

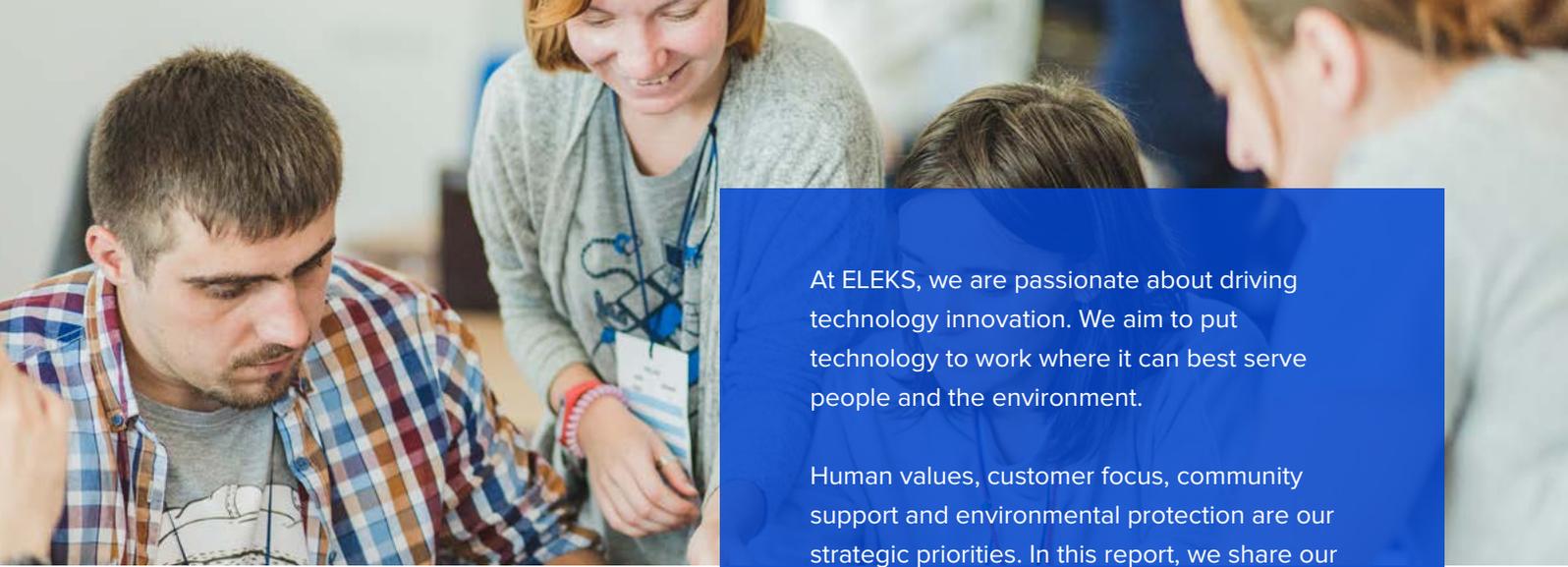


eleks®

Corporate Social Responsibility at ELEKS

Table of Contents

Introduction	3
Our Values	3
Our Focus	4
Our Strategy.....	5
ELEKS CSR Results 2016 – Q3 2017.....	6



At ELEKS, we are passionate about driving technology innovation. We aim to put technology to work where it can best serve people and the environment.

Human values, customer focus, community support and environmental protection are our strategic priorities. In this report, we share our vision, values and commitments. You will learn about the key areas of our sustainability focus as well as our achievements and results for 2016 and 2017.

Our Values

ELEKS is continuously committed to:

People

It's our employees who stand behind the success of the company. Our people drive the value that we deliver to our customers and community. We recognise ELEKS' people as the enabler of the company's growth and our most valued asset.

Teamwork

We believe that collaborative culture is what enables us to deliver on our commitments and simply accomplish great things. So, ELEKS continuously nurtures the culture of teamwork and collective efforts inside the company, in the relationships with our customers and in helping those in need.

Excellence

We focus on incorporation quality and excellence in everything we do, be it our service or a social initiative. Continuous improvement and professional growth is a value shared and nurtured among all the employees in our organisation.

Innovation

We are passionate about technology and software innovation. We believe that, when put to work for social and environmental good, technology can bring groundbreaking changes for people and the planet.

Customer Focus

We maintain the highest standards of ethics, professionalism, responsibility and security in relationships with our customers. All our operations and services incorporate risk management strategies, quality assurance activities and information security measures.

Common Good

We aim to create a positive social impact and give back to the community as much as we can. Our employees are frequent volunteers and supporters for various charity projects and sustainability initiatives for education, healthcare, economic empowerment, environment protection and more.

Our Focus

The ELEKS employees are encouraged to offer and participate in the initiatives for community development, fundraising or volunteering. Through 2016 and 2017, we have been focusing on the following areas:



Children

We believe that every single child deserves a safe, stable and nurturing environment to live a happy and healthy life. Every step we take today to change the lives of the disadvantaged children, and those growing up in high-risk environments, will make a huge difference for the entire society in the future. So, ELEKS is proactive in supporting and funding people, projects and charities that help children and young people in need.

Healthcare

Quality, timely healthcare services should be available to everyone, no matter the person's social status and the level of the income. We put our efforts into making this happen. To help improve the efficiency and the accuracy of the patient care, we donated the licenses for our medical information system Doctor ELEKS to a number of hospitals around the country. We also support the healthy lifestyle and wellness community events, run regular charity initiatives to support local hospitals and healthcare organisations.

Education

High-quality education is crucial for the personal and professional development of people. Moreover, it creates a competitive advantage for the country in the global talent market. That's why investing in the efficient education of technology professionals is among our top priorities. We provide ongoing support to universities and schools including Ukrainian Catholic University, Lviv Polytechnic University, Ivan Franko National University, Lviv Physics and Mathematics Lyceum and Lviv Academic Gymnasium. The company also offers annual scholarships to the best students of the UCU Computer Science Program.

Society

As a business, we constantly emphasise the importance of responsible behaviour towards the environment and our communities. We understand the importance of sustainability thinking and environmentally friendly policy. Mindful resource management and energy efficiency are our major environmental CSR goals. Also, we regularly initiate and support smart urban projects, such as the construction of smart infrastructures and innovative recreation areas.

Professional Communities

The company actively contributes to the city's tech community. ELEKS is an active member of the Lviv IT Cluster and a number of other industry associations. These communities bring together the leading information technology companies who joined their efforts to build a strong business ecosystem. We are dedicated to promoting Ukraine as a top business destination.

Our Strategy

We are meeting our social responsibility goals by providing instruments and resources to deliver on our initiatives.

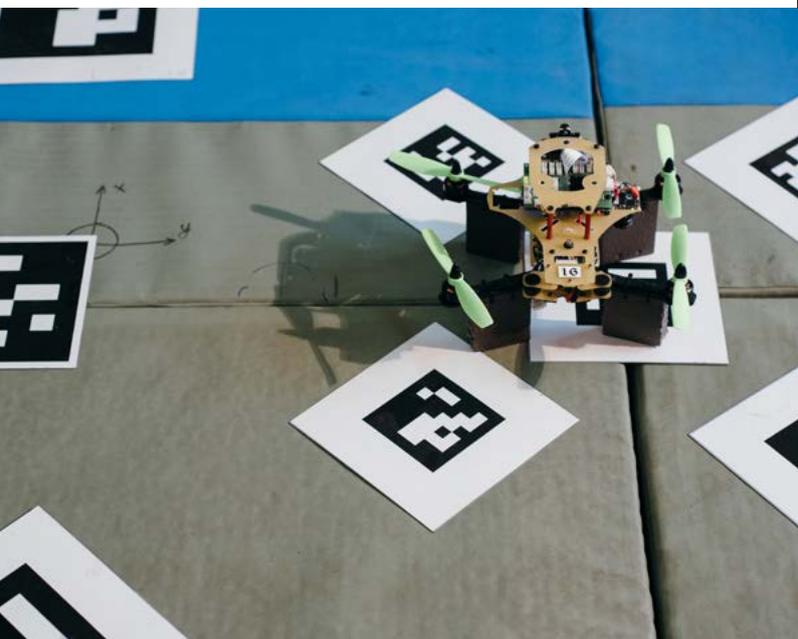


Financial assistance

We run internal fundraising campaigns or donate money directly from our assets to charities, nonprofits, community initiatives and people in need. Currently, ELEKS provides its ongoing support for more than 20 organisations.

Volunteering

Every ELEKS employee is encouraged to help with current social projects or initiate new activities. People are welcome to join as mentors to educate and share knowledge, or as managers or assistants to help setting up and running the campaigns.



Technology

We focus on bringing the benefits of technology to people and communities. We design, develop and enhance software products that improve people's life. Also, ELEKS runs software development initiatives for Ukrainian Government and grants Doctor ELEKS software licences to support the nationwide e-health transformation.



ELEKS CSR Results 2016 – Q3 2017

With our values and principles in mind, we have carried out the following social responsibility campaigns and initiatives:

Children

Ongoing support and fundraising for 6 charity programs:

- Tabletochki Fund (helping children with cancer)
- Welfare Foundation “Wings of Hope” (purchasing equipment for Western Ukrainian Specialized Children’s Medical Centre)
- Regional organisation “Children with down syndrome”
- “Oranta Orphanage” in Drohobych city
- IT St. Nicholas (purchasing equipment for Ukrainian medical institutions for cancer diagnostics)
- Medical City Children’s Hospital

Ongoing volunteering and donation of goods to 5 children welfare campaigns:

- “St. Nicholas will not forget you” (presents for the children from Lviv orphanages)
- Boarding school in Skole region
- “Help Children to go to school” Programme (donating school supplies for children in need)
- World Autism Awareness Day
- Charity book fairs

Healthcare

In support of the government e-health programme, ELEKS donated the licenses of its Medical Information System Doctor ELEKS to all Ukrainian military hospitals and a number of civilian healthcare institutions. The total market cost of provided licenses is equivalent to 2.8 million USD.

Our other healthcare initiatives include donations and volunteering for:

- Rehabilitation treatment for Ukrainian servicemen

- L’Arche-Kovcheh community - helping people with intellectual disabilities to become equal members of society
- Charitable Health Marathon - the funds raised during the marathon allowed us to buy reanimation car for Ukraine
- Lviv Geriatric Hospital - support of geriatric patients, providing people with medicines and treatment
- Personal incoming requests for treatment



ELEKS CSR Results 2016 – Q3 2017

Education

Through 2016 and 2017, we organized more than 800 internal and 300 external educational events, including different engineering camps, training and meetups in Lviv, Ternopil and Ivano-Frankivsk.

The company provides academic, financial and technological support to Ukrainian Catholic University, Lviv Polytechnic University, the Ivan Franko National University, Lviv Physics and Mathematics Lyceum, and Lviv Academic Gymnasium. We grant scholarships to talented students of the Computer Science Program at the Ukrainian Catholic University.

Society

Through 2016 and 2017, we continued to develop and expand our internal ECO ELEKS programme. It is dedicated to fostering conscious resource consumption and conservative spending habits among our employees.

Professional Communities

In 2017, for the fourth year in a row, ELEKS was the co-organizer of IT-Arena - the biggest international IT conference of Ukraine and one of the greatest tech-events in Eastern Europe.

IT Academy for combat veterans

ELEKS runs a recurring social educational initiative to create new professional opportunities for off-duty service members, providing them with insights into the growing technology field and introducing skills essential for an individual to pass a job interview successfully and build a career in or out of the IT industry. As of the end of 2017, 54 veterans received quality IT education.

In 2017, ELEKS donated money for creating outdoor public exercise area in one of the regions in Lviv. This initiative is a part of the “Communities in action” project, which is supported by the European Union. In 2016 ELEKS also supported Bike Marathon in Ivano-Frankivsk and the Biggest Morning Workout in Lviv.

Also, ELEKS helped to organise a series of cross-industry training with an aim to instil greater stability and growth in communities through job mobility between industries.

The logo for Eleks, featuring the word "eleks" in a white, lowercase, sans-serif font with a registered trademark symbol (®) to the upper right. The logo is centered within a solid blue square.

eleks®

ABOUT ELEKS

ELEKS helps clients transform their businesses digitally by providing expert software engineering and consultancy services.

We deliver high tech innovations to Fortune 500 companies, big enterprises and technology challengers, improving the ways they work and boosting the value they create for the modern world.

Our 1,100+ professionals located in the Delivery Centers across Eastern Europe and sales offices in Europe, the US and Japan, provide our clients with a full range of software services. These include dedicated teams, Data Science, QA, UX/UI, R&D, IoT, product development and technology consulting.

For more information, visit www.eleks.com