

DEUTSCHE TELEKOM
SERVICES EUROPE
CZECH REPUBLIC



COMPANY PRESENTATION OVERVIEW

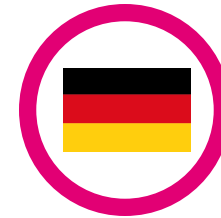
- 01 Deutsche Telekom Group**
- 02 Deutsche Telekom Services Europe**
- 03 Deutsche Telekom Services Europe CZ**
- 04 Our Departments and Teams**



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

€ 111.9 bn Revenue
€ 40.5 bn Adjusted EBITDA
€ 16.1 bn Free Cash-Flow

205 000
Employees worldwide

Present in > 50 countries

Germany, Europe and the USA: with own infrastructure
T-Systems: global presence & alliances via partners

≈ 252 mn mobile customers
≈ 25 mn fixed-network lines
≈ 22 mn broadband lines
≈ 8 mn TV customers

Source: Annual Report 2023

COMPANY PRESENTATION OVERVIEW


01 Deutsche Telekom Group

02 Deutsche Telekom Services Europe

03 Deutsche Telekom Services Europe CZ

04 Our Departments and Teams





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

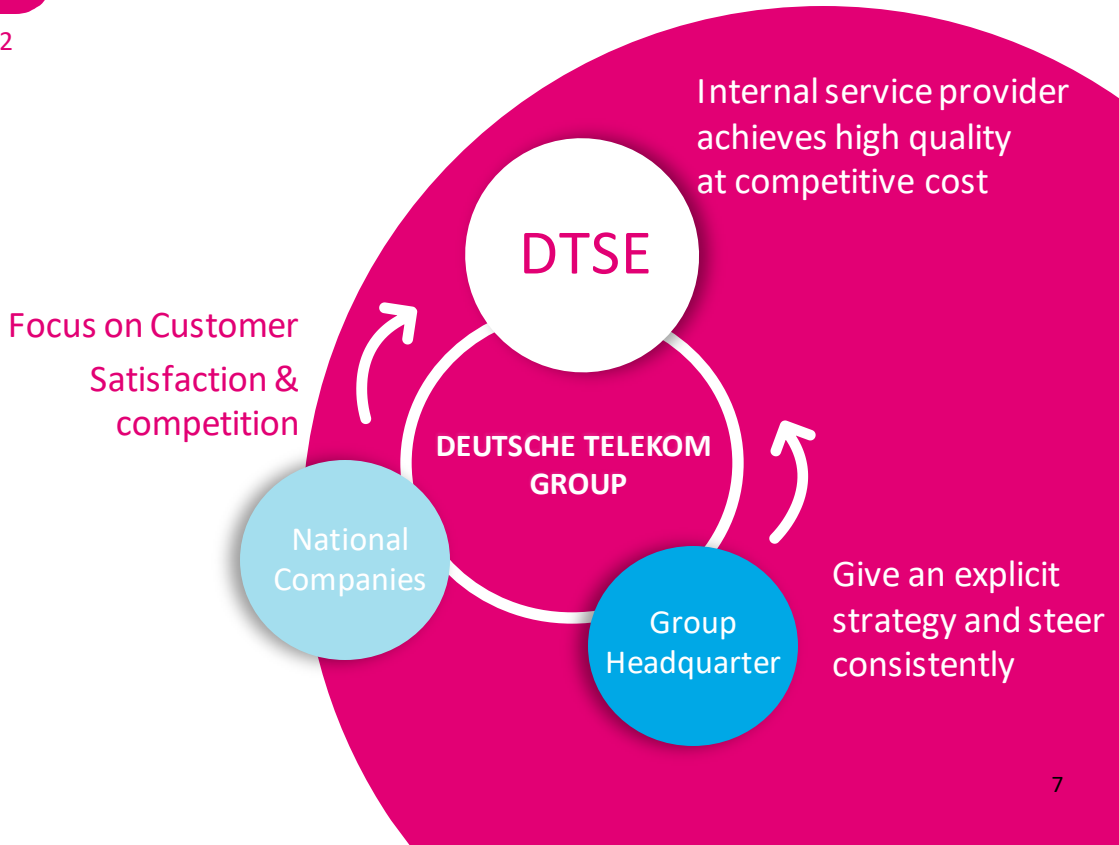
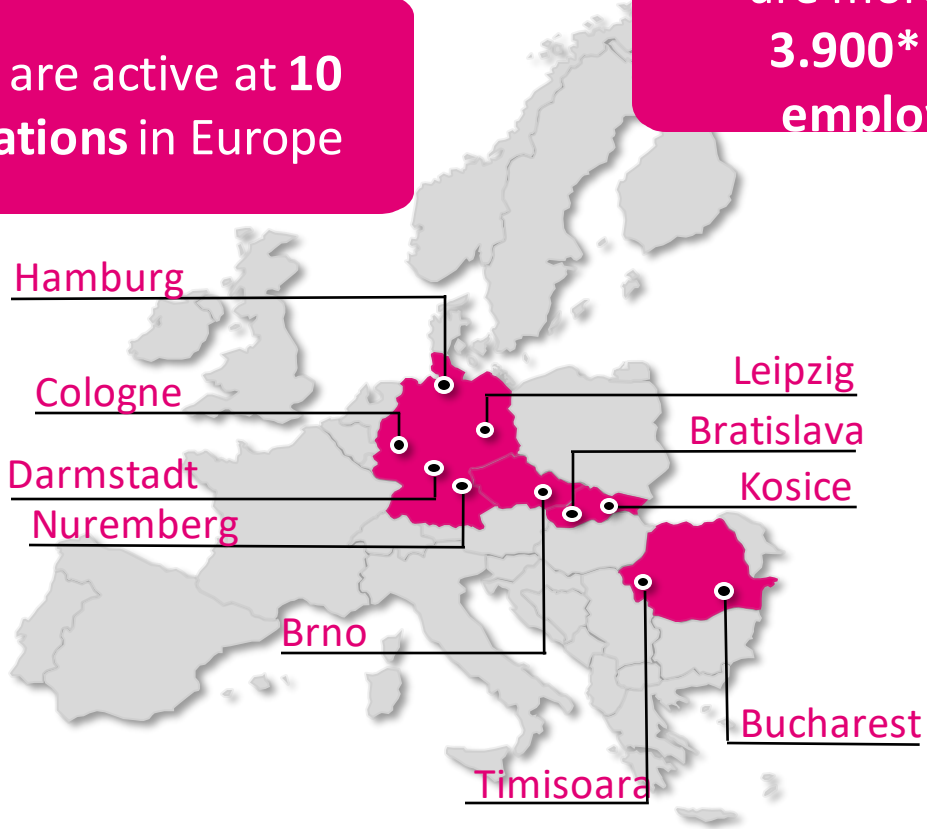


DEUTSCHE TELEKOM SERVICE EUROPE

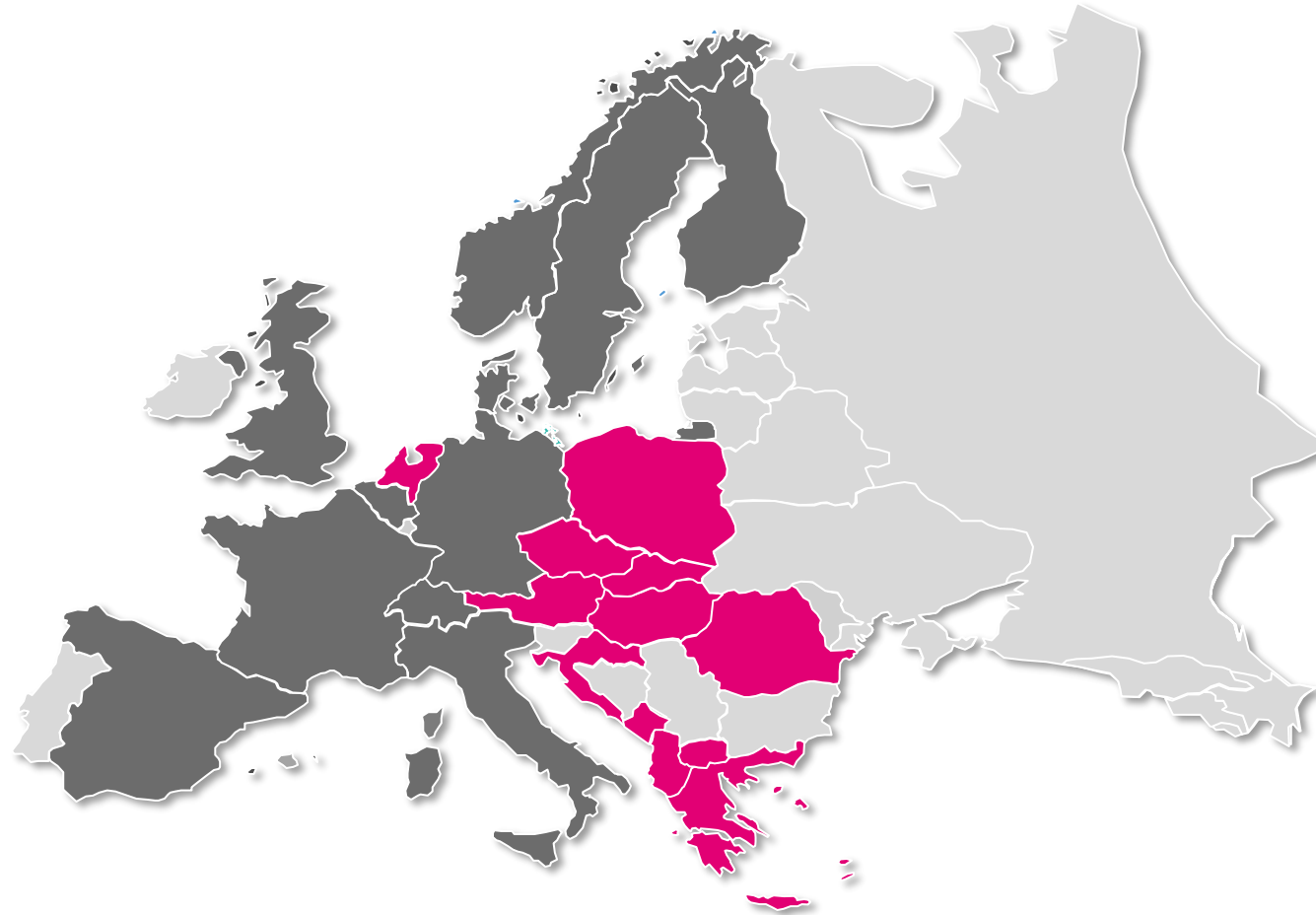
We are active at **10 locations** in Europe



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













*as of 12.2022



DEUTSCHE TELEKOM SERVICE EUROPE



 National Companies and T-Systems Units
 T-Systems Units

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

OUR STRATEGY



OUR MANAGEMENT



Guillaume Maisondieu

Chairman of DTSE SE



Anne Scholl-Seimetz

Board Member Finance



Nicholas Hölting

Board Member HR



Strategy & Business Development

Jakob Poggensee



Plan-to-Execute

Jürgen Wittland



Design Authorities

Daniel Wenzel



Hire-to-Retire

Matthias Maschke



Customer Finance

Andreas Holtmann



Procure-to-Pay

Peter Tasev



Customer Finance

Sylvia Brenner



Finance Operations & IT Steering

Andrea Gathmann-Stokal



Enterprise Data Management

Hans-Jörg Glaß



Technology & Digitalization

Benjamin Oberste-Berghaus



Comm. Portal & Interaction Services

André Dybek



Compliance Services & ICS

Thomas Röhrig



ERP Transformation

Elke Bilda



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 Romania

Martina Welslau



DTSE Czech Republic & Slovakia

Marek Rešovský

COMPANY PRESENTATION OVERVIEW

- 01 Deutsche Telekom Group
- 02 Deutsche Telekom Services Europe
- 03 Deutsche Telekom Services Europe CZ
- 04 Our Departments and Teams




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”

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

A map of Europe with three callout boxes. The box 'Engaging employees' is positioned over Central Europe. The box 'Growing with innovations' is positioned over Western Europe. The box 'Improving competitiveness' is positioned over Eastern Europe. The city of Brno is marked with a red dot and labeled 'BRNO' in the Central European region.

Engaging employees

Design dialogue and collaboration,
superior branding and label market
reputation

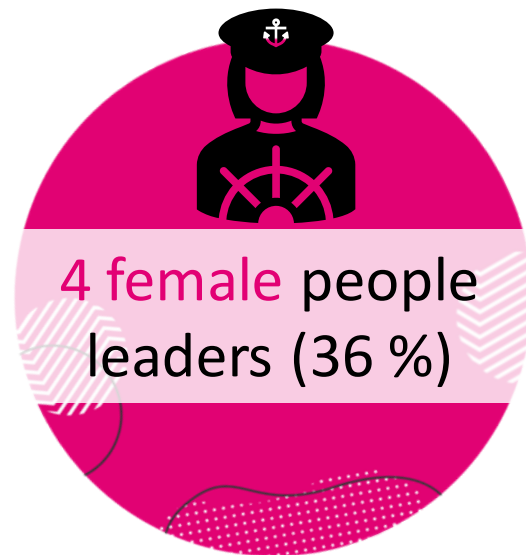
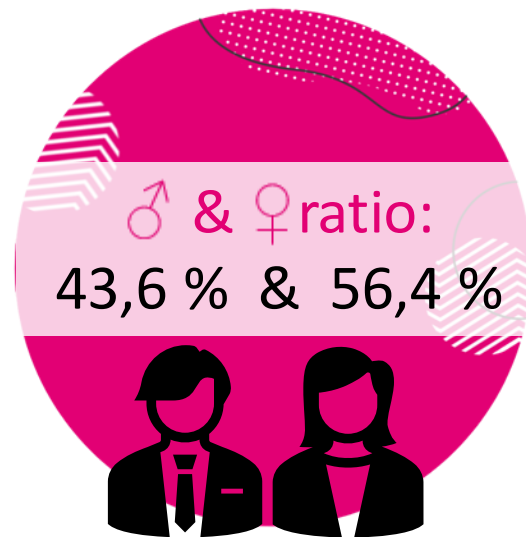
Growing with innovations

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

DTSE CZ IN FIGURES



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



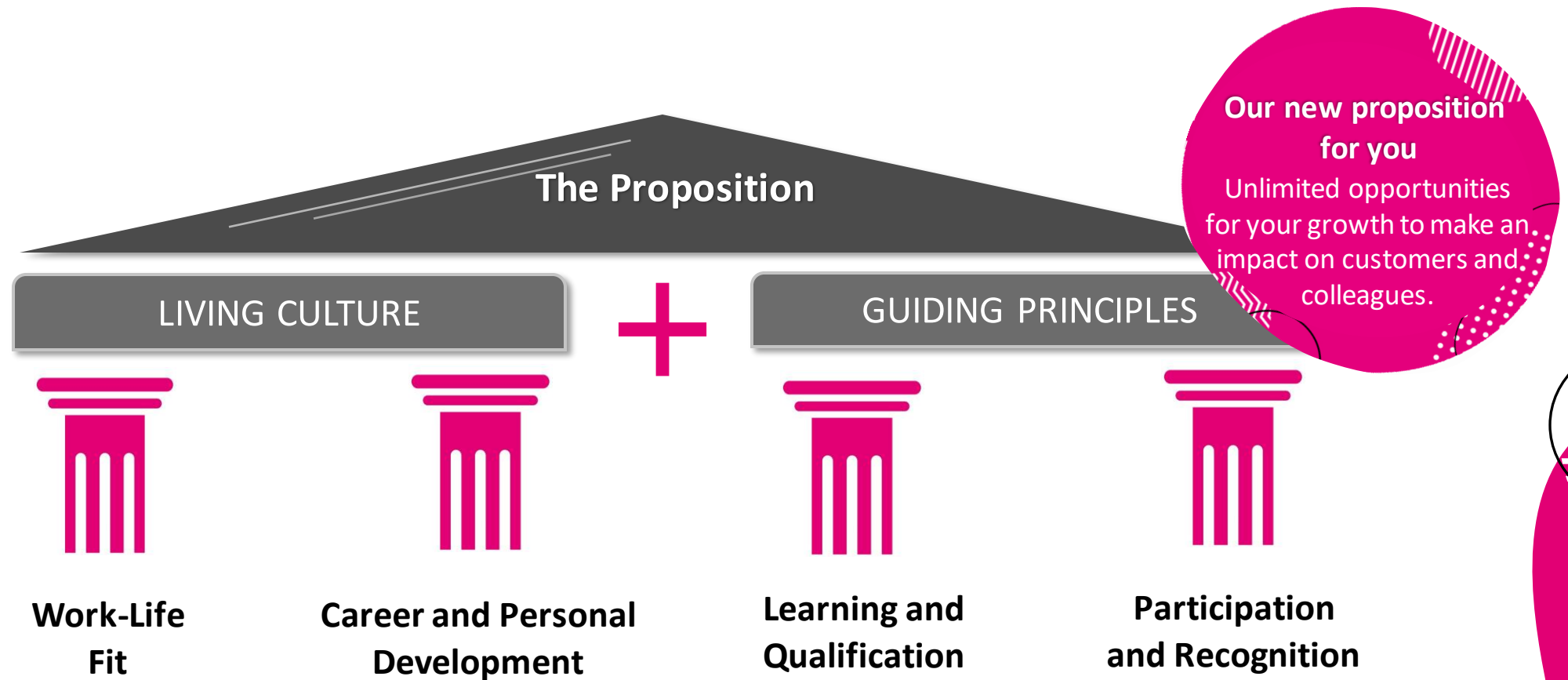
We are proud to be T. We act with passion, responsibility and commitment – trust means everything to us.

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



WORK – LIFE FIT

Flexible
Working Hours

Employee
Assistance
Program

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



ACCA

CAREER AND PERSONAL DEVELOPMENT

INTERNSHIPS



JOB ROTATION



PEER-2-PEER
TRAINING



AMBASSADOR
PROGRAM

BRING YOUR
OWN PROJECT



CAREER PATH



DIGI
COMMUNITY



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

COMPANY PRESENTATION OVERVIEW

- 01 Deutsche Telekom Group
- 02 Deutsche Telekom Services Europe
- 03 Deutsche Telekom Services Europe CZ
- 04 Our Departments and Teams



PTP ACCOUNTS PAYABLE



Financial, administrative and clerical support



Assistance with month-end closing procedure



**Acting TL
Accounts Payable**

Aida Ahmetbašić



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.

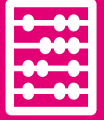


Processing of the 2nd level in the area of **intercompany invoice**

- 1 team
- 9 members
- 4 nationalities
- 37 average age



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**

**Michaela
Poperníková**

- 👤 2 teams
- 👤 18 members
- 👤 6 nationalities
- 👤 39 average age



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



Data Analytics



AI Shared Services



Digitalization Projects



**Digitalization
Group Lead**

Ondřej Hora







PTP Process Manager /
Digitalization Projects &
Data Analytics Coordinator
Mauro Annaccarato



Senior Data Scientist /
AI Projects Coordinator
Štefan Kosztlányi



-  1 team
-  10 members
-  4 nationalities
-  38 average age



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



Ensures consistent application of accounting policies and compliance with accounting directives



Prepares single-entity financial statement consolidated entities



Head of IFRS
Financial Closing

Marek Makki



AAA Team Lead
Mária Lamb



AGL Team Lead
Edyta Ptáček



AAO Supervisor
Artur Sayed



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.



- 1 team
- 55 members
- 10 nationalities
- 36 average age



CSI



"We serve our colleagues, and you are welcome to reach us for any compliance, privacy or security issue if needed!"



Data Privacy and Security Officer
Jakub Mišinger



ICS Manager
Markéta Janzová



Contract Manager & Compliance Officer
Adam Mikulčík



Data Privacy Expert
Jakub Voříšek



-  1 team
-  4 members
-  35 average age



Contract Management

Managing contract life cycles, including drafting, negotiation, and policy development.

Compliance

Ensuring and promoting compliance with external regulations, internal policies, guiding employees, and investigating non-compliance issues.

Data Privacy

Managing data privacy policies, training staff, conducting compliance audits, and investigating irregularities to ensure company-wide adherence to data protection and regulatory requirements.

Security

Ensuring compliance, identifying risks, managing security incidents, and providing employee training for enhanced security measures.



COMMUNICATION TEAM



Responsible for the internal and external communication



Internal Communication
& Events
Oumaima Boussouab



External Communication
& CSR
Markéta Tichavská



- 👤 1 team
- 👤 2 members
- 👤 2 nationalities
- 👤 32 average age



Communication: Internal & External Communication, Brand Management, CSR, Health Activities and Events.



STRATEGY AND BUSINESS DEVELOPMENT (SBD)



Helps develop DTSE's target picture and implement strategic measures of medium-to-long-term focus



Team Lead of SBD Team

Michael Vandenberghe



Business Development Analyst
Lucia Štefaňáková



Board Support Expert
Soňa Nesnídalová



Customer Satisfaction Expert
Martin Bachroň



Strategy and Business Development Expert
Danial Hasan



- 👤 1 team
- 👤 4 members
- 👤 4 nationalities
- 👤 37 average age



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.

Business development

is responsible for the **customer management of EU Segment**.

FEE: ERP TRANSFORMATION



Technology Infrastructure



ERP Project Services

- 👤 1 team
- 👤 8 members
- 👤 3 nationalities
- 👤 39 average age



**Group Lead of
ERP
Transformation**

Milan Kačmář

Responsible for **network & IT workplace** lifecycle, **IT equipment & systems** setup and operation, **IT Service Desk, SW licenses, fixed and mobile Telco services** management

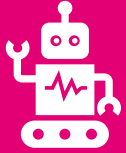
Roles & Authorizations management,
ERP Transformation projects management
SAP S/4 Hana and **SAP BTP** projects



FEE TDM CZ



Digital process management



Smart automation



TEPOS - Technology Infrastructure



Team Lead of
TDM CZ team

Emese Gajdošik

- 3 teams
- 13 members
- 5 nationalities
- 33 average age



Digital process management team works to discover optimization potential, improvement possibilities using process mining offered via Celonis.

Smart automation team builds smart robots which are automatizing manual repetitive tasks. Team members are focusing on maintenance of already built Bots and intelligent document processing.

Technology Infrastructure team member is responsible for network and IT infrastructure management.



HR Department



Taking care of employee's journey in the company



Senior HR Business Partner
Petra Hančová



HR Director

Pavel Jireček



HR Business Partner
Eva Kočalková



HR Generalist
Kateřina Malcová



HR Specialist
Nikola Danišová

- 👤 1 team
- 👤 5 members
- 👤 39 average age

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



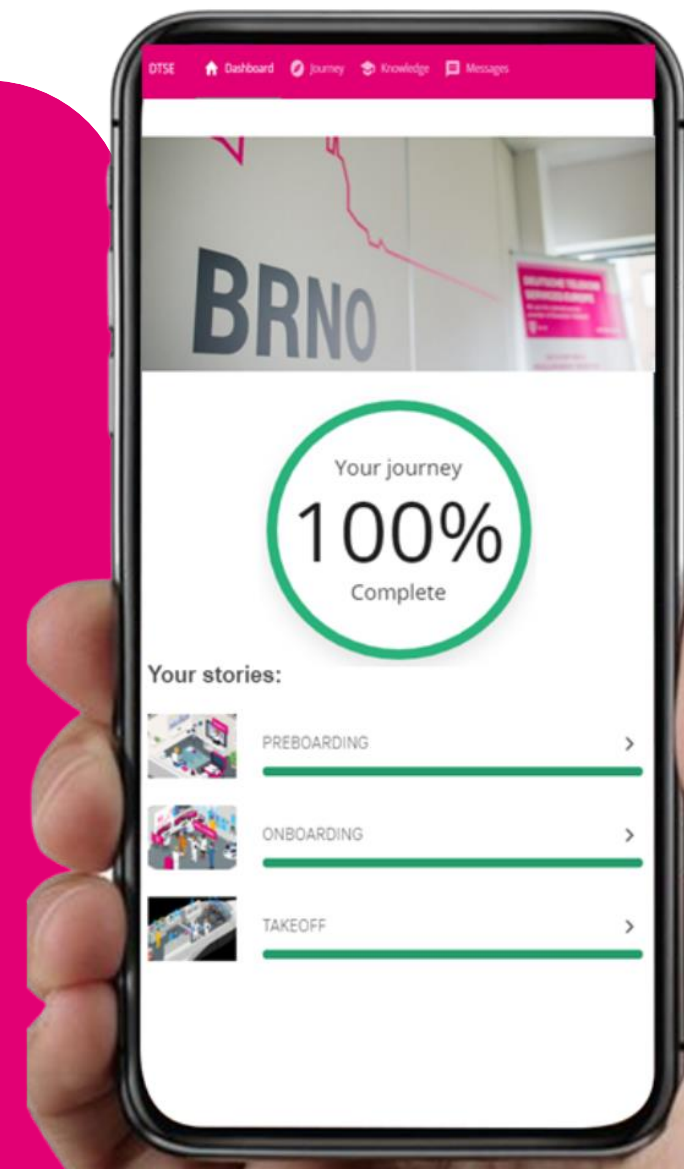
CAREER AND PERSONAL DEVELOPMENT

ONBOARDING TOOL APPICAL

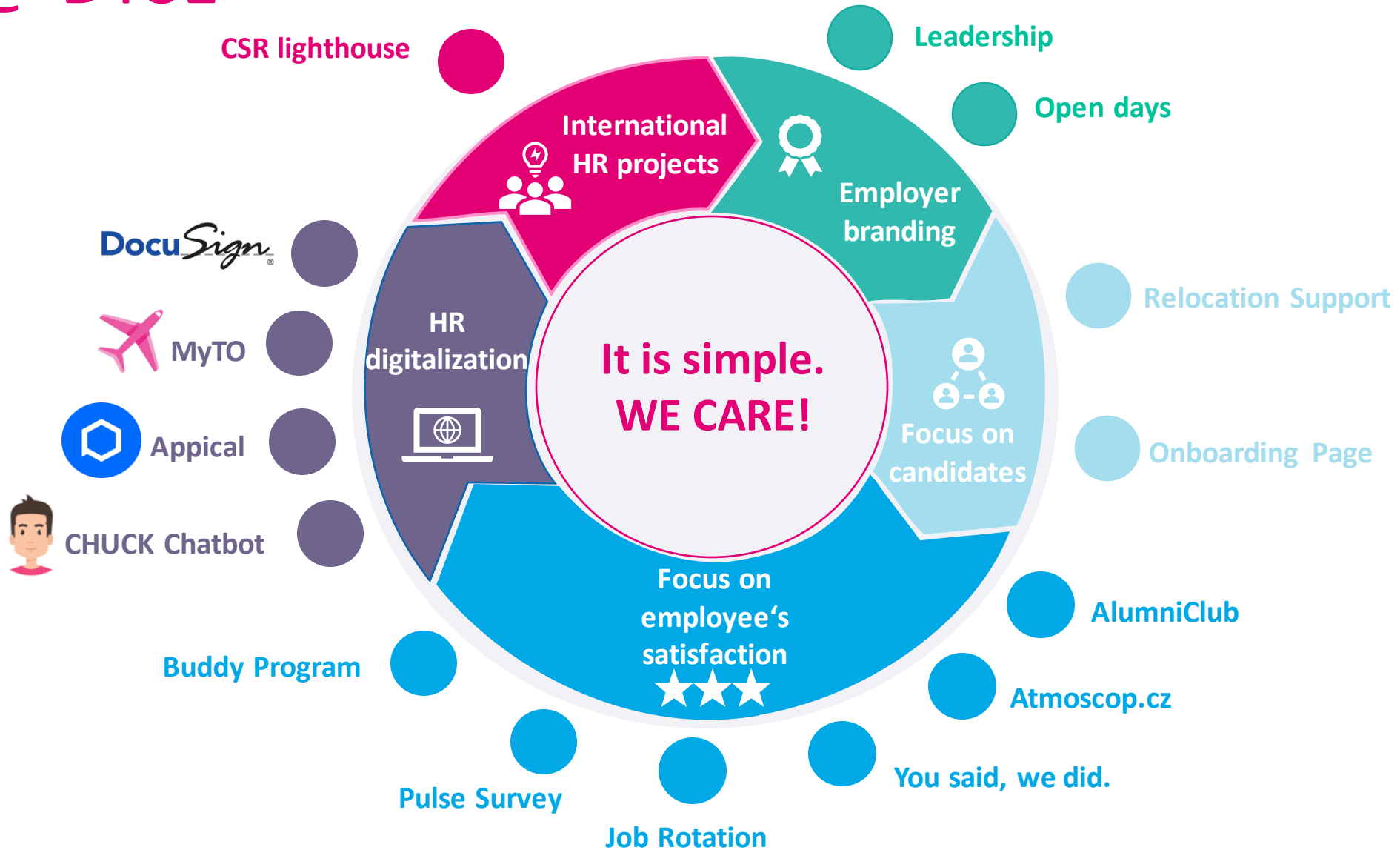


3 phases:

- **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)

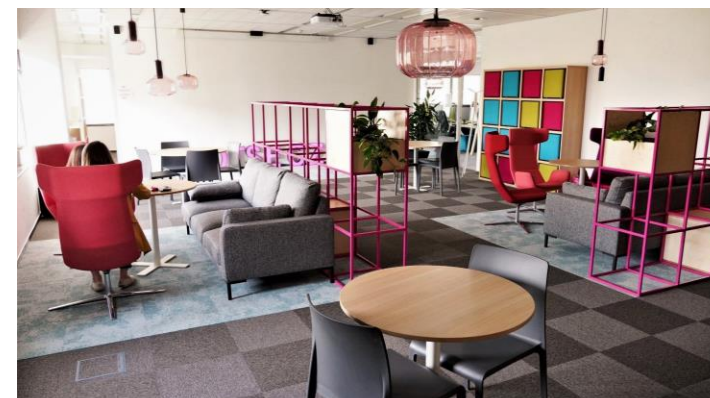
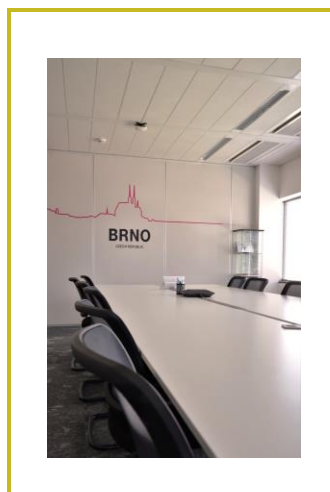
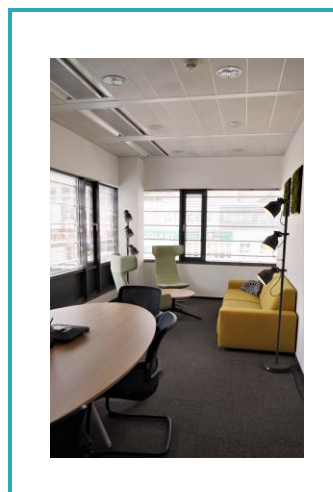


HR @ DTSE



DTSE CZ OFFICE

NEWLY RENOVATED
AND READY TO
WELCOME
EVERYONE!



OUR HOME

