DEUTSCHE TELEKOM SERVICES EUROPE CZECH REPUBLIC

COMPANY PRESENTATION OVERVIEW

DEUTSCHE TELEKOM GROUP

LEADING TELECOMMUNICATION COMPANY

HEADQUARTERS IN BONN, GERMANY

FORMED IN 1996
(the former state-owned monopoly Deutsche Bundespost was privatized)

ACTIVE IN 36 COUNTRIES WORLDWIDE

DEUTSCHE TELEKOM GROUP IN NUMBERS

€ 114.4 bn Revenue

€ 36.5 bn Adjusted EBITDA

€ 8.8 bn Free Cash-Flow

Present in > 50 countries

Germany, Europe and the USA: with own infrastructure

T-Systems: global presence & alliances via partners

207 000

Employees worldwide

≈ **245** mn mobile customers

≈ **25** mn fixed-network lines

≈ **21** mn broadband lines

≈ **8** m TV customers

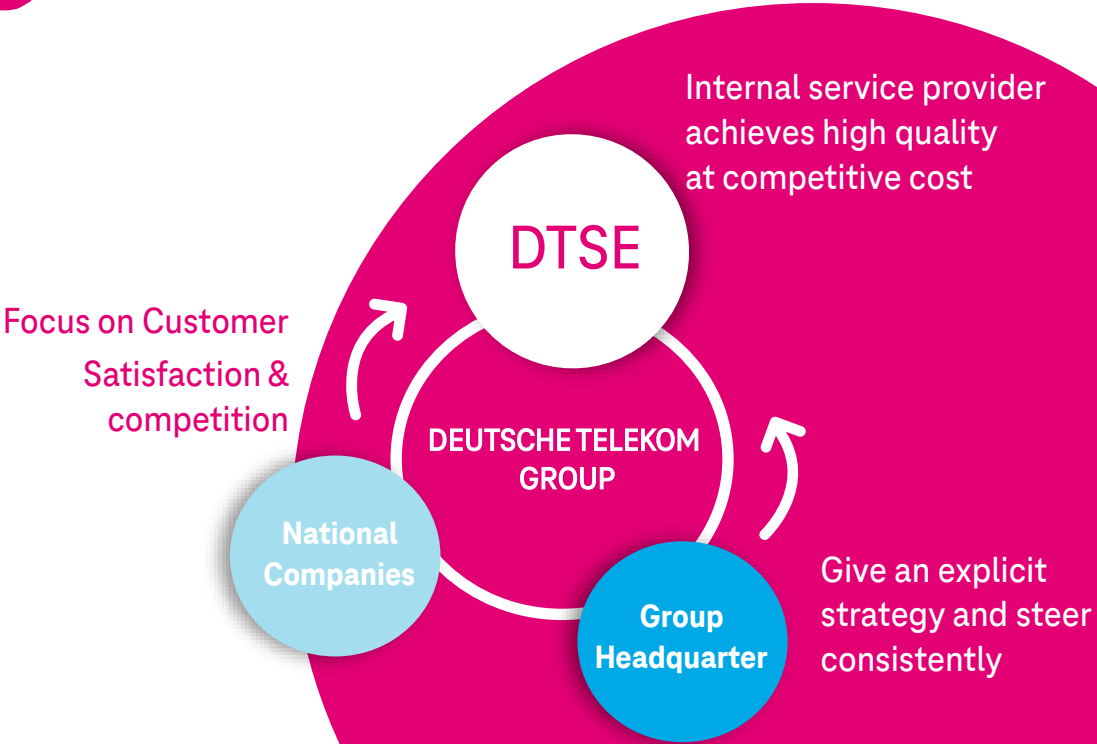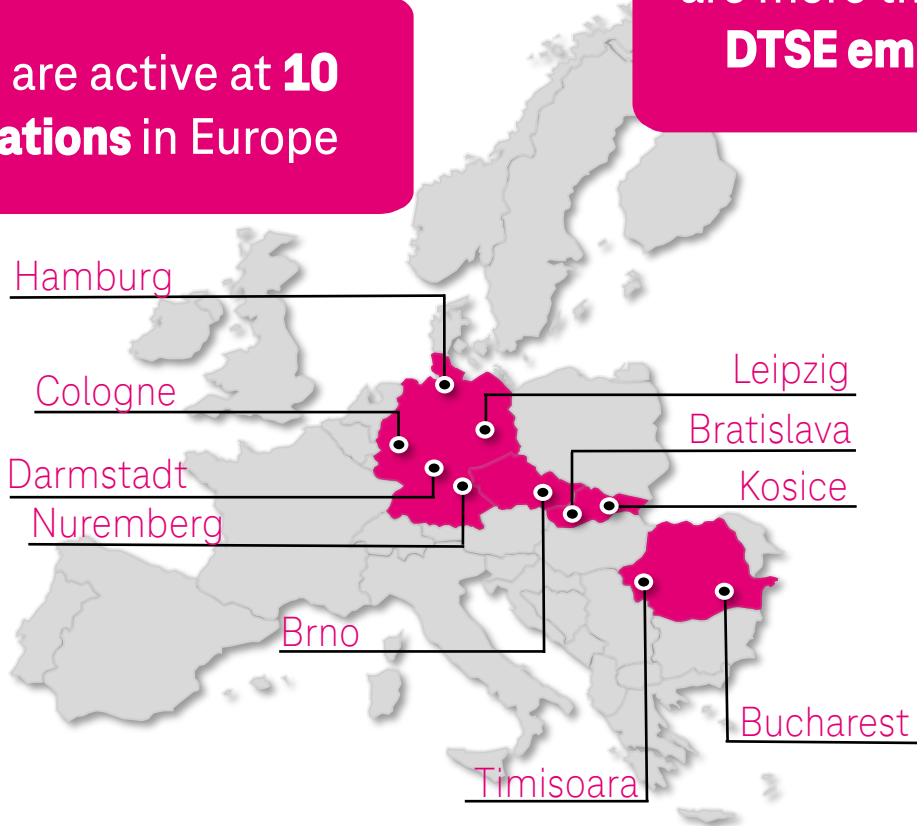*Source: Annual Report 2022*

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COMPANY PRESENTATION OVERVIEW

WE ARE THE FIRST CHOICE SERVICE PROVIDER BY REALIZING THE FUTURE TELCO AND DRIVING BUSINESS PROFITABILITY WITH HAPPY CUSTOMERS AND DEDICATED EMPLOYEES

DEUTSCHE TELEKOM SERVICE EUROPE

We are active at **10 locations** in Europe

Across Europe, there are more than **3.900* DTSE employees**

*as of 12.2022

Hamburg

Cologne

Darmstadt

Nuremberg

Leipzig

Bratislava

Kosice

Brno

Bucharest

Timisoara

DTSE

Internal service provider achieves high quality at competitive cost

Focus on Customer Satisfaction & competition

DEUTSCHE TELEKOM GROUP

National Companies

Group Headquarter

Give an explicit strategy and steer consistently

DEUTSCHE TELEKOM SERVICE EUROPE
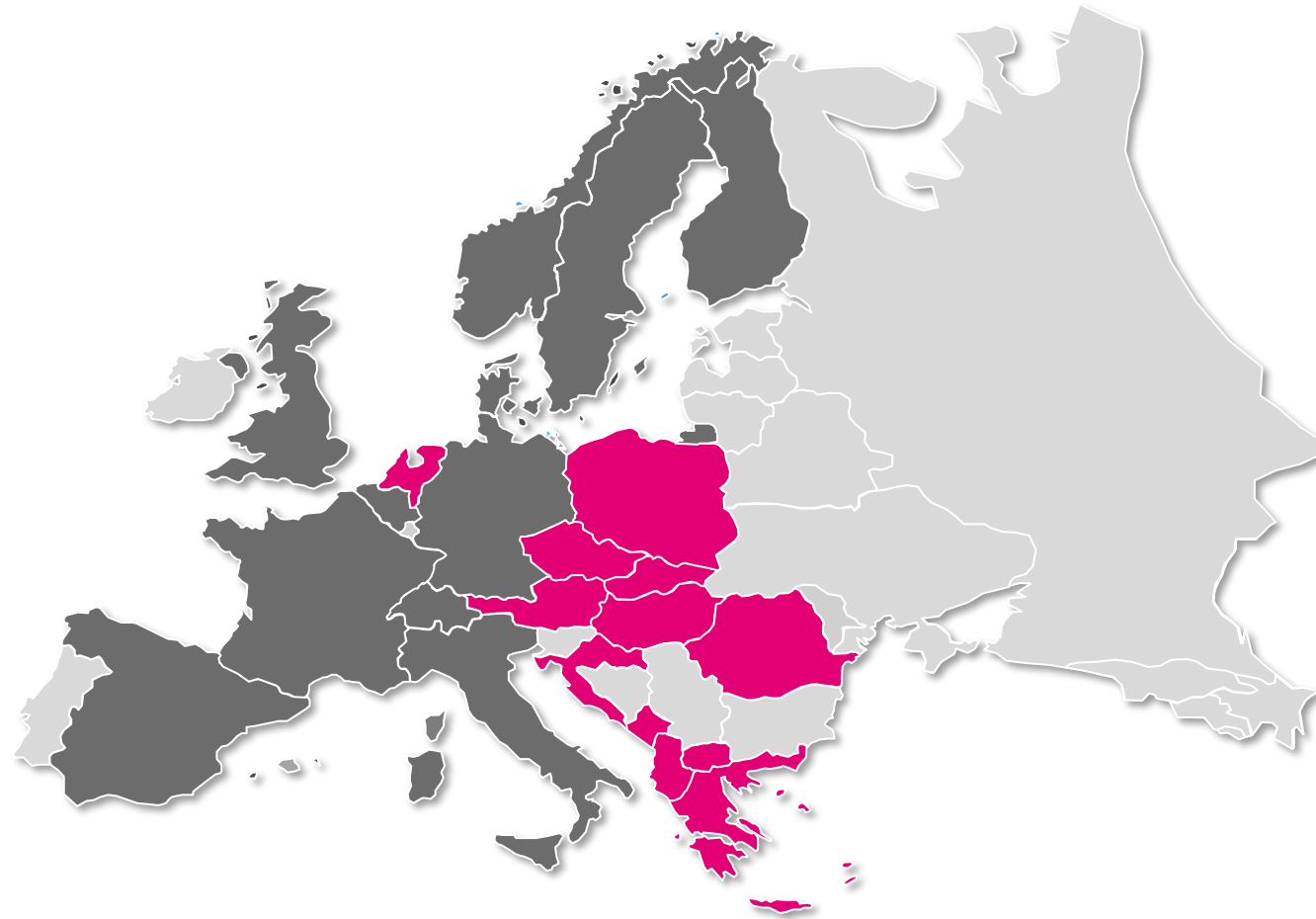
National Companies and T-Systems Units

T-Systems Units

- T-Mobile Polska
- T-Mobile CZ
- T-Mobile Austria
- T-Mobile Netherlands
- Telekom Deutschland
- Slovak Telekom
- Telekom Romania
- Hrvatski Telekom
- Telekom Albania
- Crnogorski Telekom
- Makedonski Telekom
- OTE Greece
- Magyar Telekom

OUR STRATEGY

Drive digitalization and innovation in everything we do

Grow our business by standardized services and excellent quality

Make customers to fans

Create the best place to work

Develop best IT solutions for our customers

OUR MANAGEMENT

Guillaume Maisondieu
Chairman of DTSE SE

Strategy & Business Development
Jakob Poggensee

Design Authorities
Tobias Trautmann

Customer Finance
Andreas Holtmann

Accounting to Report
Oliver Leister

Plan to Execute
Jürgen Wittland

Hire-to-Retire
Matthias Maschke

Procure-to-Pay
Peter Tasev

Thomas Laux
Board member for Finance

Finance Operations & IT Steering
Anne Scholl Seimetz

Enterprise Data Management
Hans-Jörg Glaß

Technology Transformation Mgmt.
Dirk Keweloh

Comm. Portal & Interaction Services
André Dybek

Compliance Services & ICS
Thomas Röhrig

Nicholas Hölting
Board member for HR

HR Business Partner
Wolfgang G. Hahn

HR Business Partner
Thomas Mombauer

International Locations
Cross-divisional service providers for all units

DTSE Romania
Madalin Popescu

DTSE Slovakia
Marek Resovský

DTSE Czech Republic
Marek Resovský

COMPANY PRESENTATION OVERVIEW

DTSE CZ

Winner of **"Value Creation"** award by the ABSL Czech Republic in 2022, winner of **"CEE Business Services Awards 2021"** in the nomination **"Business Services Firm of the Year"** and winner of **"Employer Branding & People engagement "** award by the ABSL Czech Republic in 2021

Driving cutting-edge projects for the whole group - focus on **Accounting, Procurement, Process Mining, Data Analytics and Artificial Intelligence**

Strong know-how in the areas of Accounting, Finance, Procurement, Strategy and Business Development

Growth is based on the promotion of **startup mindset and experimental environment**

SUPPORTING THE LEADING EUROPEAN TELCO

Engaging employees
Design dialogue and collaboration, superior branding and label market reputation

Growing with innovations
Promote and realize innovations, shape new products and technologies

Improving competitiveness
Be part of the success story, efficient growth through best practice and know-how sharing

BRNO

DTSE CZ IN FIGURES

♂ & ♀ ratio:
53,3 % & 46,7 %

150 + employees

The average age of all employees: 35 yrs.

-36

Participants of Alumni Program : 65

3 female people leaders (28 %)

≅ 20 nationalities

7 employees (63 %) in leading positions have been promoted within the company
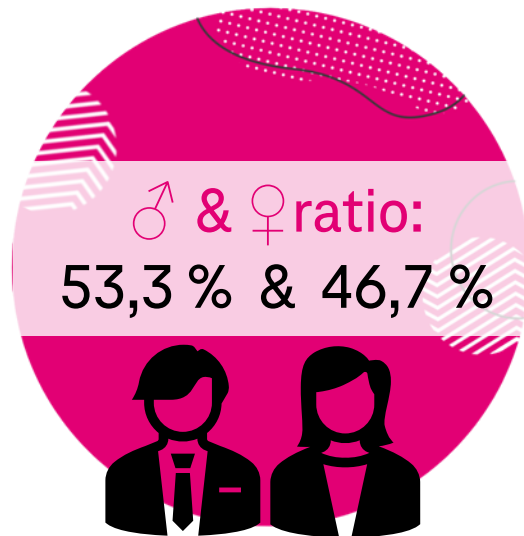
OUR GUIDING PRINCIPLES

DELIGHT OUR CUSTOMERS

We are the trusted companion and help our customers with achieving their goals - with simple, innovative and human-centred experiences

GET THINGS DONE

We are entrepreneurial and solution-oriented – this is how we stay ahead of our competition.

ACT WITH RESPECT AND INTEGRITY

We always live up to what we believe is right and fair, both inside and outside of our organization.

TEAM TOGETHER – TEAM APART

We are one team.
We challenge and empower one another.

I AM T – COUNT ON ME

We are proud to be T. We act with passion, responsibility and commitment – trust means everything to us.

STAY CURIOUS AND GROW

We are curious and embrace continuous learning. This mindset lets us grow as an organization and as individuals.

STRONG BASIS FOR SUPPORTING THE PROPOSITION

The Proposition

Our new proposition for you
Unlimited opportunities for your growth to make an impact on customers and colleagues.

LIVING CULTURE + GUIDING PRINCIPLES

Work-Life Fit

Career and Personal Development

Learning and Qualification

Participation and Recognition
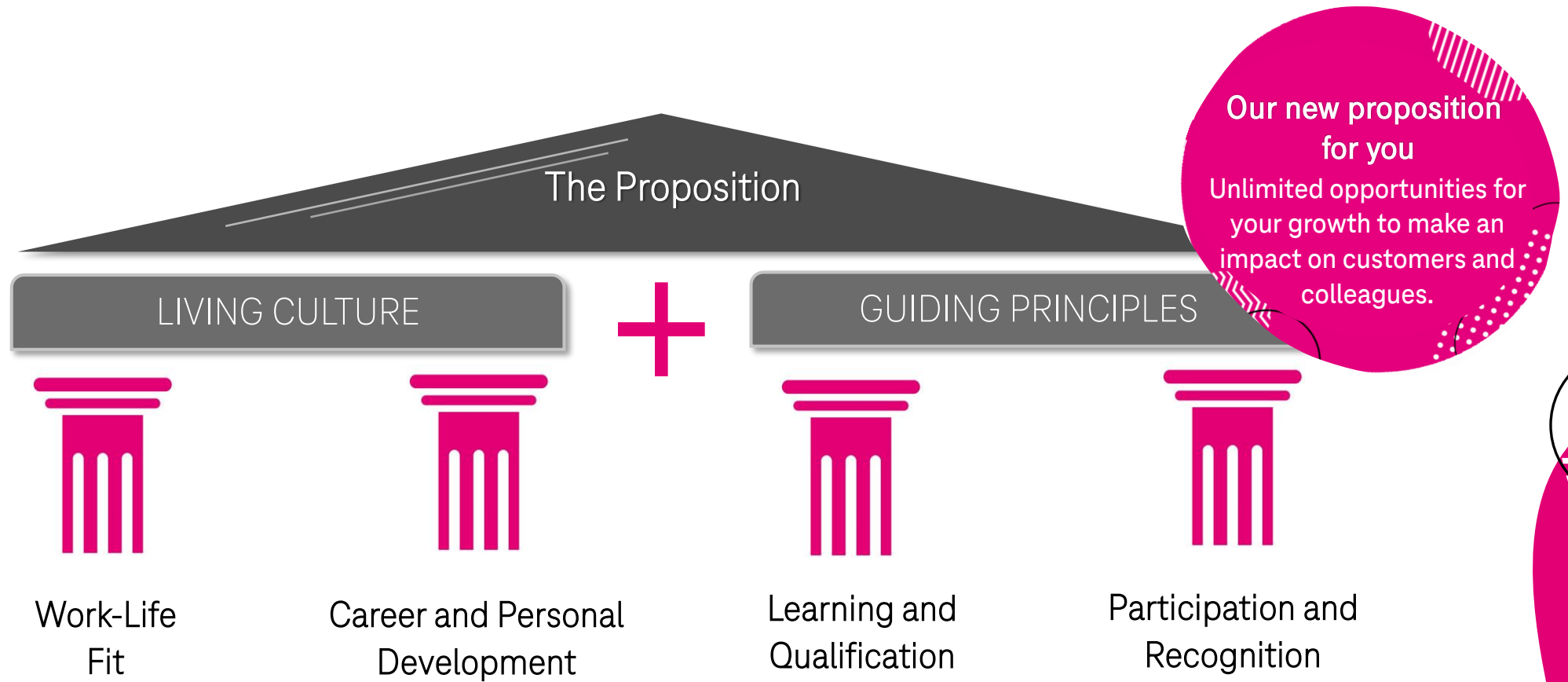
WORK – LIFE FIT

Flexible working hours

Work Life Coaching program

Yoga, Massages & Stretching classes

Hybrid Working

Healthy Days

Meetups and other Company Events

LEARNING AND QUALIFICATION

E-library

Portfolio of professional Literature available to download

DTSE CZ CAMPUS

Certifications

Long term programs in hard and soft skills

Trainings

More than 5200 E-Trainings
2 Platforms
In-house Workshops

PEER-2-PEER

HR SUITE

coursera

percipio
Powered by Skillsoft.

ACCA

CAREER AND PERSONAL DEVELOPMENT

INTERNSHIPS

JOB ROTATION

PEER-2-PEER TRAINING

BRING YOUR OWN PROJECT

CAREER PATH

DIGI COMMUNITY
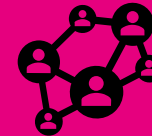
CAREER AND PERSONAL DEVELOPMENT

CERTIFICATES OF RECOGNITION & APPRECIATION

BIRTHDAYS & ANNIVERSARIES CELEBRATION

AMBASSADOR PROGRAM

Happy to be a part of #DTSE CZ family...

COMPANY PRESENTATION OVERVIEW

PTP ACCOUNTS PAYABLE

- 1 team
- 15 members
- 4 nationalities
- 35 average age

Financial, administrative and clerical support

Assistance with month-end closing procedure

Team Lead

of Accounts Payable

Preparing and then performing **check runs.**

Processing of **non-order-related incoming invoices** and all intercompany paper invoices in the standard One.Finance process.

Processing of invoices according to **legal, tax and internal requirements.**

Processing of the **2nd level** in the area of **intercompany** invoices.

PTP COMPETENCE CENTER

Procure-to-Pay First and Second Level Support

*Support of process optimization
for the complete Procure-to-Pay chain*

Group Lead

of PTP CCE

First Level Support Team
Handling **phone or written queries** and tracking them in the ticketing tool (**Procurement** and **One.Source support**).
Different kinds of **administration tasks** (access creations, sourcing and contract management support, preparation of reports).

Supplier Steering Team
to main activities belong **personal care about core suppliers**, booking of recurring and GR/IR postings, procurement support, **vendor reconciliations** and reverse factoring.

PTP DIGITALIZATION

- 1 team
- 30 members
- 8 nationalities
- 35 average age

Data Analytics

AI Shared Services

Digitalization Projects

Digitalization

Group Lead

PTP Process Manager /
Digitalization Projects
Coordinator

Senior Data Scientist /
Data Analytics
Coordinator

Senior Data Scientist /
AI Projects Coordinator

Digitalization Projects
focusing on creating, standardizing, improving and maintaining internal processes in cooperation with all other DTSE departments.

Data Analytics
works with CELONIS to reconstruct and visualise the entire business process, which helps identify areas of action for the process improvements.

AI Projects
helps in solving business problems for internal customers of DT Group and functions as an internal company consultancy service.

ATR: ACCOUNTING TO REPORT

- 1 team
- 54 members
- 6 nationalities
- 33.2 average age

Ensures consistent application of accounting policies and compliance with accounting directives

Prepares single-entity financial statements consolidated entities

Head of IFRS

Financial Closing

AAA Team Lead

AGL Team Lead

AAO Supervisor

Closing Europe (ACC)
responsible for the **definition and communication of closing schedules,** and tracking of the DTSE closing process.

General Ledger (AGL)
responsible for **closing related activities** in the **area of GL** including HR accounting, revenue and intercompany accounting.

Asset Accounting Closing (AAA)
responsible for **fixed assets accounting** in the areas of methodology asset accounting, closing and reporting activities, inventories, customer care, automation of tasks and migrations & transitions of new processes.

Asset Accounting Operations (AAO)
responsible for **fixed assets accounting** in areas of daily business fixed asset activities, closing preparation and tracking, reporting, quality assurance, and customer care.

BACK OFFICE

Responsible for all our „behind the scene" operations that support colleagues from other departments as well as our clients, contractors and suppliers

Acting Office Management and Procurement Expert

Communication Specialist

Security Officer, Process and Project Manager

Contract Manager

ICS Manager

International Compliance & ICS Manager

ICS: Contract Management, Data Privacy, and Compliance.

MD Office: Communication, Facility and Office Management, and Procurement.

STRATEGY AND BUSINESS DEVELOPMENT (SBD)

Helps develop its target picture and implement strategic measures of medium-to-long-term focus

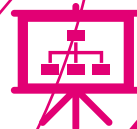Strategy and Business Development Expert

Board Support Expert

Customer Satisfaction Expert

Board & Projects Support

Strategy team
creates **fact-based analytical recommendations** to senior management on topics influencing DTSE's entities in Germany, Czech Republic, Romania and Slovakia.

Board support
is responsible for the **efficient organization of Management Board meetings**, which is DTSE's decision-making body on strategic topics.

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FEE: ERP TRANSFORMATION

Technology Infrastructure

ERP Project Services

ERP CoE Automation

Group Lead

of ERP Transformation

Responsible for network & IT workplace management, IT equipment & systems setup and operation, IT Service Desk administration, SW licence management, fixed and mobile Telco services management, Roles & Authorizations management, ERP Project management, SAP consultancy.

HR Department

Taking care of employee's journey in the company

HR Business Partner

HR Director

HR Business Partner

HR Generalist

HR Projects Manager

HR Specialist

Care of potential employees
communication with **candidates**, conduction of **interviews**, building **hiring strategies**, **talent acquisition** through social sites, **employer branding** and presenting our company externally

Care of our employees
providing an adaptation plan, helping with all **work-related topics**, conducting **learning and training** activities and personal development, taking care of the **payroll process** and cooperating with the **international HR team** on the different kinds of projects
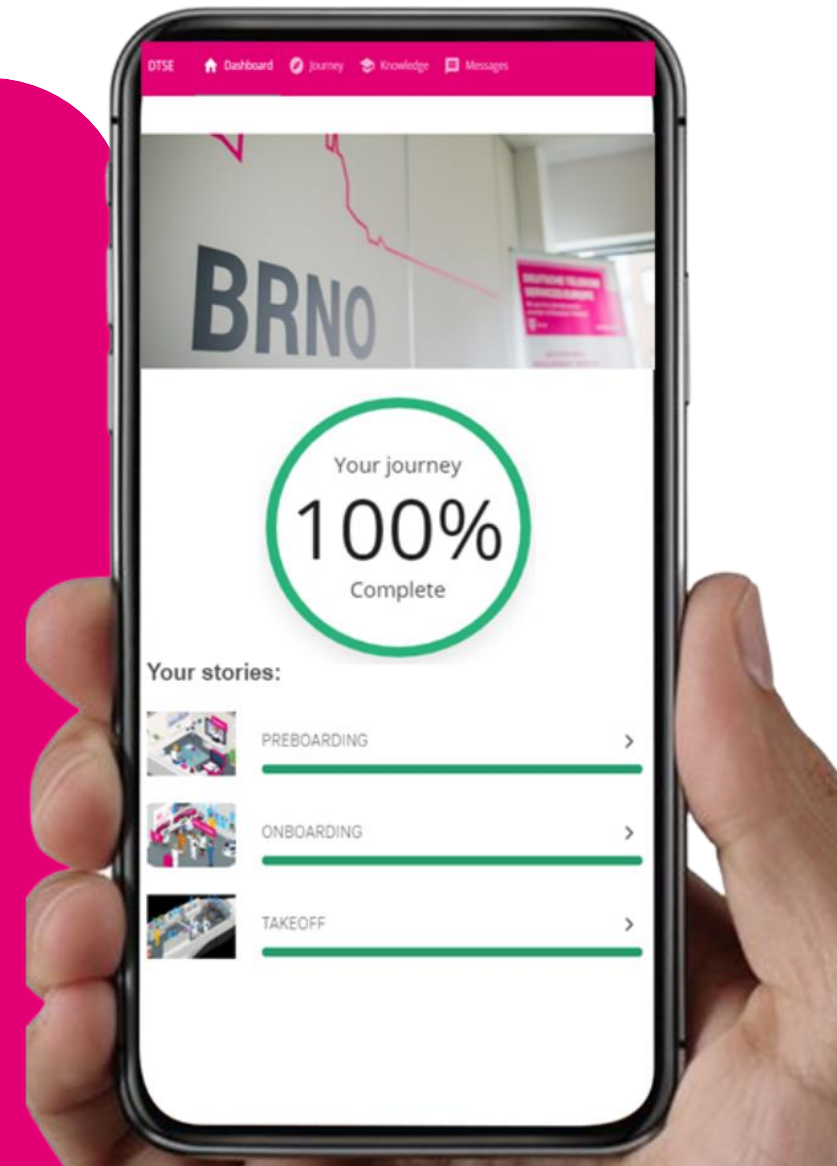
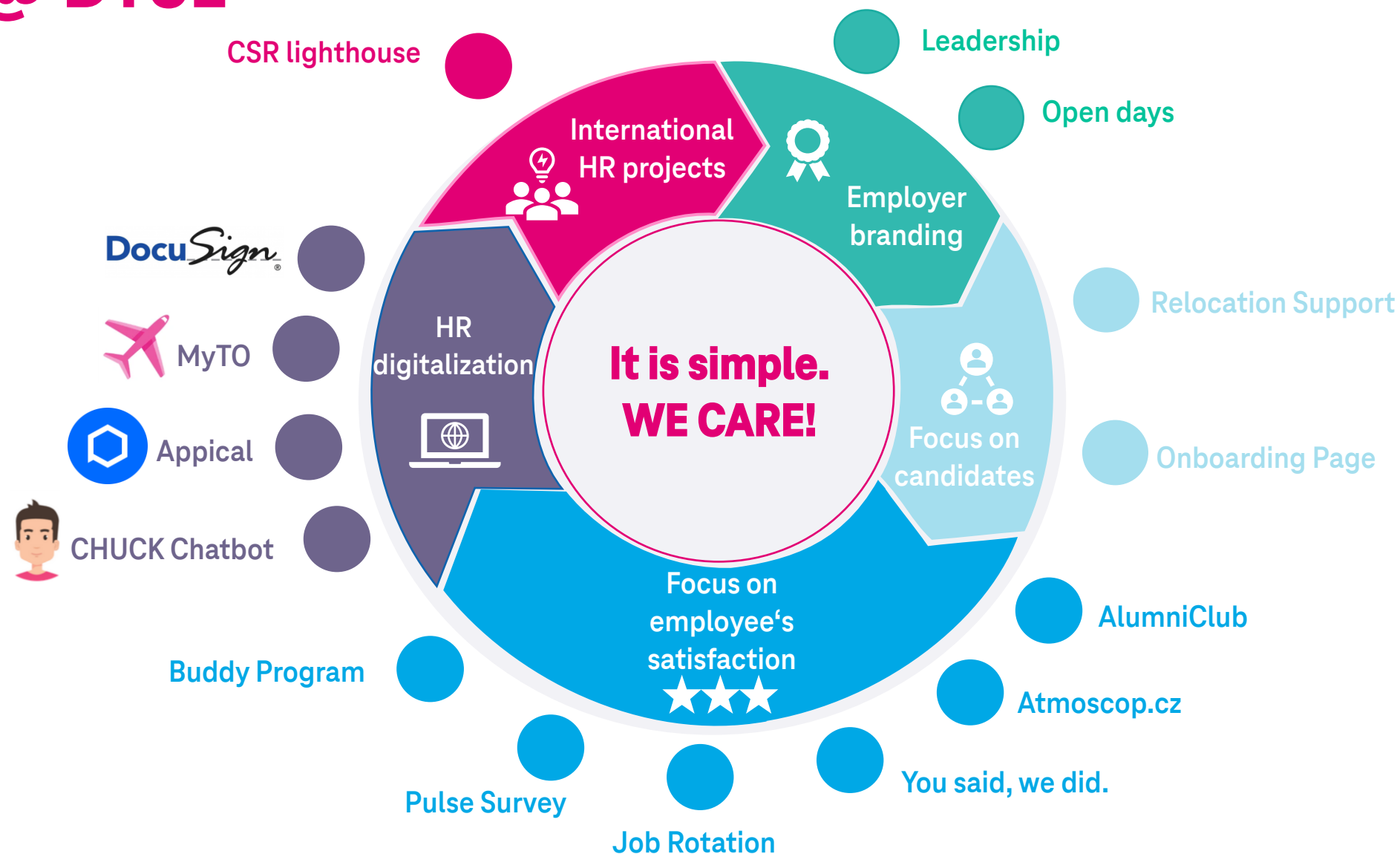# CAREER AND PERSONAL DEVELOPMENT

ONBOARDING TOOL APPICAL

- our location in Brno
- our culture
- guiding principles
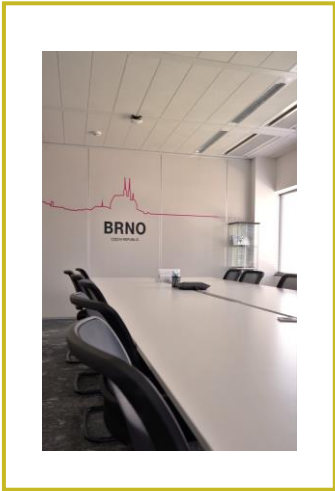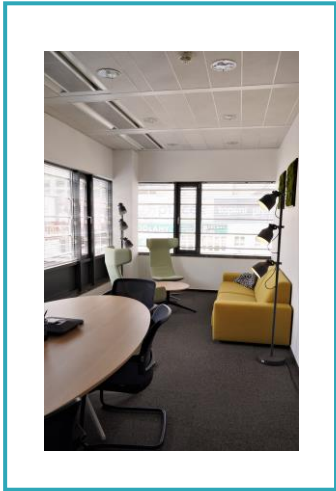- personal & career development

3 phases:

- **Preboarding** (before the start at DTSE CZ)
- **Onboarding** (**now** until the end of the 1st month)
- **Take off** (2nd month until the end of probation period)

HR @ DTSE

CSR lighthouse

Leadership

Open days

International HR projects

Employer branding

DocuSign

Relocation Support

HR digitalization

It is simple.
WE CARE!

MyTO

Focus on candidates

Onboarding Page

Appical

CHUCK Chatbot

AlumniClub

Focus on employee's satisfaction
★★★

Atmoscop.cz

Buddy Program

You said, we did.

Pulse Survey

Job Rotation

DTSE CZ OFFICE

NEWLY RENOVATED AND READY TO WELCOME EVERYONE!

OUR HOME