also a great place to work. The survey results are based on public and employee voting, which emphasizes its significance. We are proud that our values – supporting education, talent development, innovation, and social responsibility – are receiving positive feedback. We are also pleased to see other companies from the Deutsche Telekom group ranked highly, which confirms the strength of our brand across Europe.

We see this award as a commitment to continue our efforts to provide our employees with a stable and inspiring environment. We will keep investing in team development, improving working conditions, and innovations that push our company and the entire industry forward. Together, we are building a company we can be proud of!





We are 1. in the survey
Najzamestnávatel'
2024

WORK LIFE COACHING PROGRAM

The mental health of our employees is a key factor for their personal success, as well as the success of our entire company. Programs like Work Life Coaching contribute to better performance within our organization, increase employee engagement and loyalty, foster a positive work environment, and improve the profitability and overall success of the company. This program provides our employees and their families with tools to enhance psychological resilience, motivation, self-awareness, and balanced well-being, allowing them to succeed not only at work but also in their personal lives.

Highly qualified professionals are available to our employees whenever they need assistance. The program includes free and confidential psychological, legal, and financial counseling. Together with experts, we can address various issues such as work-related stress, changes in personal or professional life, tension in work relationships, family problems, or debt-related issues. In case of need, crisis intervention and urgent psychological care are also available.



Our advisors have prepared specialized materials for employees on the following topics:

- How to Build Healthy Self-Worth
- Burnout Syndrome
- Values and Pillars of Our Identity
- How to Be Kind to Yourself
- Generations in Our Teams
- 4 Good News About Gratitude

In 2024, we organized several thematic webinars for our employees covering various aspects of personal and professional development:

Personal Development and Emotional Well-being:

- Radical Listening
- Feedback and Radical Openness
- The Path to Satisfaction
- The Courage to Be Imperfect
- Anti-Stress Techniques

Managing Change and Relationships:

- Life is Change
- Delegating Responsibility to Children
- Emotional Intelligence in Children
- Anger Management for Parents

Financial Literacy:

- Investment Basics I, II

Christmas and Motivational Topics:

- The Magic of Christmas

EU TELEWORK

We recognize the importance of maintaining a healthy work-life balance. Therefore, we continuously introduce initiatives that provide our employees with flexibility and enable them to effectively balance work duties with personal needs. One such initiative is the telework benefit within the EU, which we introduced in 2024. This program allows employees to work remotely from specific EU member countries, covering a selected and approved group of 10 countries.

The main goal of this program is to implement a unified approach to mobile work abroad across the entire Deutsche Telekom group. This not only improves the working conditions for employees but also enhances their overall work experience. The opportunity for teleworking from EU countries also increases the attractiveness of our company as an employer. It supports a better work-life balance, helps retain talented colleagues, and reflects modern trends in workplace flexibility.



SHARES2YOU

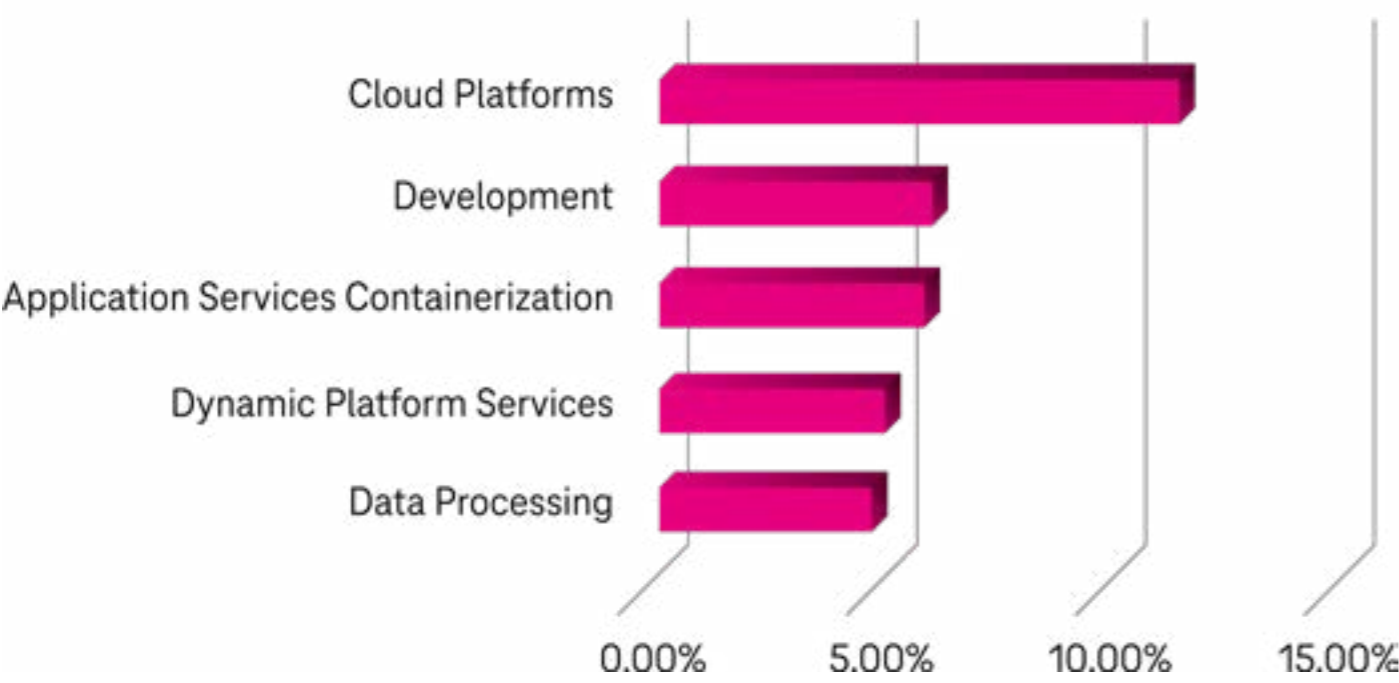
People are always the key to success. Therefore, we want to further strengthen employees' identification with the company and encourage their entrepreneurial mindset by giving them access to opportunities provided by Telekom's shares. After the successful first year, we offered this benefit to our employees again in 2024. Employees had the opportunity to invest in shares of Deutsche Telekom once more, becoming part of its long-term growth and success. A special feature of this program is that for every 2 shares purchased by employees, they receive 1 bonus share.

EMPLOYEE TRAINING

Continuous improvement in the quality of services provided by our company to our customers would not be possible without our employees. Employees represent the greatest value of our company, and we consider their education and development an important investment in the future. That is why we create conditions for growth and the continuous development of professional skills, and our development strategy focuses on so-called skills of the future. These are the skills we have defined and are continuously developing, with an emphasis on the strategic direction of the company. We focus on areas such as artificial intelligence (AI), architecture, solution design and engineering, data analysis, and cloud solutions. Alongside IT skills, agility, strategic and analytical thinking, customer and business orientation, as well as strengthening leadership competencies and other soft skills, are also key.

In 2024, we observed a trend of employees returning to the office, which also mirrored the ratio between online and in-person learning. Approximately 41% of all courses were conducted in person. **We organized 1,303 training sessions for employees, 37% of which were internal trainings conducted by employees of our company. Deutsche Telekom IT Solutions Slovakia employs 223 internal trainers.** All of them are regular employees with their daily responsibilities, while also being members of the internal trainers community. This community brings together all internal trainers in our company, including trainers in ICT, soft skills, methodologies, languages, and even dual education. The main purpose of the community is to support each other, exchange experiences, assist

TOP 5 IT KLASTROV S NAJVIAC ABSOLVOVANÝMI KURZAMI



in further development and education, and bring new ideas and initiatives. **Internal trainers play a vital role in the development process and train other colleagues in areas where they themselves are experts, meeting regularly within the community. In 2024, we facilitated 479 such internal educational activities and training sessions.**

In 2024, our employees took the opportunity to participate in training sessions 7,770 times, representing the number of training requests processed. They spent exactly 117,124 hours in training. On average, each employee invested approximately **4 days in their own development and education** in company-organized training sessions. In addition to these trainings, employees have access to e-learning platforms offering various courses, certificates, videos, books, audiobooks, and other learning formats. Through these platforms, we can also provide access to numerous courses offered by renowned international universities. This opportunity can be utilized anytime and anywhere. Currently, employees have access to 26 educational platforms, and this number increases annually.

In 2024, in addition to other areas, our employees received training in technologies such as **Google Cloud, SAP, Network Security, Data Science, Programming, DevOps, and Linux.** Of course we also focused on the development of soft skills, leadership, and quality and process management. The areas with the most certified employees include **Agile & Scrum, Operations Management, Ms Azure, DevOps, and LAN.**

We consider communication in the German language a vital skill for the future, given the preferences of our current and future customers. In addition to internally and externally organized language courses, we offer employees unlimited access to an e-learning platform focused on both English and German. Language training is one of the most frequently used educational programs.

As part of supporting the development of our leaders, a coaching program was launched in 2024 to help us effectively lead teams and support their potential. Developing a coaching mindset contributes to more open communication, increased engagement, and better solutions to challenges in a dynamic environment. This approach allows leaders to create a culture where individuals have the space to grow and innovate.

Employees have access to exclusive content available on an international educational platform, designed specifically for our location. We believe that investing in this knowledge is the foundation of our future stability and success.

Our company recognizes the growing importance of artificial intelligence (AI) and its potential to bring new opportunities for innovation. That is why we emphasize educating our employees in AI, enabling them to leverage its capabilities in their everyday work. **As part of this effort, approximately 70% of our employees completed training focused on raising awareness of artificial intelligence.** They then had access to various learning paths that allowed them to develop their skills according to the complexity of their job positions and current knowledge. Additionally, employees have access to exclusive educational content on an international platform that is specially tailored to our needs. We believe that investing in the development of AI competencies is crucial for our future and helps solidify our position as a technological leader.

DUAL EDUCATION

DEUTSCHE TELEKOM IT SOLUTIONS SLOVAKIA: A LEADER OF DUAL EDUCATION

Since 2013, Deutsche Telekom IT Solutions Slovakia has been collaborating with the Secondary Vocational School of Electrical Engineering in Košice on a dual education program in Information and Communication Technologies (ICT). This program, the first of its kind in Slovakia, combines theoretical teaching with practical training directly in the company. Students gain both knowledge and practical skills that enable a successful career start. The uniqueness of the program lies in the ratio of practical and theoretical education – students spend up to 70% of their time in practical training, while theory makes up 30%. Students have access to the latest technologies and direct involvement in real projects, which allows them to gain invaluable experience. Education takes place both at the school and within Deutsche Telekom IT Solutions Slovakia’s facilities. We have successfully conducted 74 interviews with positive feedback from applicants regarding the interview format. Based on this experience, we will continue this approach in the future. For the academic year 2024/2025, 30 new students will join the program, with a total of 83 students across all three years.



CERTIFICATES AND PROFESSIONAL GROWTH

Students have the opportunity to earn a certificate from the Slovak-German Chamber of Commerce and Industry, which is equivalent to the German certification. In the 2023/24 school year, we had a total of 82 students across all years. 22 students successfully graduated, of which 11 received the „Fachinformatiker“ certificate. These graduates are already working in our company in positions such as ICT Administrator, Application or Cloud Administrator, Junior Application Developer, ABAB Developer, or Scrum Master. Their career progression can also lead to roles focusing on engineering or consulting. This educational program has already prepared 203 graduates for the workforce, with 131 of them still working at Deutsche Telekom IT Solutions Slovakia.

SUPPORT AND GUIDANCE FOR STUDENTS

Educational activities are coordinated by three Personal Development Managers and 21 internal trainers, 15 of whom are certified (with DSIHK and RÚZ certificates). Their role is to provide students with professional support, consultations, and assess their progress, ensuring the high quality of the educational process.

CORPORATE SOCIAL RESPONSIBILITY AND VOLUNTEER ACTIVITIES

In addition to education, our students are actively involved in volunteer and community activities. As part of their development, they participated in Tech Day, a student innovation conference at the Technical University, where they had the chance to learn about future technologies. Alongside their professional growth, they dedicate their time to beneficial initiatives in the regions. In April, they participated for the second time in planting nearly a thousand saplings in the High Tatras, contributing to the restoration of the natural environment in the highest protection areas of the Tatra National Park. In September, they traditionally joined in volunteer work at the UVP Haniska shelter near Košice, where they not only helped beautify the premises and walk the dogs but also provided financial support for their care. Additionally, they got involved in the Oáza for socially disadvantaged and homeless people in Bernátovce, where they contributed to manual work. During the pre-Christmas period, they decided to support people in need with a financial fundraiser, raising 210 euros.

These activities are evidence of our responsible approach and willingness to help where it is needed. We plan to continue our involvement in volunteer initiatives, as we believe that together, we can positively impact our surroundings.



EDUCATIONAL ACTIVITIES IN THE REGION

Deutsche Telekom IT Solutions Slovakia has been a proud partner of the national educational initiative and its program **Digital Competencies for Teachers** for the fifth year, focusing on the development of digital skills among teachers. Through training on innovative methods, tools, and modern technologies, we help educators effectively integrate digital elements into their teaching. The goal of this initiative is to improve computer science education and strengthen students' digital skills. Our employees actively participate in the T KIDS volunteer educational community, where, as lecturers, mentors, and consultants, they support the Digital Competencies for Teachers program. Among other things, they share their Scrum experience in practice – an agile approach applicable to teaching in a school environment.

Since 2023, we have expanded our support for education by intensifying cooperation with trained teachers who already have experience with eduScrum in teaching. We provide them with mentoring and consultations through Scrum in Practice for Advanced training, helping them implement these methods more effectively into the educational process. Since the main goal of the program is to support IT education and assist schools in using digital technologies more creatively and effectively, digital coordinators/teachers bring the knowledge we've imparted to their schools, becoming consultants for their colleagues and aiding in the integration of IT into the teaching process.

In our Scrum in Practice for Beginners and Scrum in Practice for Advanced programs, teachers become familiar with Scrum, one of the agile approaches to iterative problem-solving, achieving results applicable in a school environment as well as in collaboration with students and fellow teachers. Our employee volunteers work with teachers using interactive and hands-on methods with playful elements. They allow teachers to experience Scrum firsthand, developing habits such as iteration, communication, feedback, and transparency for a deeper understanding of the topic and its easier implementation in the school environment.

Since 2019, more than 400 teachers from all over Slovakia have participated in the program focusing on Scrum application in education, with nearly 100 teachers involved in the 2023/24 school year. This growing interest confirms the significance and benefits of agile methods in teaching. Currently, approximately 30 teachers are further deepening their knowledge of eduScrum and gaining practical experience in its application. Our long-term ambition is to provide educators with the necessary professional know-how, thereby supporting the development of students' digital and soft skills. At the same time, we strive to systematically connect modern information technologies with innovative educational approaches, ensuring that both teachers and students have access to more efficient and dynamic forms of teaching.



T KIDS:

INSPIRATIONAL COMMUNITY FOR FUTURE IT PROFESSIONALS

T KIDS is a significant initiative contributing to the development of local communities and schools, with a targeted focus on inspiring the next generation in the field of IT and modern technologies. The community consists of nearly 30 enthusiastic volunteers from our employees, who share their practical knowledge and experience to help students and teachers discover and develop their potential. Our employees organize interactive workshops and webinars that encourage curiosity and open-mindedness in a fun and engaging way.



MODERN IT TECHNOLOGIES AND EDUCATION

Through T KIDS workshops, students explore topics such as robotics, block programming, agile approaches, and teamwork. In 2024, we introduced the topic of Artificial Intelligence (AI), where students learn, through practical tasks, what AI is and how to use it safely. **T KIDS was a laureate of the Telekom Team Award 2021 in the category „Stay Curious and Develop“ and has been a partner of the national educational initiative Digital Skills and its Digital Competencies for Teachers program for the fifth year.**

Since 2018, the **T KIDS community has inspired more than 2,000 students and nearly 1,300 teachers.** Our activities help both educators and students adapt better to the dynamically changing conditions of the future era. We support innovation in education and contribute to the development of digital competencies, preparing both teachers and students for the challenges of a rapidly evolving technological environment.



Corporate Social Responsibility

Corporate Social Responsibility (CSR) has become a key aspect of our business activities, reflecting our commitment to social, environmental, and ethical values. Deutsche Telekom, as one of the leading global ICT companies, has embraced CSR as an integral part of its corporate identity. Our efforts aim to positively impact society and the environment both in the region and across Slovakia.

INTEGRATION OF ESG INTO OUR IT PRACTICES

Our ESG strategy reflects our commitment to sustainability, diversity, and transparent governance. We have set ambitious goals to ensure that our operations contribute to a greener and fairer future while maintaining the highest standards of corporate integrity.





OUR GOALS AND AMBITIONS

Within ESG, we focus on five key ambitions:

- 1. Carbon Neutrality** – Achieving net-zero greenhouse gas emissions by 2040 and supporting customers and society in their transition to carbon neutrality.
- 2. Full Circularity** – Transitioning to a fully circular economy for technologies and devices by 2030, including responsible sourcing, recycling, and sustainable IT infrastructure.
- 3. Best Employer in the Industry** – Building our employer brand by promoting diversity, equity, and inclusion (DE&I) and investing in digital skills development.
- 4. Shaping the Digital Society** – Reducing the digital divide through education and digital inclusion.
- 5. Good Business Practices** – Implementing ethical business practices, governance structures, and compliance systems to ensure responsible corporate leadership.

KEY ESG ACTIVITIES IN 2024

We actively implemented sustainable initiatives in three main areas of ESG:

- **Environmental** – Reducing carbon footprint, optimizing energy consumption, implementing circular economy principles, supporting electromobility, and minimizing waste.
- **Social** – Promoting diversity, inclusion, and employee well-being through health programs, cultural development, and community engagement.
- **Governance and Management** – Increasing transparency, adhering to ethical business principles, regulatory compliance, and acquiring ISO certifications to ensure operational excellence.

SUSTAINABLE BUSINESS PRACTICES, ENVIRONMENTAL PROTECTION, AND CARBON FOOTPRINT REDUCTION

DT IT Solutions Slovakia is committed to minimizing its ecological footprint through sustainable business practices. We are actively working on reducing energy consumption and cutting CO2 emissions. One of our significant initiatives involves introducing energy-efficient technologies in infrastructure, data centers, and network operations. We are also investing heavily in enhancing energy efficiency, including purchasing 100% renewable energy since 2020, and reducing energy used for heating, ventilation, and air conditioning in offices.

Another aspect of reducing our carbon footprint is remote work, which aligns with circular economy principles by reducing resource consumption associated with office spaces. This also reduces costs for renting and maintaining buildings. Part of our activities to reduce carbon emissions includes operating **15 charging stations for electric vehicles. Additionally, we replaced our fleet with only electric company cars in 2023 and 2024.** Our employees can now use new electric cars and charge them directly at our charging stations. They also have the option of renting traditional bicycles. We believe this initiative can raise awareness about environmentally sustainable transportation and encourage employees to consider their environmental impact and opt for a greener alternative.

To protect the environment, we aim to reduce electronic waste. IT companies are known for their fast innovation cycles, often leading to the disposal of outdated electronic devices. To combat this, we focus on extending the life cycle of our IT devices – laptops, monitors, keyboards, and printers through repair and refurbishment programs.

In 2024, our company donated more than 1,100 IT devices to schools, public institutions, and NGOs, preventing them from ending up in landfills, saving 3.2 tons of electronic waste. By reusing IT devices, we reduced our carbon footprint by 200 tons.

In our company’s premises, we have two textile recycling bins where employees drop off old and unused clothing. The textiles are then reused or recycled. This helps reduce material consumption and CO2 emissions in textile production.

Sustainability initiatives are not limited to services and operations. We also involve our employees in sustainability efforts. **In 2024, our employees planted 401 trees in the High Tatras, reducing our carbon footprint by 4 tons.** We organized several volunteer activities for the environment. Employees cleaned a local landfill and collected over 8 tons of waste. In the botanical garden, they worked on landscaping for planting new plants, and they also renovated playgrounds in local schools and kindergartens. Annually, our company participates in various environmental activities, such as Earth Day, Earth Hour, World Environment Day, European Mobility Week, and more.

At Deutsche Telekom IT Solutions Slovakia, we believe that responsibility for the environment and sustainable development in Slovakia is the foundation of successful business. We work more efficiently and sustainably to create a better future, and we believe we are on the right path to becoming an environmentally conscious company.



EDUCATION AND DIGITAL INCLUSION

In line with our commitment to social development, Deutsche Telekom IT Solutions invests in initiatives related to education and the development of ICT skills. We support various educational programs focused on digital literacy and preparing the workforce for the challenges of the digital age. Through partnerships with educational institutions and non-profit organizations, we actively engage in creating opportunities for individuals to acquire the skills needed for a digital future.

A key characteristic of our educational support in CSR is our collaboration with the Carpathian Foundation, through which we support innovative schools, teachers, and students. The Carpathian Foundation is our long-term partner, focusing on the development and quality of life in the Eastern Slovak region. In the 2023/2024 school year, we launched the School of the Future grant program for primary schools. The primary goal of the program is to support primary schools that want to offer students modern and innovative educational processes. The program aims to enable them to adopt new trends, try new approaches, innovations, and creatively approach teaching. The innovative projects focus on the basics of robotics and 3D modeling, the development of critical thinking in students, and also on cyberbullying and the spread of misinformation. Projects supported by the grants have been very successful, as students achieve better academic results and spend their free time creatively and meaningfully.

We also supported communities in Eastern Slovakia through the Strength of the Community grant program, which helps various NGOs focused on the development of inclusion, diversity, and equality. We recognize that society is becoming increasingly polarized, and through this program, we strive to bring people together and promote values that unite us.



CHARITY AND VOLUNTEERING

Employees of our company show great interest in participating in charitable activities. They dedicate their time and energy to help others selflessly, positively influencing social events in the region and beyond. Volunteering is primarily done at the local and regional levels. We have supported the Carpathian Foundation, the Early Intervention Center, Smile as a Gift, the Dedo Foundation, the Dorka Center, and other NGOs in Eastern Slovakia.

In 2024, we participated in the nationwide event “Our City” under the patronage of the Pontis Foundation. This event inspires volunteers from companies across Slovakia to help organizations in their city. **More than 180 employees from DT IT Solutions Slovakia renovated and revitalized green spaces, parks, and playgrounds in the city.** They cleaned schoolyards, painted fences, and improved the local environment. This event is very popular with our employees as they can contribute to a more beautiful environment in Košice together.

We organized several charity collections – a school supplies drive, a clothing and toy drive for crisis centers and families, and a collection for seniors. During Christmas, employees’ children contributed sweets from their St. Nicholas packages, which were sent to children’s homes in Eastern Slovakia. **A total of more than 1,200 employees participated, contributing both materially and financially.**

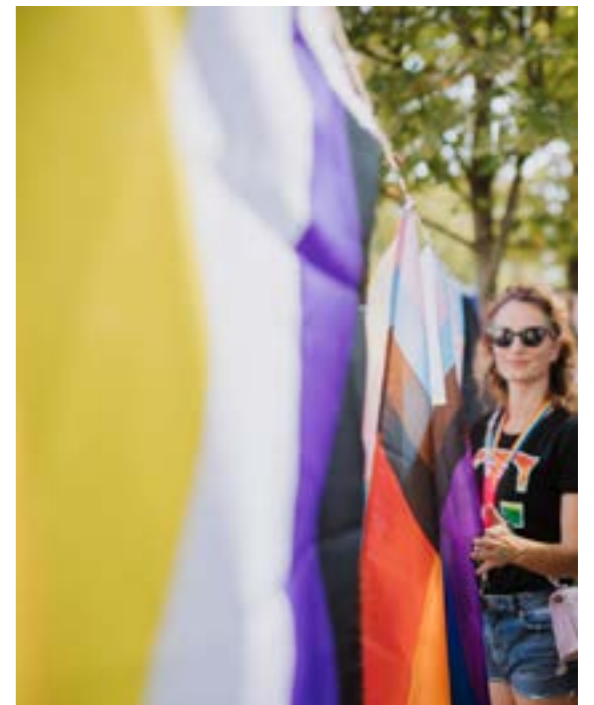
A noteworthy activity was the charity football tournament, with the funds raised being used to provide new housing for a homeless family. **Additionally, in collaboration with Smile as a Gift and the city of Košice, we financed the renovation of a social apartment.** Thanks to this initiative and joint effort, the family now has not only a roof over their heads but also safety and stability.

As a company, we have long been engaged in helping people in need. Our employees actively participate in volunteer activities because we believe that together, we can change lives for the better and bring positive changes where they are most needed.



HUMAN RIGHTS, INCLUSION, AND EMPLOYEE DIVERSITY

Deutsche Telekom IT Solutions Slovakia places great emphasis on adhering to human rights and ethical practices throughout its operations. We recognize the importance of a diverse and inclusive workplace. We actively support diversity and equal opportunities for our employees. Initiatives such as diversity training and flexible working conditions contribute to fostering a positive and inclusive corporate culture. By caring for our employees’ well-being, we not only improve our internal dynamics but also set a standard in promoting diversity and inclusion.



Deutsche Telekom IT Solutions Slovakia's commitment to corporate social responsibility goes beyond providing ICT services. Our company actively engages in initiatives addressing environmental challenges, supports digital inclusion, takes care of employee satisfaction and development, and contributes to societal growth. By incorporating CSR into our core business strategy, we not only meet the expectations of increasingly socially aware customers but also set an example for the entire ICT and telecom industry. We are determined to positively influence society and the environment, thereby solidifying our position as a socially responsible company.



