

# Corporate Responsibility Report 2007



# Table of Contents

■ Address of Chairman of the Board of Directors and President/CEO of Slovak Telekom, a. s.	2
■ About Slovak Telekom, a. s.	4
■ Strategy of corporate social responsibility	7
■ Ethical Codes	8
■ Content and implementation of corporate social responsibility; prospects in individual areas	10
Our responsibility towards customers	
Our responsibility towards suppliers and partners	
Our responsibility towards employees	
Our responsibility towards the community	
Our responsibility towards the environment	
■ Annex	24
■ Contact data	29

# Address of Chairman of the Board of Directors and President/CEO of Slovak Telekom



Ladies and Gentlemen,

I am very glad that I may present you a Report on responsible acting in our business activities and on corporate social responsibility of Slovak Telekom. Though issuing reports on corporate social responsibility is not obligatory by law, the existence of the Report tells all the more about company's responsible behaviour in the community, where it operates. Corporate social responsibility topic is echoed among Slovak companies for a relatively short period of time, nevertheless, I am glad that we were at the birth of these ideas and have the ambition to further contribute to a formation of responsible behaviour of companies in Slovakia. We feel responsible not only for the quality of products and services we offer, but also for the quality of life within the community, in which we operate.

Already since the last year the companies operating on the Slovak market have been preparing themselves for the Euro Changeover, intensifying their preparation in this year. This significant event will verify to a great extent their basic ethic principles of behaviour in relation to the customers. My company fully endorses the Code of Conduct for Euro Changeover, which we signed already last year as the first company from the telecommunications sector. We wanted to send a signal to our customers that we take preparations for the introduction of EURO responsibly, whereas the expenses of this process will not be reflected in our prices – and we will not increase prices unreasonably.

Our strategy for corporate social responsibility is to achieve that our help is systemic, targeted, transparent, and efficient. Teachers, pupils, and students – those are vehicles of knowledge economy and also of the future – and the centre of our attention, as well as the general public – consumers of new forms of art, cultural values, and of new information.

The most important strategic decision concerning our corporate philanthropy in 2007 was the establishment of the Endowment Fund of Slovak Telekom, the aim of which is to help people who are health-, socially or otherwise disadvantaged. Via the Endowment Fund, we want to help there where the info-communication technologies may enhance quality of life – we simply want to open the world of information to all. The Endowment Fund provides grants to organisations within the announced grant rounds and financially supports also individual applicants. Distribution of the support is transparent and is regulated pursuant to conditions and rules announced in advance. The winners of grant rounds are selected by an independent committee composed of experts in that particular grant area. Thanks to the Endowment Fund, last year we could help to overcome difficult life situations of many individuals and we also supported interesting projects of numerous organisations.

It was my great pleasure to hear the last year announcement of “Top Corporate Philanthropists 2007” – the ranking of the most generous donors in the Slovak Republic, which was prepared by the Donors' Forum. Slovak Telekom was ranked third in category of non-financial gifts. This category expresses namely the value of work in a form of volunteering activities executed by the employees of my company for charitable purposes. Volunteering requires much more of personal commitment, enthusiasm, energy, and many times also self-sacrifice from the part of the Company employees than any other form of support. This wonderful award confirms that the idea of corporate volunteering and readiness to help in one's own leisure time is ever more deeply established with our employees. Thus we together implement one of the main ideas of philanthropy – responsibility of the strong is to help the weak.

Ladies and Gentlemen, in the 2007 report on responsible acting in business activities you will find many more interesting details on what corporate social responsibility means for Slovak Telekom. I will be very glad if our responsibility becomes inspiration for other companies. Since the more responsible companies are there, the higher quality of life will.



Miroslav Majoroš  
Chairman of the Board of Directors and President/CEO

# About Slovak Telekom, a. s.

Slovak Telekom, a. s., (hereinafter Slovak Telekom) is a multimedia operator with many years' history and experience and international expertise, bringing innovative technology trends to Slovak telecommunications market. The Company owns and operates a telecommunications network which covers the entire territory of the Slovak Republic.

Under T-Com brand, it provides national and international voice services and a wide portfolio of modern data services, and it is also the largest provider of 4G broadband internet. As the first operator in Slovakia, it offered the Triple Play Magio service combining digital television, internet, and telephony.

The Company operates one of the largest next generation networks (NGN) enabling the use of voice and data services on one common IP platform. In order to be able to provide Slovakia's citizens with new and more convenient services, the Company has made huge investments in extension of its optical infrastructure. Customer orientation of the company is reflected in high TRI\*M index score (customer satisfaction index). In 2007, Slovak Telekom reached 75 points, thus positioning the Company among the top of European operators.

The Company is part of the multinational Deutsche Telekom Group (Frankfurt, Amtlicher Handel: DTE/NYSE: DT).

Deutsche Telekom AG is the majority shareholder of Slovak Telekom with a 51 % stake. The Slovak Republic, represented by the Ministry of Economy, is the owner of 34 % of shares and the National Property Fund of the Slovak Republic holds 15 % of shares.

Affiliation to the Deutsche Telekom Group is represented by the magenta "T", which is one of the strongest brands in the global telecommunications market and stands for top-quality modern telecommunications services in almost 30 countries around the world.

Slovak Telekom, a. s., owns 100 % of the shares of T-Mobile Slovensko, a. s. which provides a wide portfolio of mobile communication services.

Slovak Telekom is a holding type company composed - except the parent company Slovak Telekom, a. s., - of these subsidiary companies: T-Mobile Slovensko, a. s., Tower Slovakia, s. r. o. v likvidácii (until 24. October 2007 business name RK Tower, s. r. o. ), Zoznam, s.r.o., Zoznam Mobile, s.r.o., TBDS, a. s. (until 5 October 2007), and Telekom Sec, s.r.o. and Institute of NGN. Branches Slovak Telekom, a. s. Rádiokomunikácie, o. z. (until 25 October 2007) and Slovak Telekom, a. s., Call Services, o. z. (until 31 October 2007) were integral parts of Slovak Telekom, a. s

## Principal business activities of the Company:

- transmission, broadcasting, and reception of radio, television, and other communication signals for statutory operators and operators holding relevant licences,
- provision of telecommunications and radio-communication services against payment (transmission, processing, creation, and mediation of information) for individuals and legal entities,
- establishment, operation, construction, maintenance, and servicing of telecommunications facilities, networks, and information technologies owned by other entities under concluded contracts,
- preparation and updating of information databases for information systems in the telecommunications sector,
- publishing, distribution, and sale of directories of subscribers of individual telecommunications services on various media,
- connection of a specific part of the public telecommunications network to the international telecommunications network, concluding of international agreements in telecommunications related to the business activities of Slovak Telekom, a. s., and proposing prices and tariffs for national and international services, including billing and clearing thereof.

## Executive Management Board of Slovak Telekom



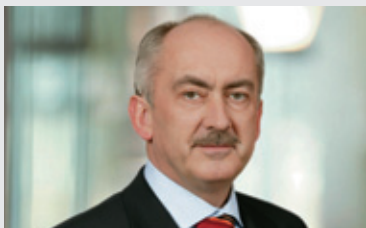
**Ing. Miroslav Majoroš**

Chairman of the Board of Directors and President/CEO



**Szabolcs Gáborjáni-Szabó, CFA**

Senior Executive Vice-President for Finance – CFO



**Dipl. Ing. Rüdiger J. Schulz**

Senior Executive Vice-President for Sales and Operating Activities – COO



**PhDr. Anna Hudáková**

Executive Vice-President of Human Resources – CHRO



**Ing. Pavol Kukura, PhD.**

Executive Vice-President for Strategy and Regulatory Affairs – CSRO

## Fixed line business overview for 2007

Revenues: SKK 15.521 billion

Operating costs without depreciation: SKK 6.031 billion

EBITDA (earnings before interests, tax, depreciation and amortisation): SKK 9.490 billion

Depreciation: SKK 5.443 billion

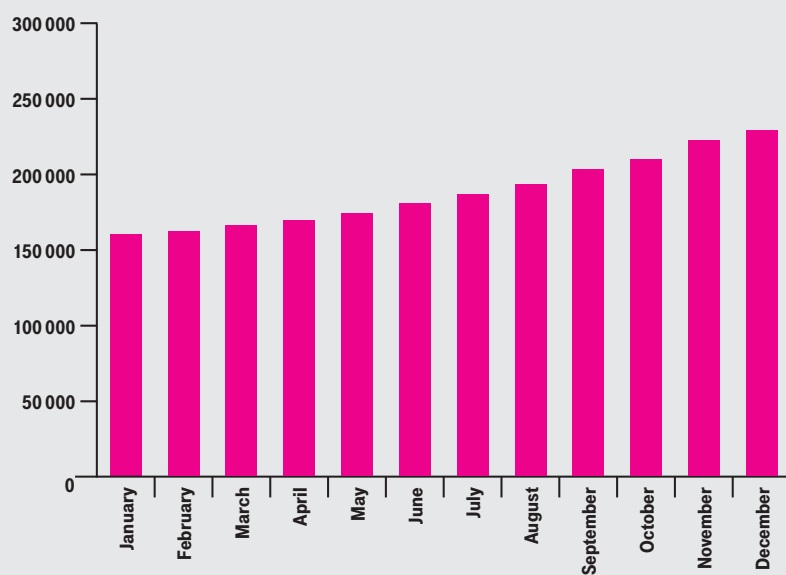
EBIT: SKK 4.047 billion

Net income: SKK 3.812 billion

Operating free cash flow: SKK 4.477 billion

Number of 4G Internet users: 250 000

### Total number of 4G Internet users



Source: T-Com

# Social Responsibility Strategy of our Company

Slovak Telekom finds social responsibility to be an important part of its business philosophy; therefore it reflects it in all units, actions and activities. We feel responsible not only for the quality of our products and services but also for the quality of life in the community in which we operate. We respond to the confidence given to us by the customers and we want people all over Slovakia feel it too.

Slovak Telekom has been a member of the Business Leaders Forum and the Corporate Donor Club (Klub firemných darcov) for a long time. Their objective is education and development in the field of social responsibility, creation of higher ethical standards in business activities or redounding to sustainable development. As a member of these associations we propagate principles of socially responsible behaviour – doing business so that a wide group of people can enjoy benefits of the processes and results thereof. Thanks to the membership we also get an opportunity for mutual exchange of experience in this area, along with a view from the segment of non-governmental organizations, regular and independent expert assessment of activities of CSR (Corporate Social Responsibility) and their efficiency for the Company.

Slovak Telekom takes the initiative in the application of ethical principles in its every-day activities. We concentrate the Social Responsibility Strategy of our Company on the following areas:

- Responsibility towards customers
- Responsibility towards suppliers and partners
- Responsibility towards employees
- Responsibility towards community
- Responsibility towards environment

As for customers, we strive to be perceived as a reliable and innovative partner with affordable prices. As one of the biggest customers and clients we accentuate transparency of choice of our suppliers.

We endeavour to create such working conditions and corporate culture for employees of our Company that the Company is an attractive employer for qualified and competent employees. In line with environmental objectives of the Deutsche Telekom Group whose member is our Company, we approach also protection of the environment very actively.

The strategy of Slovak Telekom in the field of social responsibility is focused, on a long-term basis, on systematic, specific, transparent and efficient support of areas that have often been neglected in the past.

Therefore, we concentrate our aid on citizens with health, social or other handicaps, primarily in their integration in the society through IT technology. That was the objective with which we established Endowment Found of Slovak Telekom together with the Intenda Foundation in September 2007. Endowment Found of Slovak Telekom is a new philanthropic concept through which we want to help more efficiently in areas in which the access to information via modern communications technology will improve the quality of life.

As the telecommunications leader that brings to Slovak citizens a modern life-style, through realization of our strategy we offer our hand to those who need to hold it.



# Business Ethical Codes of Slovak Telekom

## Employee Code of Conduct

For several years, employees of the Slovak Telekom Group have been following the Employee Code of Conduct in their work, a basic document which shapes the corporate culture. It is based on corporate values defined, which every employee is obliged to follow and live by.

Companies of the Slovak Telekom Group, together with the parent company Deutsche Telekom AG, have created a new corporate culture and system of corporate values – T - Spirit. The Code of Conduct is thus considered a key document laying down the rules of behaviour for employees, both internally between one another, and externally towards external partners.

The underlying principles for decision-making for both managers and employees of Slovak Telekom, a. s. are morals, ethics, legal standards and corporate values. Superior value and fair approach to customer needs and wishes is the priority for employees. The goal of the Code of Conduct is strengthening the image of the Slovak Telekom Group as a trustworthy partner.

The Code of Conduct also utilises an efficient controlling tool – the Ethics line. The Ethics line is available to all employees and external partners, to present their comments (via telephone, mail or e-mail) on adherence to Slovak Telekom Group business principles and employee behaviour and so to help the Group move forward in accomplishing its vision and mission.

Accepting the Code of Conduct is how employees express their loyalty towards the firm, and through behaviour in line with corporate values they strengthen their personal and corporate social responsibility.

In our operations, we obey the internationally acknowledged principles of the Sarbanes-Oxley Act which focus on a transparent model of the Corporate Governance, Employee Code of Conduct, effective internal controlling system and personal responsibility of the Management.



## Code of Conduct of Introduction of the Euro Currency

In August last year, Slovak Telekom signed the Code of Conduct of the introduction of Euro currency as the first company in the telecommunications sector. By having signed the Code, we have undertaken the obligation to implement the new currency without any unreasonable variations and adjustments of product and service prices

Original document of Code of Conduct of Introduction of the Euro Currency:

### Etický kódex pre zavádzanie eura

Zavedenie eura na Slovensku spôsobí zmeny, na ktoré je potrebné sa pripraviť. Pre úspešný prechod je nutné vytvoriť u verejných inštitúcií, podnikateľov i spotrebiteľov pocit dôvery a dostatočnej informovanosti. K tomuto účelu chce prispieť aj *Etický kódex pre zavádzanie eura* vytvorený v spolupráci splnomocnenca vlády pre zavedenie eura v SR a Podnikateľskej aliancie Slovenska.

My, – signatári tohto kódexu, realizujúci svoje aktivity na území Slovenskej republiky, prehlasujeme že:

- si vážime pravdivosť, čestnosť, principiálnosť, rovnosť, transparentnosť a spolupatričnosť;
- dodržiavanie zákonov je pre nás samozrejmosťou;
- si ctíme pravidlá etického správania, ktoré sú pre nás základnými princípmi pri každodennej – či už podnikateľskej alebo inej – činnosti;
- nám záleží na dobrých vzťahoch s verejnosťou, s našimi zákazníkmi a celým naším okolím, pretože si uvedomujeme, že iba v zdravom podnikateľskom prostredí môže byť aj naša činnosť úspešná;
- veríme, že úspešná implementácia meny euro napomôže rýchlejšiemu rastu slovenského hospodárstva a zlepšovaniu konkurencieschopnosti.

Aby sme našim zákazníkom uľahčili ich adaptáciu na euro a orientáciu v novom menovom systéme, zaväzujeme sa, že:

- nezneužijeme proces zavádzania eura na neodôvodnené cenové pohyby našich produktov a služieb, pretože naše ceny sú tvorené na základe dopytu a ponuky;
- budeme pôsobiť smerom k našim dodávateľom i zákazníkom, aby konali rovnako a nevyužívali proces zavádzania eura na neodôvodnené cenové pohyby;
- zavedieme systém duálneho oceňovania tovarov a služieb v čo najkratšom termíne po zverejnení pevného výmenného kurzu Národnou bankou Slovenska;
- prepočty cien z národnej meny na euro budeme vykonávať dôkladne a s maximálnou možnou presnosťou;
- na našich predajných miestach budeme viditeľne zobrazovať oficiálny výmenný kurz;
- vytvoríme možnosti, aby si zákazníci mohli jednoduchým spôsobom porovnať ceny nami ponúkaných produktov a služieb;
- sa zapojíme do neformálnych vzdelávacích aktivít, v ktorých zákazníkom vysvetlíme, aké zmeny ich v súvislosti so zavedením eura čakajú a ktorým aspektom bude treba pri nákupoch venovať zvýšenú pozornosť;
- v našich marketingových materiáloch budeme uvádzať dvojité ceny priamo pri tovaroch a službách, pričom vždy zobrazíme aj konverzný kurz;
- svoje obchodné prevádzky zabezpečíme dostatočným objemom hotovosti v euro, aby sme napomohli čo najhladšiemu priebehu výmeny peňazí počas duálneho obehu.

K uvedenému sa zaväzujeme dobrovoľne s cieľom podporiť eurointegračné procesy Slovenskej republiky vrátane kampane pod heslom *Každý cent sa ráta*.

**Záujemcovia o prihlásenie sa k Etickému kódexu  
pre zavádzanie eura tak môžu urobiť prostredníctvom elektronického  
formulára zverejneného na [www.euro.gov.sk](http://www.euro.gov.sk)**

# Content and implementation of corporate social responsibility

## Our responsibility towards customers – customers satisfaction is foremost

A company doing its business among competitors considers customer satisfaction as one of its priority conditions for business. Slovak Telekom is well aware of this fact and wishes to be perceived by customers as an affordable, reliable and innovative partner. With this customer-oriented attributes we have been extending the network of our sales points known to the customers as T-Centres. T-Centres are located in 62 towns throughout Slovakia. With the aim to simplify our services even more, we have established joint sales points with T-Mobile Slovakia. Last year there were 37 joint sales points offering full service for fixed and mobile lines and by the end of 2008 more than 200 of them should be launched into commercial operation.

T-Centres offer comprehensive portfolio of voice, data and Internet products, services and terminal equipment under one roof. The dominant service, however, is the sale of broad-band internet connection, nowadays available to more than 3.8 million Slovak citizens. In all towns where we offer the comprehensive Magio service, those who are interested may test directly in our T-Centres the advantages of a quality digital television, high-speed Internet and telephone calls via Internet, all in one package. Presentation computers providing high-speed on-line Internet connection.

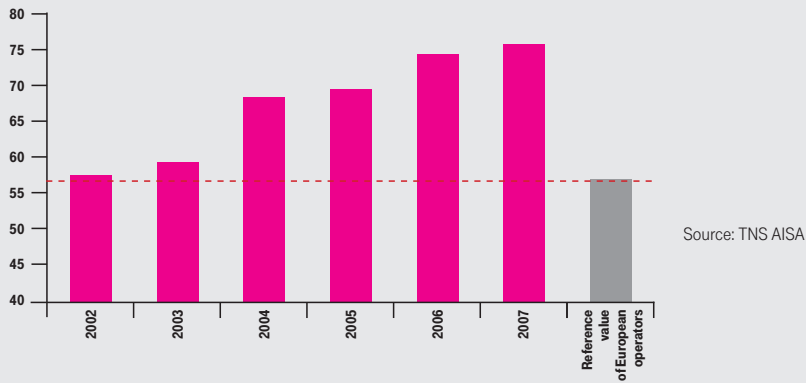
Call centres of Slovak Telekom (till 31 October called Call Services, o.z.) provides customer care services for T-Com brand as its main activity. Call centres focuses its commercial activities mainly on inbound outsourced services (infolines, helpdesks, ordering lines, green lines), outbound outsourced services (active telemarketing) and back office services (processing and recording of requests, correspondence and surveys). Last year these services were offered and provided in fourteen world languages for domestic and foreign clients, especially in banking, insurance, telecommunications, energy, or car industry. In 2007, the call centres may definitely consider as success its almost 62% inter-annual growth of calls to Info Assistant 12 111 services, provided by the DAS Department (Directory & Assistant Services), as well as introduction of new services for plane ticket reservation or accommodation booking. Info Assistant service was awarded the 2007 Best European Service during the "International Directory Assistance Conference & Awards 2007", when it showed the best results in all areas of its use, including service quality, performance management, financial indicators, human resources management, use of technologies and approach to innovation.

Besides increasing service quality in customer care, the commercial call centre achieved also a substantial inter-annual growth in sale of T-Com products. The sale share of high-speed Internet products (VRI, VRI+) in 2007 amounted to 37 % of total sales, the share in total Magio service sale reached 55 % within the total sale, and the share of calling plans accounted for 70 % for residential customers.

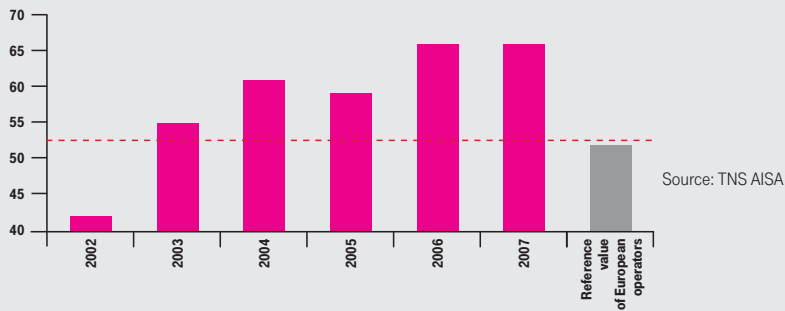
The most important indicator reflecting the quality of work of our employees is the customer's perspective. The numerical expression of customer satisfaction is presented in the so-called TRI\*M index, which is a weighted result of several evaluating questions related to the relationship and attitude of a customer towards the company. All major companies apply the index in various industries worldwide. Last year, the customer satisfaction evaluation for Slovak Telekom, a.s. was carried out by an independent agency TNS AISA in the form of a single survey, in which the company again achieved exceptional success. Within TRI\*M index Slovak Telekom has been showing an increasing trend in the last years. As regards voice services for both residential and corporate customers, the company thus joined the European top in 2007.

Apart from excellent overall TRI\*M index, amounting to 75 points last year, the survey provides also detailed results of satisfaction with individual product attributes. Within household segment the figure was even higher – up to 77 points – and has reached an average level of satisfaction with voice services of mobile operators. Even in case of corporate clients the index value in 2007 significantly exceeded the European average of operators providing fixed voice services. The results of Magio service evaluation brought nice 63 points, which is a value closely above competitors.

**TRI\*M index values development as achieved by Slovak Telekom, a.s., compared to the average value achieved by voice service operators in Europe.**



Customer satisfaction development as regards voice services, household segment



Customer satisfaction development as regards voice services, corporate segment

## Our responsibility towards suppliers and partners

Slovak Telekom with its position, business activities and number of employees is a company that is one of the major customers and purchasers in Slovakia. In this area we focus especially on transparent selection of our suppliers and business partners and we pay attention that our suppliers are certified for their business, maintain rules and norms valid for the European Union and that their business is ethical and in compliance with the laws of the Slovak Republic.

In 2007 Slovak Telekom, a.s. cooperated with 1,371 active suppliers, while preferring a long-term cooperation with reliable partners. Therefore, the level of services and quality of deliveries by suppliers of important commodities are regularly audited.

During public tenders for external procurement of goods and services, as well as for archiving relevant documents, the responsible employees follow internal company guidelines mandatory for all public tenders.

Since October 2006 we have a custom of inviting potential suppliers to participate in electronic public tenders and auctions. The electronic form has enabled us to further increase transparency of procurement, also thanks to which the procurement process has been certified according to ISO 9001:2000 and Sarbannes-Oxley Act (SOX) standards. SOX is obligatory for all companies listed on the New York stock exchange, that is also for Deutsche Telekom AG and its subsidiaries. One of the main SOX requirements asks for establishment of transparent control environment that would prevent manipulation with financial data directed to the capital market.

In case the communication during a public tender includes sensitive information, a contract on protection of confidential information and facts as part of business secret is concluded with the bidders, or they sign a non-disclosure agreement. The details of the bids submitted during selection procedures are subject to trade secret.



## Our responsibility towards employees – Slovak Telekom Is a Attractive Employer

There is no greater challenge for any management of companies and human resources teams than to create corporate culture and conditions that attract qualified and capable employees, motivating and stimulating them to top-quality performance. In creating the corporate culture, the Slovak Telekom company applies a full array of tools to shape corporate culture, from employee recruitment and selection, through remuneration, motivation, development and training, to key employee retention projects, career development planning and the like. Owing to strong market competition, however, we must also continually take into account expenses linked to human resources, i.e., optimal headcount and increased effectiveness of their work. With the efficiency in mind, for several years now, we have been consistently pursuing the strategic goal of employing high quality people who also receive better pays.

In case the company has to cancel a job position, it tries to use the qualification and individual potential of the employees affected by the cancellation. We enable them to apply for other relevant job position in the company and provide them support in re-training and development programmes. We only help the concerned employee to find a job in the external labour market if it is impossible to offer such employee other suitable job position in the company. Our help consists in psychological and legal support of the leaving employees, but the main stress is laid on the above-standard severance payments which are to alleviate the temporary period following the employment termination which is fairly difficult.

At the yearend 2007, the number of Slovak Telekom employees totalled 3,770 of which approximately 60% were men and 40% were women. The average age was just below 39; more than 42% of employees are university graduates, and over 50% of the personnel completed secondary school with school leaving exam. One quarter of the employees have worked in the company for less than 5 years. During 2007, the company hired 789 new employees from outside, and 546 employees left the company. In the final months of the preceding year, operator and assistance services with all their employees were reincorporated into the structure of Slovak Telekom, a.s., and the Call Services, o.z. branch was cancelled. In the course of 2007, the Rádiokomunikácie branch was sold, thus decreasing the headcount by another approximately 300 employees.

### **Employee Development and Remuneration**

During 2007, Slovak Telekom audited its internal remuneration system and policy. In the first third of the year, employee performance assessment was conducted on the company's personnel, within the scope of which all employees were assessed; it was also reflected in the annual pay adjustments. Over the next four months, the Human Resources Unit focused on reviewing all job positions, which necessity was aroused by the extensive organisational changes implemented over preceding years. Owing to IT and telecommunications market dynamics, we opted to implement a new remuneration policy. Classification of job positions made it possible to develop a new more effective remuneration system, to be implemented gradually in the course of 2008.

As for employee development, in 2007, the company paid particular attention to business-oriented training activities as well as development of managerial skills. In the latter field, the continuation of the managerial development programme "STEP up" proved highly successful. Competence models were developed for heads of departments, and for the first time, the PPR (Performance Potential Review) was conducted at managerial level on 74 heads of departments and 23 directors. Training activities entitled Seven Habits of Highly Effective People were also among the essential activities that facilitated development of a customer-oriented corporate culture. Executive Management Board members, as well as 23 directors from all company units in two groupings, attended this training.

In 2007, employees very frequently made use of training via e-learning courses for their advancement. Besides 45 existing and continuously used e-learning courses, the EDUCA portal further offered ten new training courses. Since its introduction, e-learning courses have been used in 21,431 cases and in 2007, e-learning courses were used in 13,527 cases.

There were 6,620 attendees of the other training activities. The average number of training days per employee was 3.09.

The average training costs per employee were SKK 9,640.

### **Career Opportunities**

The career opportunities project also continued in the company in 2007. In the project, the human resources specialists focused on support to employees and managers throughout the entire career management process, offering them a helping hand in the form of information and tools in every moment of the career management process. Each employee can view his/her career card based on the description of his/her job and can model his/her own career path. To enable employees to use all opportunities and obtain proper information concerning the possibilities available in the company, all job descriptions are to be updated in 2008, in which year the project of the career opportunities is to be implemented into the entire company.

Also In 2007, a two-year programme entitled Key players was launched at Slovak Telekom aimed at increasing the retention rate of strategic employees. The main goals of the programme are to provide these employees room and support for self-fulfilment and personal growth, to create conditions for open communication and co-operation, to reinforce motivation to achieve above-standard performance and to strengthen company loyalty and identity. In the first year of the programme, a meeting of key players was organised, focused on gaining and sharing information and know-how as well as intensifying communication between key employees and the company's Management.

### **Employee Surveys**

Every second year, employees of Slovak Telekom take part in an extensive Employee Survey of the Deutsche Telekom Group. In 2007, we implemented a company-wide action plan resulting from the preceding extensive Employee survey. The Human Resources Unit regularly asks managers for feedback on its work quality. The HR STEP survey identifies managers' perception concerning the products and services of the unit as a business partner.

### **Employee benefits**

The employees of Slovak Telekom have an opportunity to draw from a full array of employee benefits each year. In average, Slovak Telekom provides its employees with benefits in the amount of SKK 40,000 per year, which sum includes contribution for meal vouchers, contribution for supplementary pension savings, discounts on the products offered by T-Com ranging from 80% to 99% and optional benefits provided in the form of cafeteria system. Last year, the sum of SKK 6,000 per employee was allocated to the cafeteria. The employees could use the amount in their own discretion for health care, regeneration, recreation, extraordinary contributions to Supplementary Pension Insurance Companies, transport and education, and for SodexoPass benefit vouchers. Since Slovak Telekom lays stress on the health of its employees, 50% of the earmarked amount is intended for health care, regeneration and recreation. Along with the mentioned benefits, the employees can use the following advantages: flexible working hours, 37.5-hour business week, salary compensation in case of sick leave, financial social aid in case unfavourable life events occur in the families of the employees, and discounts which can be applied on the products and services of some selected partners.

### **We Do Not Forget Our Employees' Families**

The company on a regular basis organises activities like for example competitions and quizzes; our employees' family members can also participate in them. Since they cannot register for official competitions invited for public, they have an opportunity to win lucrative and worthy prizes just in such types of competitions. In 2007, there were several opportunities for using T-Com Pláž (T-Com Beach) or Mágio klzisko (Magio Skating Ring) for family activities not only by the employees living in Bratislava, but also from other regions.

Slovak Telekom also takes into account its employees' family members in structuring the employee benefits; the family members are also entitled to some employee benefit rebates.

Company is organizing summer holiday camps for the employees children for several years now. The leaders of the camps, who are supervising children aged 7 till 15 years, have huge pedagogic experiences. Children, as well as their parents, appreciate cultural and sports program, pleasant nature surrounding of the middle Slovakia and acceptable prices.

### **Co-operation with Universities**

In 2007, Slovak Telekom intensively co-operated with students and with the pedagogic and academic circles. Among the successes was the company's participation in the student event entitled National Career Days 2007, in which the students gave us four awards – first place in the categories: Best Booth at the National Career Days, Best Company at the National Career Days, and Best Communication with Students, and second place in the category Best Job Offer.

Programmes that the company by tradition prepares for students include:

- Diplomovka v ST (Diploma thesis at ST),
- Global Internship program,
- Events, lectures and on-site visits,
- Job opportunities for both the students and graduates,
- Virtual student club.

We continued to develop our tradition of intense co-operation with universities in 2007. The training centre organised several on-site visits for 2nd and 4th year students of the Slovak University of Technology (Slovenská technická univerzita - STU). A total of 115 2nd year STU students attended presentation in specialised classrooms and demonstration of technologies and services. Approximately 170 4th year students of the STU attended presentation of the new advanced T-Com brand product: Magio and the VoIP-based solutions.

In November 2007, in co-operation with T-Mobile Slovensko, a.s., we prepared the third annual Telekom Day conference for technical university students. The event welcomed over 100 students and teachers from telecommunications- and IT-oriented universities all over the country. Participants of this interactive conference had the chance to learn about the latest technological trends, and collaborate with experts from both companies on real life case studies. The main topics of the event were some new possibilities of Triple Play access networks as well as of the Flash-OFDM broadband mobile Internet connection networks of T-Mobile Slovensko, a.s. The mobile operator contributed presentations by professionals on "Mobile communications trends", "Flarion" and "BlackBerry", and also challenged students' capabilities in model situations created.





## Our responsibility towards the community – the duty of the strong is to help others

Slovak Telekom is one of the major Slovak companies, which means that it significantly influences the country's standard and level of living. We strive to use this exceptional position to actively support worthwhile philanthropic projects that result in the widest possible benefit for individuals, communities, regions or the whole society. We assist primarily in the areas that were neglected in the past.

The corporate responsibility strategy of Slovak Telekom is based on the principles of corporate social responsibility of the parent company, Deutsche Telekom AG. Similarly to the previous year, in 2007 we have directed our public benefit activities mainly to the following four areas:

1. corporate philanthropy with the aim of enhancing the quality of life of socially disadvantaged or otherwise dependant citizens
2. support of citizens' digital literacy
3. support of unique cultural and sport projects
4. corporate volunteering, with the aim of supporting activities of selected communities

### **1. Corporate philanthropy with the aim of enhancing the quality of life of socially disadvantaged or otherwise handicapped citizens**

Every year the Donors' Forum prepares and publishes a ranking of TOP Corporate Philanthropists, which provides an overview of the most generous donors in the Slovak Republic. Slovak Telekom has a regular place in the list. The purpose of the ranking is not only to award companies allocating their funds for public good but also draw the attention to the fact that companies are willing to invest into the community they work in and thus significantly enhance people's quality of living. The ranking criterion is the amount of funds from a company's budget donated for public benefit via financial and non-financial gifts, services, time and the like. The amount does not include those donations used to support public benefit projects through sponsorship and assigning 2% of income tax. In 2007 we ranked fourth in category of public benefit activities with the amount of almost SKK 10.5 million. Besides, our company ranked third in the category of non-financial gifts with the amount of SKK 1.8 million that was divided among non-financial gifts and volunteer work.

In the long run we focus our support on the areas that were neglected in the past and where we perceive the greatest need of help. The company philanthropic policy is carried out via the Endowment Fund and in cooperation with national and international charity organisations.

### **Endowment fund Offering Even Greater and More Effective Help and Assistance**

The most important strategic decision regarding company philanthropic policy of the last year was to establish the Slovak Telekom Endowment Fund focusing on assistance to physically, socially or otherwise disadvantaged citizens. This new philanthropic concept enables effective assistance where information and technology may enhance the quality of life. The Endowment Fund is administered by the Intenda Foundation that covers its activities and arranges for monitoring of the supported projects, and was chosen by our company within a selection procedure. Distribution of the financial means is based on evaluation of independent expert committees in two manners – within a grant system and in the scheme for individual applicants. Each grant round has a specific aim – its topic. The first grant round under the title of "Information – a bridge between generations" was open for applications of organisations from 6 September to 10 October 2007. It was dedicated to support of projects strengthening inter-generation dialogue making use of multimedia technologies. The concept of developing dialogue among people of various generations resonated with many organisations from all of Slovakia's regions. 89 organisations submitted their applications, of which the professional committee selected 21 projects. Overall, the total of 1,000,000 Slovak koruna was distributed in the first grant round. The second grant round entitled INFORMATION was open for applications since 27 December 2007 till 4 February 2008. It focused on projects supporting integration of physically disadvantaged children and young people into society. The total amount of SKK 1,500,000 was earmarked for this grant round and organisations could gain up to SKK 100,000 for one project.

Besides assistance to organisation the Slovak Telekom Endowment Fund and its scheme for individual applicants directly support purchase of information and communication compensation tools for physically handicapped children, young people as well as for people taking care of them. In 2007 the Fund allocated almost 500,000 Slovak koruna. The funds supported 28 physically disadvantaged children and young people from different regions of Slovakia who do not want to allow their physical condition to cut them from the outside world, on the contrary, they want to know as much as possible, want to communicate with friends, study and work. See Annex number 1.

### **Provision of tariff discounts**

Our company, as the one and only telecommunication operator in Slovakia, offers discounts on calling plans for seriously handicapped customers and an economy calling plan for members of the Union of Antifascist Fighters.

### **Cooperation with other 3rd sector organisation**

For several years, Slovak Telekom has been supporting an initiative of the Society of Friends of Children's Homes - Úsmev ako dar (Smile for a gift). In 2007 we supported the 25th annual beneficial concert, the longest-running in Slovakia, which attracts attention to problems of children living without parents. We repeatedly participate in implementing the project of the Foundation for Children of Slovakia - Hodina deťom (An Hour for Children). Slovak Telekom provides its telephone line, 18 222, for financial donations free of charge. As compared to last year, we have extended the cooperation with the Foundation and it is now possible to contribute to the fund-raising campaign throughout the whole year.

Our company became a project partner of the Young Roma Artist Education Fund and contributed to a project of the Slovak emergency medical service entitled "Let's Strengthen the Emergency Network Together".

Last year we became the general partner of the Clown Day organised by the Dr. Klaun Foundation. For five years the Foundation has financed theatre performances for children who, for various reasons, have to spend part of their childhood separated from their parents – at social services homes, special boarding schools for disadvantaged children, hospitals and other specialised children care facilities.

## **2. Support of citizens' digital literacy**

### **We continue supporting internetisation of Slovakia**

Slovak Telekom has been supporting the informatisation and internetisation of the society since 2002 when in cooperation with the government of the Slovak Republic the company initiated the eSlovakia programme. Since then we implemented several projects, significantly contributing to Slovakia's transition to a modern country of info-communication. The largest project was called "PCs for Schools", bringing computer classrooms with Internet access to elementary and secondary schools in Slovakia. The project set the stage for various additional projects, the first them including eTablo, eČasopis and Pupil Record Book were determined for students of elementary and secondary schools. Their goal was to motivate students to actively use Internet and to create interesting content.

In 2007 Slovak Telekom continued its activities in support of digital literacy in the Slovak educational system, focusing on teachers. In May we announced the second year of Slovak Telekom Award. The goal of the competition was to inspire teachers to use modern info-communication technologies in teaching their subjects, and to support mutual exchange of professional and methodological experience from their use in practice. The competition was organised under the auspices of the Ministry of Education of the SR. Over seven months, 166 teachers submitted their work, competing in the categories of elementary, secondary schools and special education. Based on the assessment of a ten-member committee, the most creative educators gained valuable financial awards totalling a quarter of a million Slovak koruna. The professional committee comprises important personalities in the teaching sector, whose personal engagement means a guarantee of a high credit of the competition – Ján Pišút, Zoltán Gálik, Viera Lapitková, Vladimír Repáš, Oľga Repášová, Miron Zelina, Soňa Gažáková, Michal Winczer, Miroslav Chudý, Peter Pavlis. The unique feature of the competition is the archive established of 352 projects at [www.cenast.sk](http://www.cenast.sk) - a Virtual Library inspiring all other teachers and supporting the quality of Internet content.

The second group on which Slovak Telekom concentrated for internetisation were women on maternity leave. For two years we have provided free-of-charge Internet access for 41 mothers' centres throughout Slovakia and helped them organise training courses on the use of Internet. The list of the mothers' centres is in the annex number 2.

Similarly to previous years, also last year we continued the tradition in donating used information technology equipment. Our company provided a total of 163 IT sets to 12 institutions within education system, state healthcare and non-governmental sector.

### **3. Support of unique cultural and sport projects**

#### **Art and Culture as Part of the Intellectual Wealth of Slovakia**

Slovak Telekom has long supported exceptional cultural events in the area of dramatic and film art. In 2007 we became the general sponsor of the **15<sup>th</sup> Annual International Film Festival - Artfilm**.

Apart from supporting world cinema, we have supported original Slovak film production for several years, as evidenced by the fact that the company was the general sponsor of the new original Slovak film *Polčas rozpadu* (Half-life) based on the original by Viliam Klimáček. Slovak Telekom brand name has for years been associated with the Aréna Theatre, of which the company is the main sponsor. Besides, in 2007 we were the general sponsor of two premiers. On the occasion of Gejza Dusík's centenary, the Aréna Theatre presented the operetta *Under an Alien Flag*, last performed more than sixty years ago. *The God of Carnage* by French playwright Yasmina Reza is one of her titles most often performed. Her dramatic pieces are more popular than most traditionally well attended performances introduced by other theatres. *The God of Carnage* was first introduced in December 2006 in Zürich and acclaimed by the critics as the play of the year and soon included in the repertory of prestigious German theatres, Vienna Burgtheater... and the Aréna Theatre.

Our support focused also on smaller local and regional cultural projects, projects of on-line multimedia entertainment and film, which were interconnected to the activities of our company in the given region. We have supported smaller projects such as *Kráľ Valašský* at the castle of Trenčín, Festival of the Czech Theatre 2007, Milan Hodža Days in Sučany, Summer Festival in Beckov and Jánošík Days in Terchová.

Having long supported Slovak hockey Premier League, Slovak Telekom became a general sponsor of the Slovak Olympic Committee and the Slovak Olympic Team. Through partnership with the Slovak Olympic Committee we show our trust in the success of the Slovak delegation in the XXIX Olympic Games in Beijing in 2008.

However, Slovak Telekom does not confine itself to supporting only the most popular of sports. For instance, we have supported school hockey-ball league, we were sponsors of the Slovak Deaflympic Committee for the 16th Winter Deaflympic Games in Salt Lake City.

### **4. Corporate volunteering supporting activities of selected communities**

Besides backing larger philanthropic activities Slovak Telekom develops its own projects of corporate volunteering. Volunteering requires much more personal commitment, enthusiasm, energy, and often self-sacrifice of the company employees than any other form of support. The company's first corporate volunteering project consisted of volunteer weekends in the High Tatras after the 2004 calamity. Several early enthusiasts were joined by others, and now we have organised volunteer weekends together with the subsidiary T-Mobile. For four years we have cooperated with the crises centre Slniečko. It is the first crises and therapy centre in Slovakia for abused mothers with children. Our employees helped landscape the centre surroundings or organise various International Children Day and Santa Clause activities for children. In 2007 we established cooperation with the citizens' association Proti prúdu (Against the Current) and for the first time we organised a football tournament of our employees with homeless people entitled Saturday without Differences. This was a daylong event with several activities, with our team engaging in the preparation of the FC Nota Bene team for the World Championship of Homeless People.

Since 2003 we regularly organise an activity called "ST+ Blood Group" with a mobile unit for blood collection arriving directly to our premises. Among our employees there are a lot of regular volunteer donors and annually new ones join their ranks during this activity.

## Our responsibility towards the environment

Slovak Telekom has been pursuing enhancement of environment protection on a long-term basis. In accordance with the environmental goals of Deutsche Telekom Group, of which we are a member, we approach environment protection in a very active way.

We promote environment protection also through environmentally oriented marketing, by increasing environmental awareness and engaging our employees into activities such as collecting small batteries from employees' households. We put emphasis also on the care of greenery within the premises owned by our company; we intend to replace ill trees by new ones and to refine and extend the existing green areas.

Products and services of our T-Com brand actively contribute to reducing negative environmental impacts, as the volume and need for transport of persons and goods is decreasing by using communication and information services, and thus we help save natural resources of the whole society.

All human as well as corporate activities affect the environment. Reducing the use of materials, water, harmful emissions and noise as well as concern for maintaining the biodiversity help increase the quality of life. We are well aware of this fact and therefore consider environment protection as one of the basic principles of responsible business, evidenced by our investment of 9.6 million Slovak crowns into facilities reducing impacts of our company on the environment.

Slovak Telekom went beyond the framework set up by the Slovak legislation and adopted:

- Sustainability Charter within the European Telecommunications Network Operators' Association – ETNO (in 2004),
- Sustainable Development Strategy of Slovak Telekom (in 2005),
- Sustainable Roadmap and Strategy for 2006-2008.

By acceding to the Sustainability Charter of ETNO we committed ourselves to reasonably link our business activities with environmental, social and economic responsibility wherever possible, and to minimise any negative impact such activities may cause.

Our signature obliges us to:

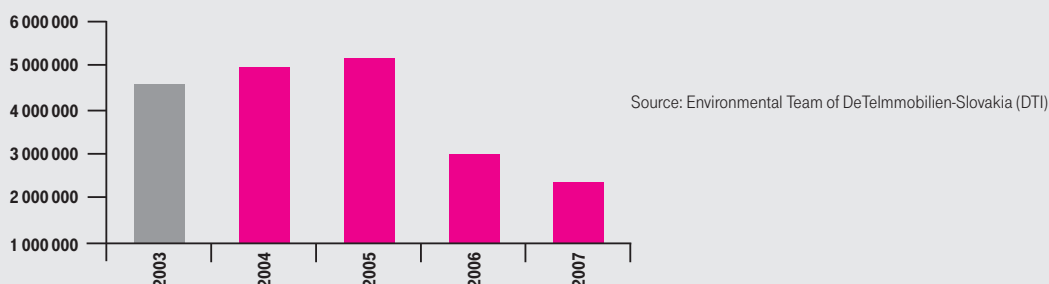
- take into account all relevant environmental and social impacts of our products and services,
- support research and development of measures enabling telecommunication products and services to contribute to sustainable development,
- implement effective resources management, energy use, waste and emissions reduction, eliminate use of dangerous materials, observe human rights and good working conditions,
- constructively cooperate with governmental agencies, customers, industry partners, citizens' associations and intergovernmental organisation in research, development and promotion of advantages and benefits of information and telecommunication technologies for sustainable development,
- implement management systems that support development of programmes for environment protection, working conditions, occupational health and safety and corporate social responsibility,
- establish working environment that promotes balance between work and personal life, professional growth, diversity, health and safety, and maintain highly-motivated and productive labour force.

Our company thus joined the efforts of the most advanced European companies to equally recognise economic, social and environmental aspects of business. In this manner we significantly contribute to improvement of environment, business morale, and quality of life of the citizens as well as employees and also to perception of Slovak Telekom as a highly responsible and credible company.

## Protection of atmosphere, ozone layer of the Earth and protection against climate changes

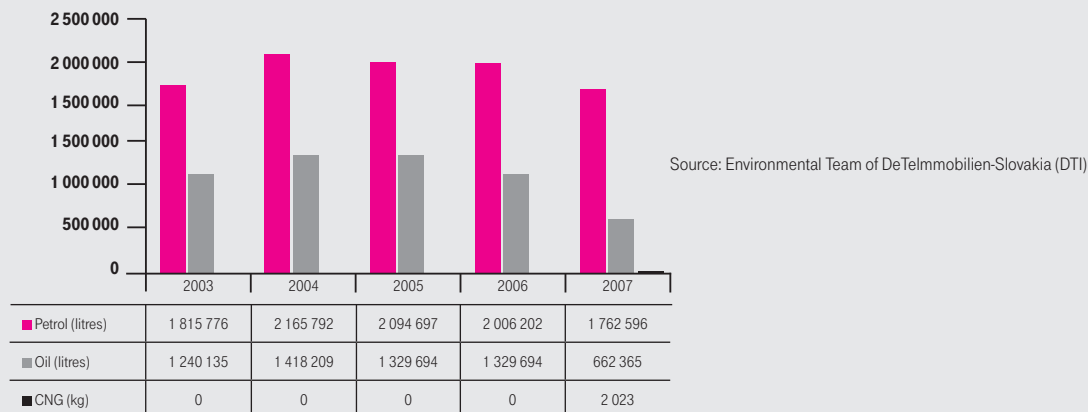
Slovak Telekom contributes to air pollution and to processes leading to climatic changes especially in an indirect way, by electricity and heat consumption. We deal with air pollution in a responsible manner on a long-term basis. In the last years we have repeatedly reduced production of pollutants from our sources by increased economical consumption of energies, optimising the use of working premises, reducing fuel consumption and by testing alternative fuels in practice.

### Gas consumption by Slovak Telekom, a. s. in 2003 - 2007



Fuel consumption of Slovak Telekom has decreased inter-annually by 50.19% as regards diesel and by 15.85% as regards petrol.

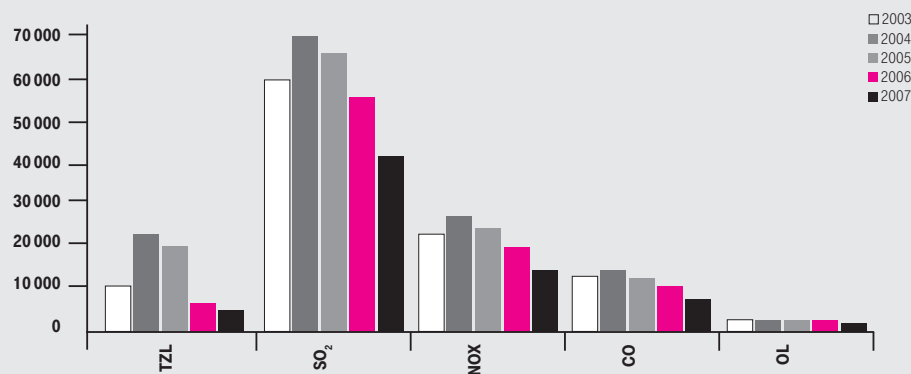
### Fuel consumption by Slovak Telekom, a. s. in 2003 - 2007



**Air pollution by emissions from heating plants, motor generators and transport at Slovak Telekom, a. s. in 2003 – 2007 (in tonnes)**

Year	TZL	SO <sub>2</sub>	NOX	CO	SC
2003	7,2551	58,0307	22,6584	6,6699	1,0396
2004	7,7895	66,8622	24,9463	6,9788	1,0782
2005	5,9729	60,8890	23,6056	6,2784	0,7819
2006	4,2160	55,5605	19,2151	4,3749	0,5561
2007	3,1283	41,475	13,9732	3,1160	0,3901
<b>Difference in %</b>	<b>-25,80 %</b>	<b>-25,35 %</b>	<b>-27,28 %</b>	<b>-28,78 %</b>	<b>-29,84 %</b>
Legend:	TZL			Solid pollutants	
	SO <sub>2</sub>			Oxides of sulphur	
	NOX			Oxides of nitrogen	
	CO			Carbon monoxide	
	OL			Organic substances – total organic carbon	

**Air pollution by emissions from heating plants, motor generators and transport at Slovak Telekom, a. s. in 2003 – 2007 (in tonnes)**



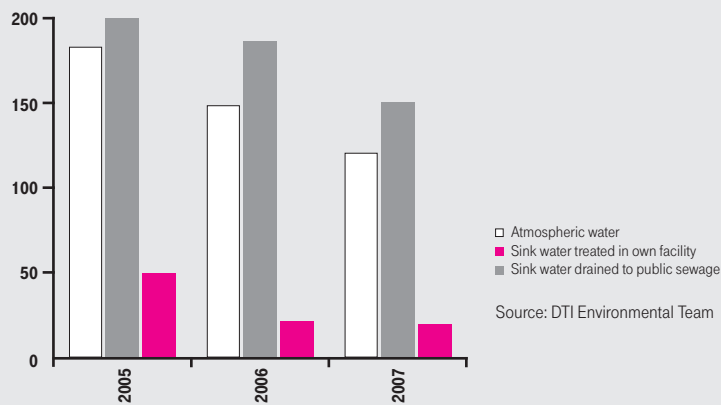
Source: DTI Environmental Team

### Water management and water protection

In operation of telecommunication equipment Slovak Telekom makes use of substances (petroleum products, heavy metals, acids, Freons) that are potentially dangerous for certain environmental components, for instance for water and soil. Our approach to dangerous substances is very responsible. In the past we considered as highly risky to manipulate with petroleum or with the petroleum containers where fuels for substitute electricity sources were stored. In 2007, in terms of the Act on prevention and removal of environmental damage, we removed eight obsolete oil tanks, which constituted increased risk as to pollution of underground and surface water. The diesel supply is provided in a substitute way that is more environmentally friendly. In further nine facilities we implemented measures of emergency protection against leakage of dangerous substances into the environment.

Within water management we paid attention to sewage treatment in our own facilities – sewage treatment plants and grease and oil traps. These facilities allow us to directly influence quality of water.

### Waste water drained in 2005 – 2007

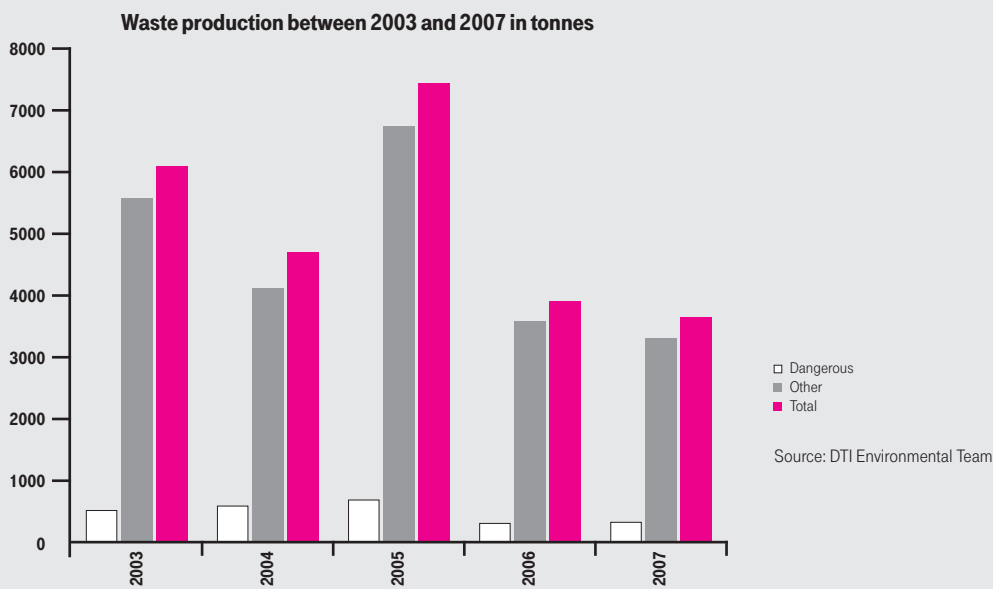


## Waste management

Slovak Telekom focuses on effective flow of waste from the place of origin to the place of processing, or of final storage. We put high emphasis on the maximum use of available waste recycling possibilities. In case of electronic waste and waste lead-acid batteries we managed to achieve 100% recycling.

In 2007 the main source of waste was a mid-term replacement of telecommunication technology and removal of damaged and non-usable property in real estates available for sale. Together with rationalisation and gradual reduction of the number of company employees also communal waste was produced in lower volumes.

The company has introduced separated collection of communal waste and provided for recycling of around 40% of produced communal waste. Our proactive approach to environment protection is reflected already in the procurement process when we follow the criterion of purchasing goods being as little harming for environment as possible at the end of their service life.





# Annex No. 1: Excerpt from the Annual Report on the usage of the means of the Endowment Fund of Slovak Telekom for 2007

Slovak Telekom, in co-operation with the Intenda Foundation, has established the Endowment Fund of Slovak Telekom aimed at helping **those who are challenged physically, socially or otherwise, and improve their access to useful information**. The mission of the Endowment Fund is to **“Open the world of information to all”**. The means of the Endowment Fund are to help the disadvantaged individuals but also organisations to enable access to information that may enhance their lives.

Slovak Telekom Endowment Fund supported in 2007:

- a) **Organisations** within the scope of the grant rounds announced, and
- b) Individual applicants – **individuals**.

The purpose of the Endowment Fund is to support the selected activities of those who are challenged socially, physically or otherwise, of communities, and organisations beneficial to the public by means of active provision of opportunities for information access. The means of the Endowment Fund are to help the disadvantaged individuals but also organisations to enable access to information that may enhance their lives.

A special web site [www.fondst.sk](http://www.fondst.sk) has been established to serve the needs of the Endowment Fund providing topical information, conditions, support rules and results of evaluation of the individual grant schemes.

In 2007, the Intenda Foundation prepared **two grant rounds** and a **long-term scheme for individual applicants**. The first grant round was announced in September 2007; the record-breaking number of 89 projects was received until the October closing date. The individual applications scheme was opened in the same period. The respective closing dates were always on the last day of the month. The second grant round was announced in December 2007 with the closing date of 4 February 2008

## Grant round 1: “Information – a bridge between generations”

The support of the introductory grant round entitled **“Information – a bridge between generations”** aimed at supporting projects which can conspicuously enhance the quality of life of people of various generations. The projects were to be focused on mediating the information exchange among the groups which standardly do not communicate with one another, laying stress on the intergenerational dialogue and the communication by means of multimedia technologies.

The projects meeting the below criteria could be supported:

- Being beneficial to the public,
- Building a communication bridge between various generations in an interesting manner;
- Ensuring information transmission;
- Encompassing particular activities; and
- Using communication and multimedia technologies.

The sum of **SKK 1,000,000** was earmarked for the first grant round while the maximal amount per project was **SKK 65,000**.

**The financial means from the programme were intended** for the costs on the execution of particular activities like for example **purchase of equipment** (modern technologies) or **material procurement for the project activities**.

Civil associations, not-for-profit organisations and community foundations could apply for support during the first grant round. The Intenda Foundation received as many as **89 applications** from the entire territory of Slovakia until the closing date of **10 October 2007**.

The projects were assessed by a commission consisting of independent experts who were to recommend supporting of a project without reservations, supporting a project under certain condition, or rejecting it.

The number of **21 projects with execution from December 2007 till April 2008** was finally supported from the financial means of the Endowment Fund. The projects supported are focused on various aspects of the intergeneration dialogue using also multimedia technologies for their execution. They focus for example on education of elderly people in the area of PC and Internet work by young people, or to activities enabling the elderly people to share their experiences and knowledge with young people giving the young a chance to ask questions and get answers to things which they did not experience.

Projects within the scope of which the young and the elderly physically challenged people (vision-impaired or otherwise disadvantaged people) have an opportunity to exchange their experience and help each other were also supported in this grant round.

#### Projects registered in the first grant round according to regions:

REGION	Projects registered
Banskobystrický	14
Bratislavský	19
Košický	11
Nitriansky	7
Prešovský	17
Trenčiansky	9
Trnavský	5
Žilinský	7
<b>Total number</b>	<b>89</b>

### Management of the individual applications: “Access to information to the disadvantaged people”

**The aim of the individual applications management** is to help people who cannot gain support within the scope of the grant programme. It has attracted big interest among the physically challenged people from the very beginning. The strong response confirmed that we have bridged the gap by the direct support of the physically challenged people.

In 2007, the **support to individuals** focused on helping the physically disadvantaged children, young people and persons taking care of them access the information more easily. Within the scope of such scheme, **purchase of compensation aids** related to the information and communication technologies (devices, technologies or services) was supported in 2007. The use of the said aids must be directly **connected with the obtaining of information related to education, upbringing and employment** and with the potential for a long-run usage.

More details about this scheme are available in the web address of the Fund: [www.fondst.sk](http://www.fondst.sk).

It is possible to apply for the maximum of **SKK 20,000** within the scheme.

Physically disadvantaged natural persons that take a direct part in the care for children and young people, natural persons that take a direct care for physically disadvantaged children and young people, and natural persons that are the physically disadvantaged young people (from 18 to 30 years old) could ask for support. Applications for purchase of aids for which the applicants can get refund (either partial or full) from the insurance company or, as the case may be, from the ÚPSVAR (Ústredie práce, sociálnych vecí a rodiny – Centre of Labour, Social Affairs and Family), applications for refund of the aids which were already bought, and applications for educational programmes and trainings could not be subject of the support.

The individual scheme was opened at the beginning of September 2007; **91 applications** on prescribed forms were registered (published at [www.fondst.sk](http://www.fondst.sk)) till the year-end.

During the first months, **28 physically disadvantaged children and young people** from various Slovakia's regions, who do not want to allow their physical condition isolates them from the rest of the world but, on the contrary, want to learn what they can, want to communicate with their friends, and study or work regardless of their physical handicap, were supported.

Here is an illustration of particular cases when the support was granted: purchase of a cellular phone with full keyboard for a dumb little girl to enable her to communicate with the neighbourhood, purchase of laptops and PCs for several applicants enabling them to study, write or compose poems, or purchase of a hearing aid for a hearing impaired boy.

**SCHEME OF INDIVIDUAL APPLICATIONS September – December 2007:**

Month	Number of the applications received	Number of applications supported	Total monthly summary
September	11	3	SKK 57,880
October	33	11	SKK 184,690
November	19	3	SKK 47,400
December	28	11	SKK 194,000
TOTAL	91	28	SKK 483,970

**Grant round 2: “In-formation”**

By means of the second grant round entitled **IN -FORMATION**, we want to show the public that Slovak Telekom and the Intenda Foundation are sensitive to the problems of the disadvantaged people. The physically handicapped constitute the largest minority group in Slovakia; every tenth person from among us has a personal experience with such type of handicap. The physical disadvantage can have a number of forms but it always fundamentally influences the life opportunities and the possibilities of developing one's potential. The physical disadvantage itself is accompanied by a worse access to information, to supportive relations and available forms of help. The world of the physically disadvantaged children and young people differs from the world of their peers with no disabilities and the former is often separated from the latter. The goal of this grant round is therefore to support the projects which unify the physically disadvantaged children and young people and their peers in finding out how to fight their common problems or problems they all see in the same way (in the areas of education, access to information, the first work experience, leisure time, life style, school and family.) The physically disadvantaged children/young people and their peers without disabilities are the target group of the grant round 2.

Projects **based on common activities of both the disadvantaged children/young people and children and young people with no disabilities** will be supported.

The amount of **SKK 1,500,000** has been earmarked for the second grant round of the Endowment Fund of Slovak Telekom. Taking into account the planned project types, the maximum support amount per project was set to SKK 100,000, which enables to support, at minimum, 15 projects.

**ASSESSMENT**

The system of assessment of the applications by experts has been structured to ensure the maximum possible transparency of the assessment process, prevention of the potential clash of interests, and support the execution of the highest quality projects.

## Volume of the financial means allocated to the Endowment Fund ST for the applications of Slovak Telekom

The Intenda Foundation as the Slovak Telekom Endowment Fund's manager is obliged to manage the financial means separately from its own foundation assets and the other Foundation's property. For such purpose, immediately after the Endowment Fund was established, the Foundation has opened **a special account** from which the financial means to persons or organisations supported are to be paid.

<b>Support provided by the Slovak Telekom Endowment Fund in 2007</b>	
Grant round 1	SKK 1,000,000
Grant round 2	SKK 1,500,000
<b>Grant rounds IN TOTAL</b>	<b>SKK 2,500,000</b>
Individual applications - <b>September 2007</b>	SKK 57,880
Individual applications - <b>October 2007</b>	SKK 184,690
Individual applications - <b>November 2007</b>	SKK 47,400
Individual applications - <b>December 2007</b>	SKK 194,000
<b>Individual applications IN TOTAL</b>	<b>SKK 483,970</b>
<b>ALTOGETHER</b>	<b>SKK 2,983,970</b>

The list of supported organizations and individuals is available at [www.fondst.sk](http://www.fondst.sk)

## About the Intenda Foundation

**The Intenda Foundation** was established in 2001. Since then, it has been providing support to programmes prepared by youngsters and intended for youngsters. The Intenda Foundation has been focusing on the development of social services for young people, supporting of the youngsters' voluntary activities, involvement of the young people in the public life and supporting of the youngsters organisations. From the revenues from its own property and donations by the natural persons and legal entities, Intenda has so far supported **200 projects** in the total amount of **SKK 27,209,990**.

The Intenda Foundation has been chosen to be the manager of the Slovak Telekom Endowment Fund based on the result of the tender invited by Slovak Telekom.

In 2004, the Intenda Foundation won the European public award for the best prevention programme of the year, namely for the programme: Znižujeme prahy (Lowering the thresholds for youth) which is awarded by the European Crime Prevention Network associating all EU member states.

Further information is available at [www.intenda.sk](http://www.intenda.sk)

## Annex No. 2: List of 41 attached Mothers' Centres

	Centre Name	Town	Location
1	Danka a Janka	Lipany	MŠ Centrum, Nám. sv. Martina 46
2	Dubnické slniečko	Dubnica n. Váhom	Materská škola Centrum I 29/70
3	Kubko	Detva	CVČ, Obrancov mieru 7
4	Kukulienka	Rusovce	MŠ, Vývojová ulica
5	Mamy Mamám	Šaľa	MŠ Palárika, Družstevná ul.
6	Maják	Stará Ľubovňa	Farbiarska 16
7	MamaTataJa	Pezinok	Kollárova 1
8	Mamina	Banská Bystrica	ZŠ Pieninská 27
9	Mamioáza	Zlaté Moravce	Hviezdoslavova 77, Budova Kláštora u Tešiteľov
10	Mostík	Banská Bystrica	ZŠ Moskovská 2
11	Mravenisko	Žiar nad Hronom	KIC Nadácie škola dokorán, Dr. Jánskeho 9
12	Naše Slniečka	Humenné	CVČ Dúha, Nám. slobody 48
13	Obláčik	Bratislava-Lamač	ZŠ Malokarpatské námestie 1
14	Prešporkovo	Bratislava I	Grosslingova 48
15	Ráčik	BA-Rača	Pekná cesta 9
16	Senecské Slniečko	Senec	Kollárova 21
17	Slniečko	Prievidza	MŠ Športová 134
18	Slniečko Vranov	Vranov nad Topľou	M. R. Štefánika 870
19	Štvorlístok	Revúca	CVČ Kollárova 9
20	Šťastná rodina	Bytča	ZŠ, Ulica mieru
21	TMC	Trnava	Okružná 20
22	Vláčik	Nové Zámky	MŠ Bitúnkova ul. 6
23	Vševedko	Ružomberok	Podhora 37, vchod z Panskej ul.
24	Zornička	Liptovský Mikuláš	Štefánikova 8
25	Bublínka	Devínska Nová Ves	MŠ, J. Smreka 8
26	Hviezdička	Banská Bystrica	Ul. 9. mája, č. 74, areál agentúry soc. služieb
27	Bambino	Poprad	Šrobárová 20
28	Dubáčik	Ilava	ZŠ Hviezdoslavova
29	Mymamy	Prešov	MŠ Mirka Nešpora 22, pavilón III
30	Včielka	Považská Bystrica	Rozkvet, VIII. ZŠ
31	Slniečko - Centrum	Brezno	Martina Benku 1
32	Martinské rodinné centrum	Martin	Družstevná 10
33	Hojdana	BA-Ružinov	Haburská 2
34	Píšťalka	Dolný Kubín	Obrancov mieru 1788 (Kotva II)
35	Srdiečko	Trenčín	Hviezdoslavova 6
36	Dietka	Spišská Nová Ves	Dom Charitas sv. Jozefa, J. Wolker 41
37	Stonožkine slniečka	Senica	CVČ, Sadová 646/8(osobitný domček)
38	Lienka	Handlová	MŠ Morovnianska cesta (pavilón B, II. posch.)
39	Slimáčik	Kežmarok	MŠ Možiarska
40	Bambulkovo	Galanta	ZŠ Zoltána Kodály, Švermova ul. č. 8
41	Baba klub	Šamorín	MŠ Poľovnícka ul.

# Contact data

**Slovak Telekom, a. s.**  
**Karadžičova 10**  
**825 13 Bratislava**

**Tel.: +421 (2) 58 82 01 01**  
**Fax: +421 (2) 52 49 17 67**

<http://www.slovaktelekom.sk/>  
<http://www.t-com.sk/>  
<http://www.t-mobile.sk/>  
<http://www.zoznam.sk/>

E-mail: [presscentrum@st.sk](mailto:presscentrum@st.sk)

Customer Service Centre:  
T-Com: +421 (0) 800 123 456  
T-Mobile: +421 (903) 12345

© 2008 Slovak Telekom, a. s.

Produced by:  
© 2008 Istropolitana D'Arcy, s. r. o.

Multimedia processing by:  
© 2008 STUDIO MAX MEDIA SK, s. r. o.  
MX022008