

ELEKS

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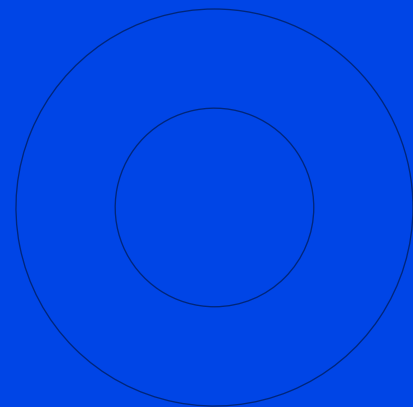
Sustainability report

In this report, we share our vision, values and commitments. It outlines our key areas of sustainability focus as well as our achievements and results in 2021.

2021



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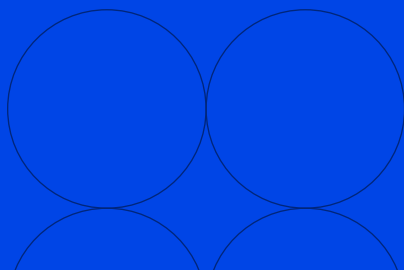
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Foreword

We did our best to show and prove that standing up for people, innovation, teamwork, customer focus, excellence, and the common good is the right thing to do.

At ELEKS, we believe that corporate social responsibility is the key to shaping our present as well as the future in which we all want to live. We also believe that we must share the good and inspire others to do the same. Our CSR journey started in 2015, and at ELEKS we know that with a little of our support, our partners and specialists will do lots of good.

The decision to designate 2021 as the Year of Good Deeds was a great alternative to simply having a celebration with our great team of more than 2,000 specialists. As a result, we have accomplished a core goal of our corporate values: We did our best to show and prove that standing up for people, innovation, teamwork, customer focus, excellence, and the common good is the right thing to do.

We believe that creating opportunities for children and youth, supporting healthcare facilities in Ukraine, investing in education, promoting social and environmental well-being, and fostering community development are essential components of the company's development and livelihood.

Andriy Krupa,
Chief Executive Officer



ELEKS is firm in its conviction that corporate social responsibility is important. It should be embodied with understanding, from the heart, not because it's an obligation to tick off or because it's fashionable. Big companies have bigger opportunities and budgets, as well as wider connections, to do what a small community organization can't do.

Cooperation between business and the social sphere has a greater effect than each working alone. And the implementation of corporate volunteering brings the relationship between the company and the team to a new level.

Kateryna Andrushchenko,
Head of Employee Relations Office

About ELEKS

ELEKS is the partner of choice for many of the world's leading enterprises, SMEs and technology challengers.

We help businesses **elevate their value** through custom software development, product design, QA and consultancy services.

Our belief in creating tangible value for our customers is what we think is different about ELEKS. Our attention to detail and quality is unmatched in the industry. We're not just a resource provider. We value our customers' success as much as our own, sharing development risk so that they can be bold in their adoption of new technologies.

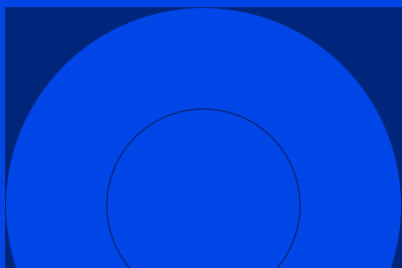
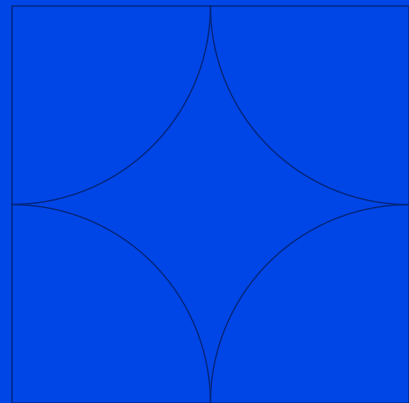


17
offices worldwide

2000+
global headcount

1400
delivery experts

Our Corporate Social Responsibility Approach and Goals



What we value

Our client relationships are defined by the highest standards of ethics, professionalism, responsibility and security.

Our internal operations and customer-facing services incorporate **risk management strategies, quality assurance** and **robust information security measures**. We're a network of innovators. We devise bold solutions to the most intricate technology challenges. We believe that when put to work for social and environmental good, technology can achieve groundbreaking changes for people and the planet.



CUSTOMER FOCUS

Our client relationships are defined by the highest standards of ethics, professionalism, responsibility and security. Our internal operations and customer-facing services incorporate risk management strategies, quality assurance and robust information security measures.



INNOVATION

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EMPOWERING TALENT

ELEKS' success is underpinned by our incredible specialists. It's our people who add value to our customers and community. Without our team – our most valuable asset – we wouldn't have achieved the growth that we have today.



COMMITMENT AND EXCELLENCE

Quality and excellence underline everything we do; be it the products and services we offer or the many social initiatives in which we're engaged. Continuous improvement and professional growth are values shared and nurtured throughout our organisation.



TEAMWORK

Our collaborative culture is what enables us to deliver on our commitments and accomplish great things. We nurture a strong sense of teamwork within ELEKS, in our relationships with our customers and in the work we do to help those in need.

Apart from business, we aim to create **a positive social impact** and give back to the community as much as we can. Our specialists regularly **volunteer** and **support**

various **charity projects** and **sustainability initiatives** for education, healthcare, economic empowerment, environmental protection and more.

ELEKS CSR focus areas

In our CSR and sustainable activities in 2021 we met the need and requirements of these following United Nations Sustainable Development Goals



TOP 5 SPHERES WE HAD AN IMPACT ON ARE:

SUPPORTING
HEALTHCARE
DEVELOPMENT

Quality, timely healthcare services should be available to everyone, regardless of social status or level of income. ELEKS is committed to making this happen. We also support healthy lifestyle and wellness community events and run regular charity initiatives to support local hospitals and healthcare organisations.

To help improve the efficiency and precision of patient care, we have donated licenses for our Doctor ELEKS medical information system to a number of hospitals around the country.

INVESTING IN
EDUCATION
AND TRAINING

High-quality education is crucial for personal and professional development. Moreover, it creates a competitive advantage for Ukraine in the global talent market. That's why investing in technology professionals' education is among our top priorities.

ELEKS provides ongoing support to universities and schools, including the Ukrainian Catholic University, Lviv Polytechnic University, the Ivan Franko National University, Lviv Physics and Mathematics Lyceum and Lviv Academic Gymnasium. We also offer annual scholarships to the best students of the UCU Computer Science Program.

CONTRIBUTING
TO SOCIAL AND
ENVIRONMENTAL
WELLBEING

As a business, ELEKS continually reinforces the importance of behaving responsibly towards the environment and our communities.

We understand the importance of sustainable thinking and environmentally friendly policy. Mindful resource management and energy efficiency are ELEKS' major environmental CSR goals. Also, we regularly initiate and support smart urban projects, such as the construction of smart infrastructures and innovative recreation areas, as well as sports, recreational and cultural events.

IMPROVING
OPPORTUNITIES
FOR CHILDREN

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

DEVELOPING
PROFESSIONAL
COMMUNITIES

ELEKS proactively contributes to the country's tech and science community. We are an active member of the Lviv IT Cluster and a number of other industry associations, in every city where we have a presence. These communities bring together the leading information technology companies, who combine their efforts to build a strong business ecosystem. We are dedicated to promoting Ukraine as a top business destination.



Stakeholders

Here is a summary of our stakeholders, interests, and interactions.

Stakeholder	Key interests	Interactions
Clients and business partners	High-quality services Information security Legal and ethical business conduct Reliability High-quality expertise Loyalty	Daily communication Social media Emails Status updates Net Promoter Score and other surveys
Specialists	Proper working conditions Professional and career development Compensation and benefits Educational opportunities Social activities, charity, and corporate volunteering Corporate Social Responsibility Reliable employer	Daily communication General Online Meetings (town halls) Email communication News digests Corporate and other internal events Performance reviews 1-to-1 with the manager Collecting feedback Social media
IT Community	IT community development Contributing to IT education quality Reliable employer	IT community events (conferences, tech talks, etc) Emails
Society and local communities	Social activities Supporting people in need Charity IT education support Corporate Social Responsibility Reliable employer	Events Meetings Collective activities
Authorities, governments, and councils	Economic development Taxes Business environment support and development	Correspondence Meetings Events

Clients and business partners

ELEKS has championed technological innovation since 1991. Now, with more than **2000 experts** across Europe, the US and Canada, we help clients **overcome business challenges** with custom software engineering and consultancy services that add tangible value.

We're passionate about our cross-functional approach. We help you **design, test, build and deliver products** – faster and more cost-effectively. ELEKS' cooperation models offer flexibility, so we can match our services to your goals, resources and timeline. We're proud to contribute to the success of the world's leading brands.

69
NPS

150+
active clients

700+
end-to-end projects

ELEKS service portfolio

Advisory

01

- Product design
- Data Science
- Cyber Security
- Technical feasibility study

We're passionate about our cross-functional approach.

Find out more about [how we work](#).

Engineering

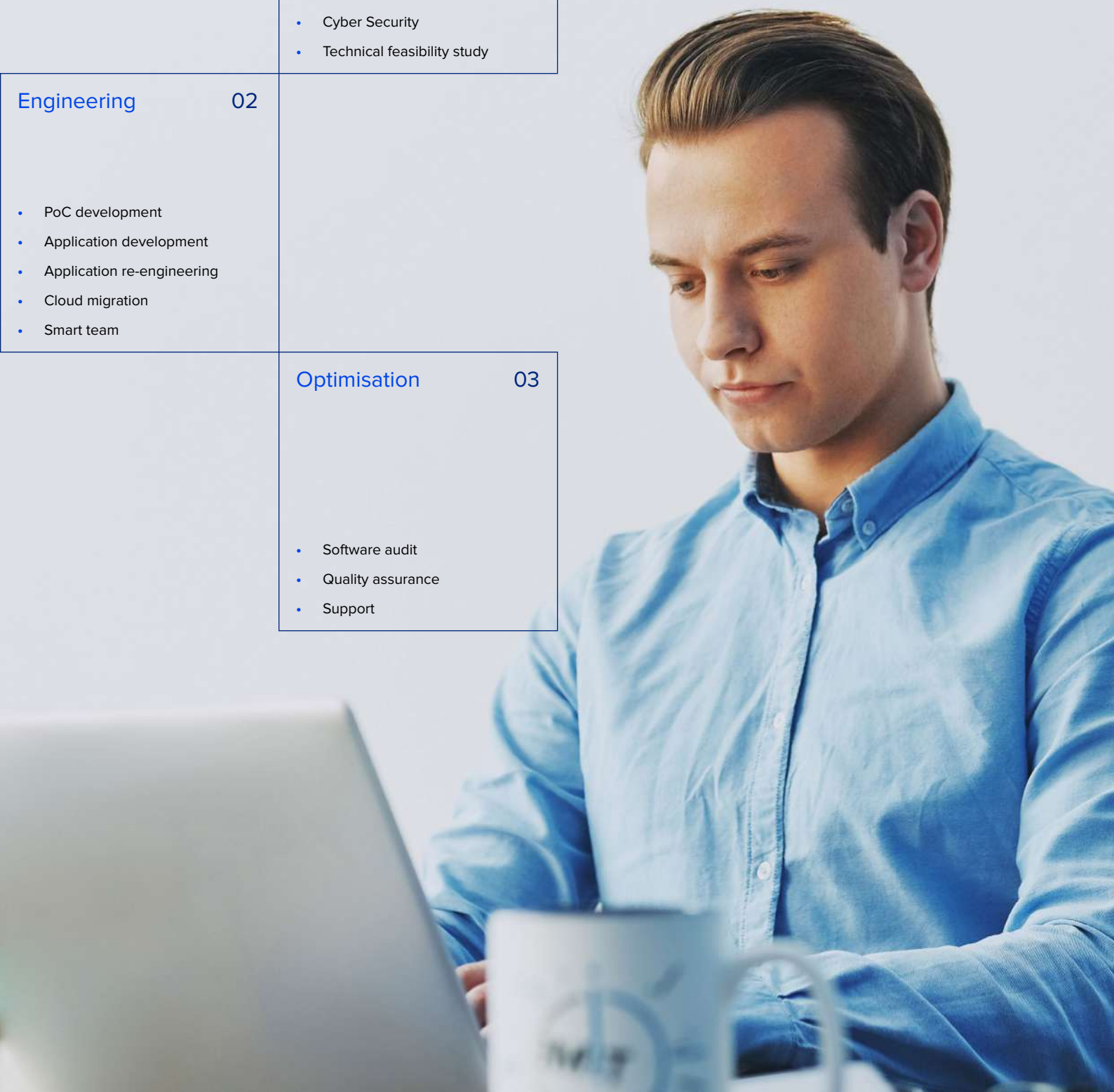
02

- PoC development
- Application development
- Application re-engineering
- Cloud migration
- Smart team

Optimisation

03

- Software audit
- Quality assurance
- Support



Certification and awards

We follow strict internal compliance procedures and abide by vendor best practice and the latest rules set by regulators, our customers and specific industries.

ELEKS is transparent and accountable in its relationships with clients and the wider community.

Working to the highest possible internal standard is written in our DNA. **Our commitment to delivering secure, high-quality services is demonstrated through our professional certifications, including:**

ISO 9001:2015



ISO 9001 certification ensures that the quality management systems (QMS) adopted by ELEKS work to improve the business. ISO 9001 certification confirms ELEKS' continual business process improvement, consistency in the delivery of its products and services, commitment to quality and increased credibility and competitiveness.

ISO 27001:2013



ISO 27001 is internationally recognised as the best-practice framework for an information security management system (ISMS). 27001:2013 certification confirms that ELEKS' ISMS provides high-level security and that all confidential data is processed according to the strictest security practices.

SOC2 TYPE II AUDIT



SOC2 is an independent verification of security controls, recognised worldwide as the most detailed and rigorous security audit. SOC2 defines criteria for managing customer data based on five trust service principles: security, availability, processing integrity, confidentiality and privacy. The SOC2 Type II certification helps ELEKS operate more efficiently, avoid any non-compliance issues and breaches and most importantly, ensures that clients' sensitive data is duly protected.

DEVELOPMENT AWARDS



ASSOCIATIONS



BUSINESS PARTNERS



Specialists

ELEKS has always been a company built to address the distinct values that are highly appreciated and respected by the people and companies whom we cooperate with. Both business partners and specialists share our values and are a great support when needed.

Moreover, we manage to hold various events both online and offline:

- Self-development
- Improving well-being
- Professional development
- Entertaining events

We held more than **100 events** in 2021, including town hall meetings, entertaining lectures on different topics, tech talks, and others.

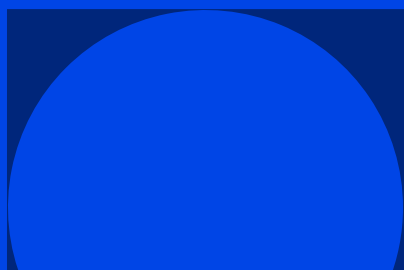
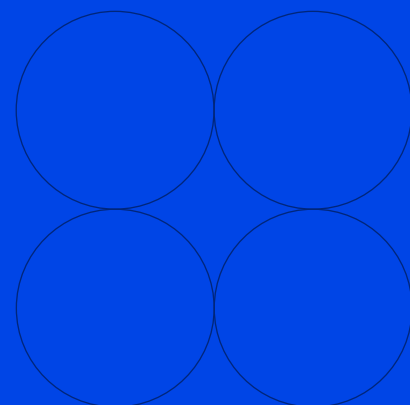
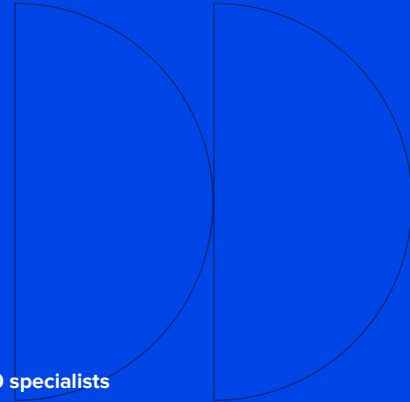
In 2021 we achieved the level of **2,000 specialists** on staff – 433 more than in 2020. This great result of expanding the team was accomplished during the challenging COVID-19 lockdown times. We maintained effective communication between the specialists and the company, even without being present at the offices and working mostly remotely from home offices.

All processes related to our specialists are run by several teams, including

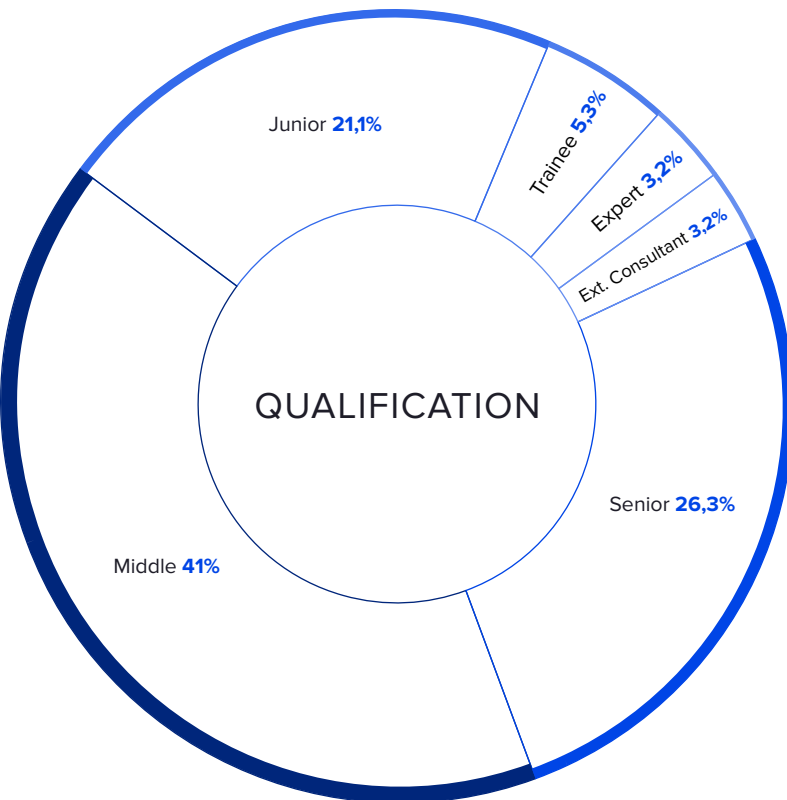
- Talent Management Office
- Human Capital Administration
- Employee Relations Team

Two teams managed learning, development, and professional growth

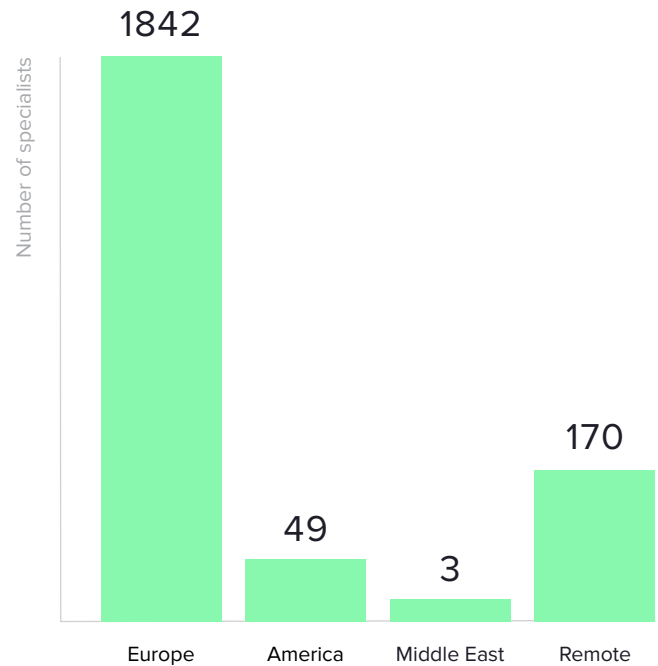
- Centers of Excellence
- ELEKS University



ELEKS in numbers



REGION



Total
2063

1998
65
| full time
| external consultants
or freelancers

Grew by
433
specialists

Male
64%

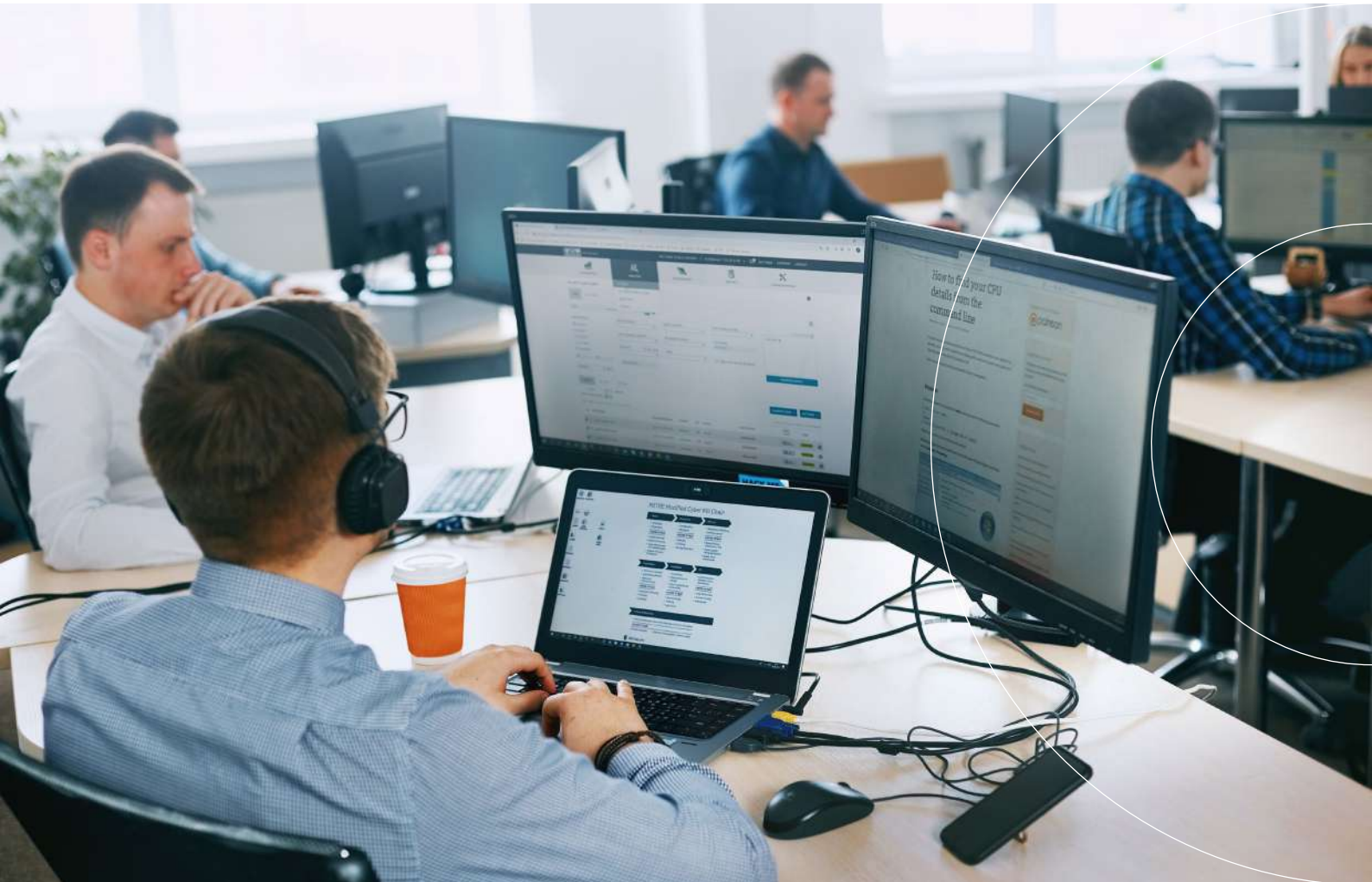
Female
36%

Turnover
21%

All data provided based on the
timeline from January 1 through
December 31, 2021

Working conditions

All ELEKS specialists at their start receive equal opportunities, if any changed needed these are explained in the job offers.



The remuneration policy is explained to all specialists at their start (depending on their position), as well as other working conditions, benefits and perks. The social package for all specialists (apart from external consultants, who have separate agreements according to the level they are involved) contains:

- **Vacations, day offs and sick leave**
- **Health insurance**
- **Maternity leave** (for female specialists) (for up to 3 years)
- **The right to opt for sabbatical leave** (position saved for up to 6 months, with all benefits remaining)

- **Additional vacation for a number of reasons** (baby born (for male specialists), loss of a relative or close person, blood donation, passing exams with flying colors, etc)
- **Regular performance reviews**
- **Learning and development opportunities**

Apart from all benefits included to the social package, ELEKS also cares for the level of specialists' satisfaction in their work-related spheres. Thus, the company regularly collects feedback using the online tool powered by an independent service.

Code of conduct and business ethic

Each ELEKS specialist can find an answer to the question of what conduct is ethical for ELEKS and which principles should be adhered to at all levels of the organization work both in the company and in the relations with customers, suppliers or vendors, candidates, third parties, etc.

The Code is a coordinate system and a set of easy and understandable rules that will help ELEKSers act in different situations, make right decisions, find proper ways to implement them, and build a successful career in our company.

The document is not a mere formality. It is of utmost importance for us that everyone who represents ELEKS acts openly and ethically, respecting other people and their differences, and realize personal responsibility toward the company and its role in the company's responsibility toward customers and society.

Because all of us at ELEKS apply principles of transparency, legality and fair partnership in our work, the Code also includes information on how to **raise a concern** and what should be done in case **conflict of interest** occurs.

In a situation that appears to be a conflict of interests, we expect our specialists to act in the interest of ELEKS, as well as prudently avoid actual or obvious conflicts of interests.



Well-being and mental health

ELEKS has always cared for the mental and physical health of the specialists.

That is why we have always supported sports initiatives, organizing sport-related events and encouraging specialists to lead an **active way of life**. When the COVID-19 pandemic broke out, we launched many online activities and online sports challenges.

To dedicate even more time and effort to this sphere, in 2021 ELEKS launched a program aimed at mental health and well-being support as a separate project.



In addition to mental health care, we at ELEKS provide other to our point of view important features that add to the total positive experience of being a part of the company:

- **Teambuildings:** team gatherings are of crucial important for the team spirit)
- **Sport:** encouraging doing sports, supporting sport initiatives within the company, providing access to the gym available at the office facilities in some offices)
- **Entertaining events** like workshops of various kinds, lectures, challenges, etc.

2021 ELEKS also launched a program of support for those on a sick leave. The program is called **Get well soon** and includes sending a gift box of fresh fruit and other fresh and healthy tasty goods upon a request of specialist's manager. **338** specialists were provided with the Get well soon box.

Apart from various entertaining events, ELEKS arranges vaccination on yearly basis. In 2021 we provided vaccination from flu and COVID 19.

Also, as one of ELEKS 30 Celebration activities, we arranged hikes to the mountains. There were **6** mountain trips, **97** colleagues joined.

Recognition

It's important for us to focus on our achievements and recognize people individually.

It shouldn't be material recognition. Therefore, we would like to launch a program you could recognize personally. If someone goes extra mile, please find good words from your heart and express this with the token of appreciation.

Thus, we have a couple of recognition programs at ELEKS that cover different levels of cooperation and different spheres of corporate life:

CELEBRATE SUCCESS PROGRAM

Provides individual managers with an opportunity to recognize someone's top performance, specific goal attainment, extra involvement, general dedication, or unique skills and insights.

256 specialists were recognized in 2021

MOST VALUABLE PLAYER PROGRAM

Most Valuable Player is a recognition program, designed to recognize the colleagues. Specialists on certain positions (managerial) are able to nominate their colleagues for achievements in 5 categories: Commitment and Excellence, Customer Focus, Empowering Talents, Innovation, Teamwork. Quarterly, we choose five of the most valuable players in each of the five categories. The winners are chosen by a jury that contains random specialists.

171 nominees

20 winners

36 jury members

(28 specialists, 8 executives)

ASSOCIATES AND FELLOWS PROGRAMS

These are incentive programs, that are based on long-term cooperation with ELEKS.

ELEKS Associates covers the specialists who cooperate with the company 10+ years.

The goal of the program is to provide the specialists with additional **annual reward** in the form of company shares.

Corporate volunteering

In 2021 ELEKS launched a year-long project called ELEKS 30 devoted to the 30th anniversary of the company.

It included more than **30 individual projects** suggested by the specialists themselves. For the reason a separate portal was created. The process worked as follows:



01

Specialists
suggest the idea

03

ELEKS senior level
management **approved**
on the total concept

02

A devoted team **moderates the ideas**,
helping to **shape the future project**
to the values and vision of the company

04

Company sponsored the
implementation of the ideas,
but the specialists implemented
these themselves.

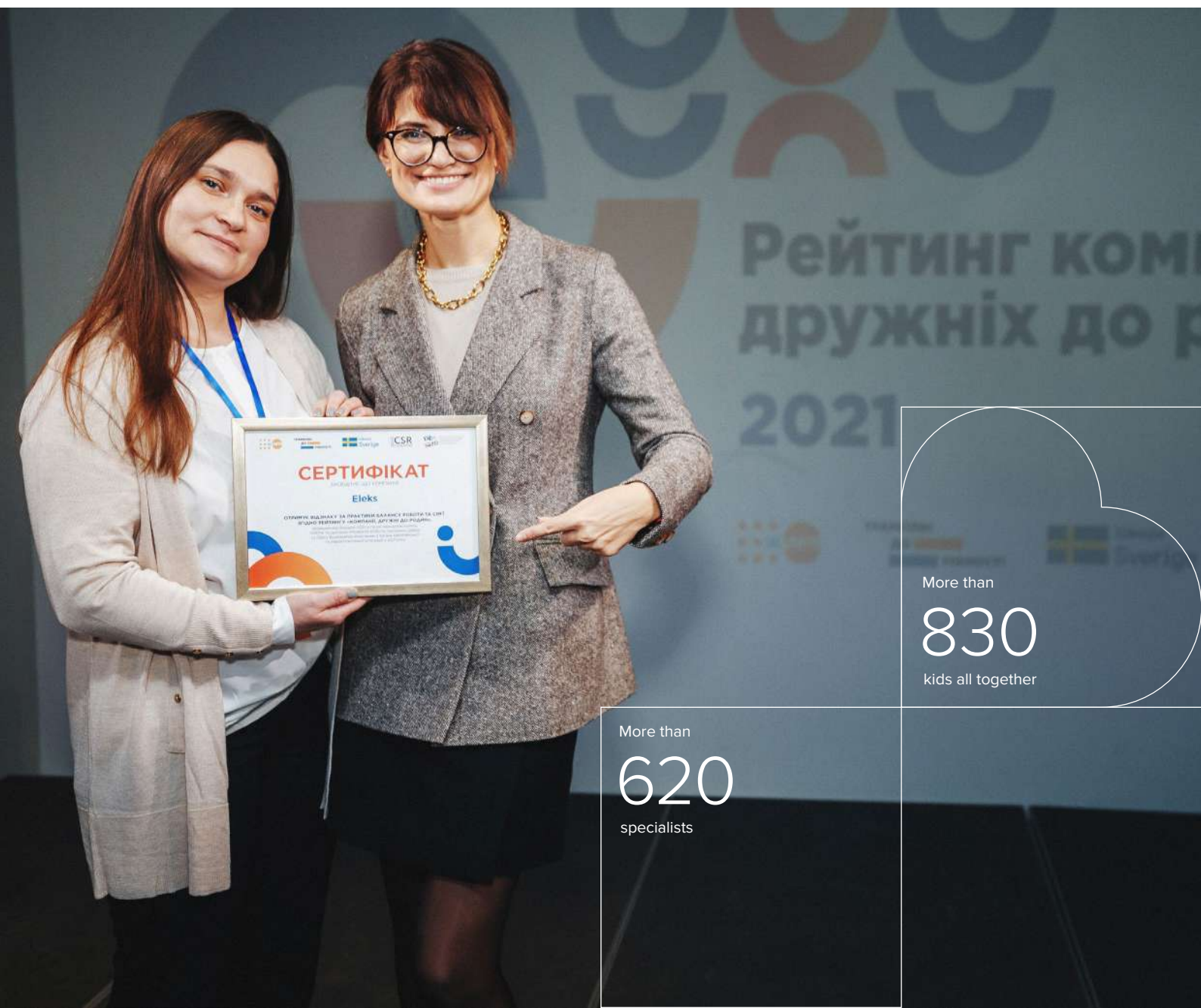
About the ideas and
outcomes follow to
[Chapter 'ELEKS 30'](#)
[of this report.](#)

ELEKS as a family friendly company

ELEKS has always been the company that appreciates the family.

In 2021 we were awarded with a title of **Top Family friendly company** withing IT Companies in the rating held by the CSR Centre Ukraine in cooperation with the The United Nations Population Fund (UNFPA).

In 2021 more than **620 specialists are parents**, so our great ELEKS specialists family has all together more than **830 kids**, that is almost half as ELEKS in total. Every year we try to pay more attention to parents and their kids, either with the help of events (online, offline) and/or presents. When arranging events, we want to contribute to kids' education, thus we invite language, art, music teachers.



More than

830

kids all together

More than

620

specialists

Employer brand awards

Top family-friendly
company.

CSR Ukraine, UNFPA

Top-7 employers
in Ukraine

CSR case "Run&Cycling
Challenge" enlisted as the best
case in Ukraine in the category
"Wellbeing and Health"

Forbes Ukraine

CSR Ukraine

Top-5 IT employers
in Ukraine

Enlisted as a socially
responsible company

DOU, category – 1500+

Pro Bono Club

HR Brand Ukraine
2021 Award, Nominee



Learning and development

ELEKS has two main divisions that are responsible for both learning and development: Centers of Excellence and ELEKS University.

Centers of Excellence is a team of experts that provide leadership, best practices, research, support, and training in their relevant areas of expertise. The team is using the company's mission of empowering the best talents' continuous development for partners' success through software innovation. So the goal is to make ELEKS a place where people can learn, develop their skills, enjoy technology, and work on something they truly care about.

Centers of Excellence assist in continuous competency development of ELEKS specialists for more than **1500 specialists** at the moment of this report being composed. In total, Centers of Excellence deal with certificate management and skills management.

The team's services are divided into **4 general groups:**

01

Performance management

02

Assessment

03

Training

04

Mentoring services

COE AS A DIVISION INCLUDES:

Business Analysis Office (BAO)

Customer Support Office (CSO)

DevOps Office (DOO)

Data Science Office (DSO)

Information Development Office (IDO)

Product Design Office (PDO)

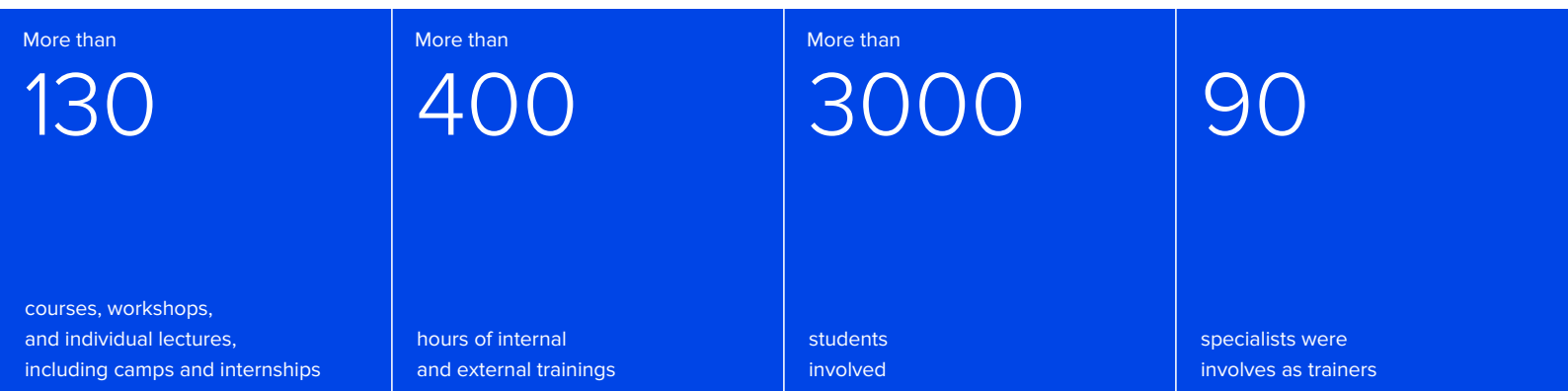
Project Management Office (PMO)

Quality Assurance Office (QAO)

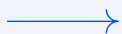
Software Engineering and Development Office (SEDO)

ELEKS University is a department that is merging both specialists and the community education opportunities. In 2021 lots of events took place. These included external and internal trainings on various soft and hard skills: testing, programming, communication, interviewing, certifications, etc.

All of these events aim at growing tech and soft skills capability, promoting employer brand, teaching and hiring new specialists, growing new talents, as well as improving mental health state within the specialists of the company.



ELEKS University is famous for its regular yearly hard skills camps. As a result of the camp, the best students are offered to cooperate with ELEKS. In 2021 there were **9 camps** held in total.



QA	.NET	C++
FRONTEND	DEVOPS	TEST AUTOMATION
BIG DATA	JAVA	TECHNICAL WRITING



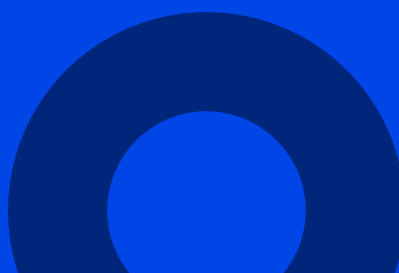
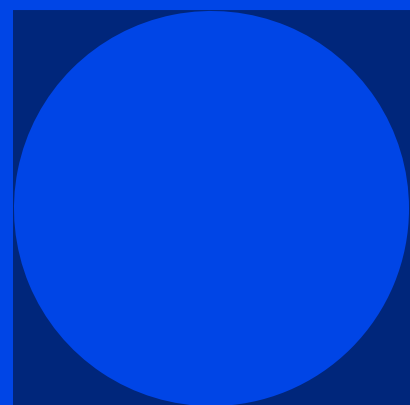
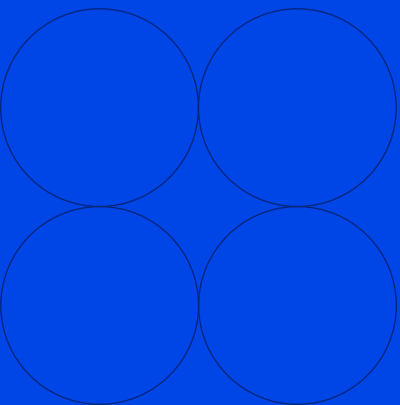
Apart from providing training, ELEKS University cooperates with several institutions:

- Ukrainian Catholic University
- Ivan Franko Lviv national University
- Lviv Polytechnic University
- Ivano-Frankivsk National Technical University of Oil and Gas
- Vasyl Stefanyk Precarpathian National University
- IT Step University

ELEKS specialists are mentoring the students during their internship, as a result – the best students may receive a job offer.

Apart from hard skills development, all ELEKS specialists may attend language courses.

Society and community



ELEKS 30

2021 is the year of the 30th anniversary since the company was launched by the father and son, Oleksiy Skrypnyk and Oleksiy Skrypnyk, Jr.

We wanted to make this year, not an only a day, but a year to remember. This ended up as a year of different socially responsible and sustainable projects. In this report we want to share 34 projects, that were suggested and implemented mostly by ELEKS Specialists with the support from the company.



34

good deeds
done

700+

ELEKS volunteers
involved

2,000,000 UAH

invested toward CSR

THE PROCESS WAS AS FOLLOWS:

Our specialists suggested the ideas

We chose the ones that matched the company's values

A dedicated team aligned the ideas with the UN Sustainable Development Goals, such as tackling poverty and hunger, good health, quality education, decent work, regional development, and more, and we had been implementing them throughout the year. These projects covered 12 out of 17 UN Sustainable Development Goals.

OUR MAIN PARTNERS



Goal 1: No poverty

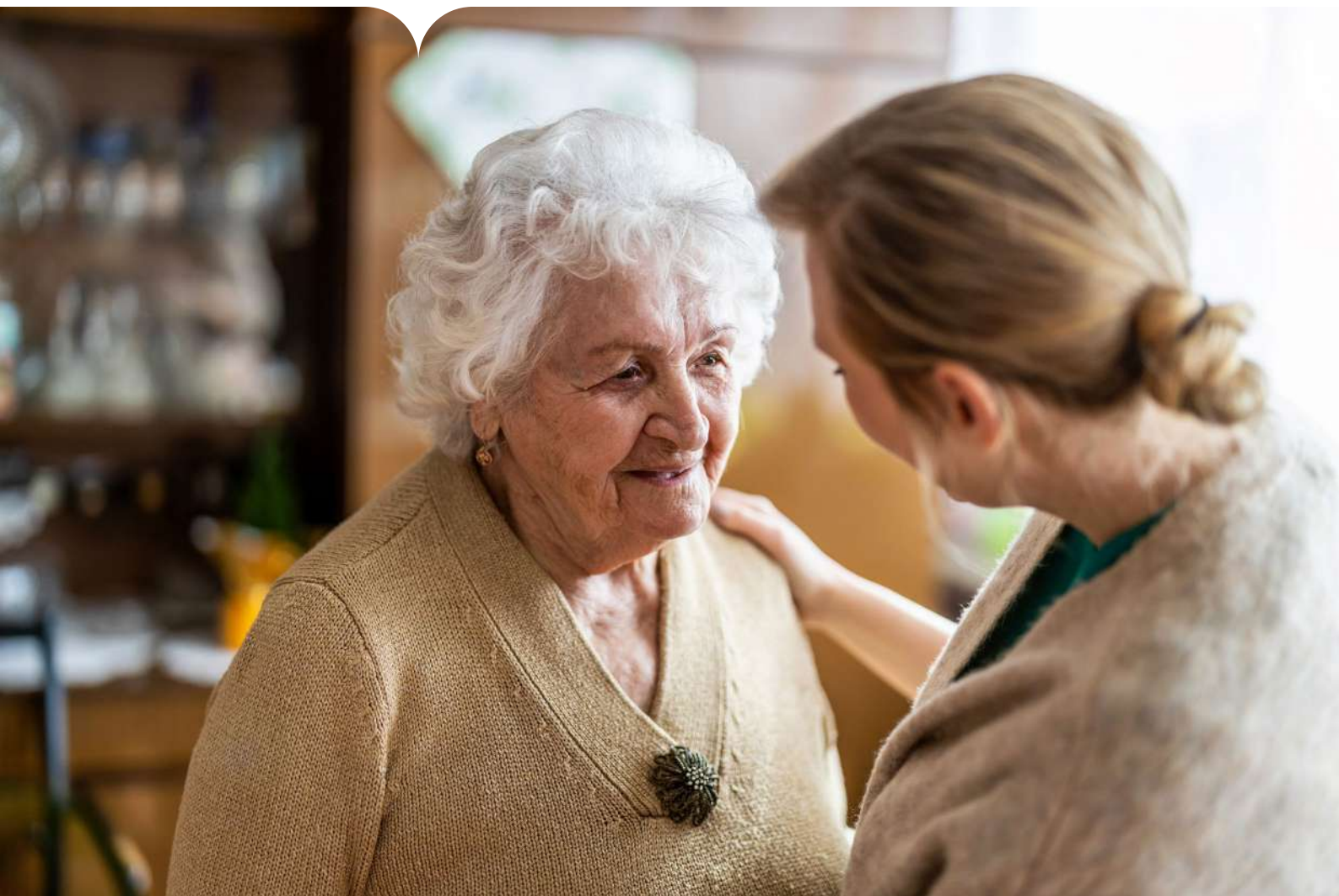


SUPPORTING THE CARITAS HOME CARE PROJECT

ELEKS has joined the Home Care project from the Caritas Charitable Foundation and supports 50 single elderly people in Ivano-Frankivsk.

Our company assisted in the amount of UAH 85,000. The funds were directed to the following activities for the elderly:

- Provision of medical preparations
- Rehabilitation care products (walkers, toilet chairs)
- Hygiene procedures (care products)
- Housekeeping (detergents, cleaning)
- Organization of leisure time



Goal 2: Zero hunger



PARTNERSHIP WITH THE NGO TARILKA (THE PLATE)

ELEKS handed over funds to Tarilka NGO, which were used to purchase a **car refrigerator, 4 germicidal lamps, scales, a non contact thermometer and a laptop** – necessary equipment for the efficient and high-quality work of the food bank created by the organization. In addition, ELEKSers took an active part in the cleaning of the premises at the start of NGO activity.

“We now have the opportunity to store more food on the route, deliver it to the end consumer in higher quality, create maximum security in our premises and simply help other people.”

Ivan Pavlish,
Co-Founder and Manager of Tarilka NGO



Goal 3:

Good health and well-being

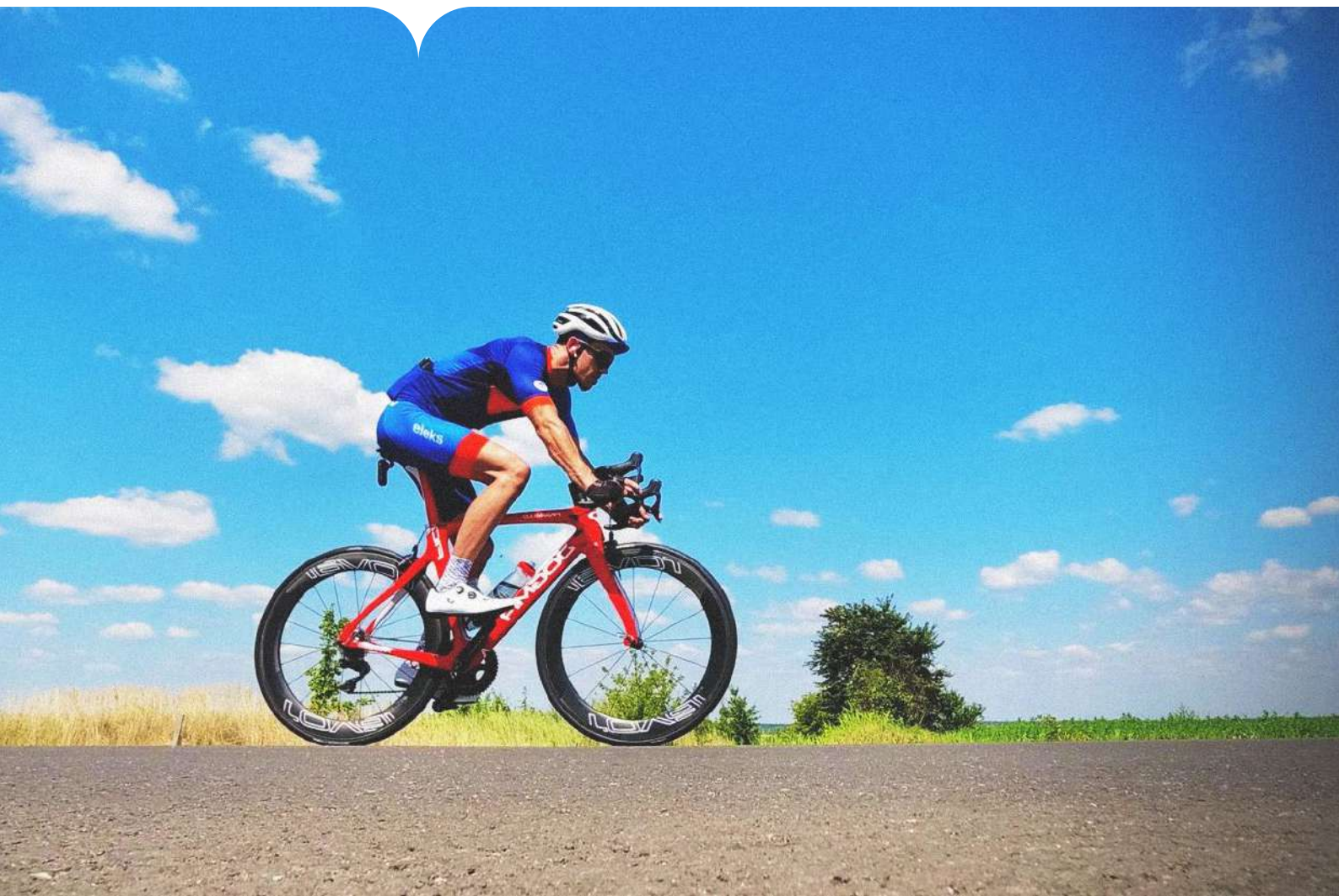


ELEKS-WIDE RUN&CYCLING CHALLENGE

ELEKS, with the help of an internal sports challenge, collected all the necessary amount to purchase and transfer to the Lviv hospital OKHMATDYT a children's **flexible nasopharyngo laryngoscope** and **a set of instruments for microsurgery of the larynx**. The kilometers that our specialists ran or drove were converted into funds that we collected for the device.

As a result, our **155** challenge participants, starting in May, were able to collect **355,188 UAH**, which ELEKS transferred to the dobro.ua platform.

Serhii Vybach, Senior Software Developer, drove the most within the challenge, **7421 km**. For example, the total length of the Ukrainian border is **6992.982 km**.



GOAL 3: GOOD HEALTH AND WELL-BEING



PARTICIPATION IN 28TH PROBIG PID KASHTANAMY

This health initiative has been held for 29 years in a row and unites more than 20,000 participants. During its existence, it has collected more than **\$680,000** for its charitable purpose.

This year, ELEKS joined this initiative! A team of **30** participants ran **5 kilometers** for the sake of little hearts and connected the whole of Ukraine. Kyiv, Lviv, Ivano-Frankivsk, some even covered this distance on the coast of Turkey while on vacation!

We transferred **UAH 6,000** to the charity fund "Run under Chestnuts". All funds will go to charity, namely to the purchase of necessary equipment for the Scientific and Practical Medical Center of Children's Cardiology and Cardiac Surgery of the Ministry of Health of Ukraine.

PARTICIPATION IN DOBRORUN

53 ELEKS specialists from different cities of Ukraine became part of such an important event. The race has no geographical boundaries, so some people from Eleks ran it while in Montenegro. The purpose of the race is to **raise funds for children with cancer** who are wards of the Charitable Fund Tabletochky, a fund that supports kids who suffer from cancer.

ELEKS transferred
26500 UAH to the fund



GOAL 3: GOOD HEALTH AND WELL-BEING

DECORATION OF THE WALLS IN THE ORPHANAGE BERIZKA AND DARNYTSKYI ORPHANAGE (KYIV)

Together with the public initiative PAINT THEIR LIFE, we **decorated the walls** of the Berizka children's home and the Darnytskyi orphanage by painting them together with the kids themselves.



REPAIR OF THE ELECTRIC RAM MOTOR IN OKHMATDYT HOSPITAL (KYIV)

At the Head of Employee Relations initiative, Kateryna Andrushchenko, ELEKS has supported the St. Luke's Charitable Foundation, which takes care of the Okhmatdyt neurosurgical department in Kyiv. The company provided funds for **repairing the electric saw** that is used to perform operations on bones.

The cost of repairs is
UAH 36,683

SETTING UP THE REST ROOM FOR DOCTORS AT IVANO-FRANKIVSK HOSPITAL

Through the leadership of the Head of the Ivano-Frankivsk Branch Office initiative, Natalia Draganchuk, the company arranged a restroom for doctors at the Central City Clinical Hospital of Ivano-Frankivsk.



GOAL 3: GOOD HEALTH AND WELL-BEING

SYRINGE PUMP PURCHASING FOR THE LVIV AMBULANCE HOSPITAL

The company purchased a **syringe pump** for the Lviv Clinical Ambulance Hospital to ensure a certain speed and accuracy of medication delivery to patients.

The cost of the equipment is
UAH 32,000



CHARITABLE FUNDRAISING WITH CHARITABLE FUND TABLETOCHKY—MONETKY DITYAM (COINS FOR KIDS)

ELEKS joined an initiative by the fund Tabletochky. They collected 25 coins for kids who require medical treatment. The 25-denomination coin and other coins that went out of circulation were collected, so the fund decided to use them for the good. **ELEKS installed the boxes, where the coins could be collected,** in the offices in Ukraine. We received a gratitude letter from the National Bank of Ukraine for taking part in the initiative.



GOAL 3: GOOD HEALTH AND WELL-BEING



SUPPORT FOR THE CHARITY EVENT IT MYKOLAY KYIV

ELEKS participated in the purchase of a **portable ultrasound machine**, supporting the IT Mykolay Kyiv charity event. The ultrasound machine was transferred to the children's department of the Romodanov Institute of Neurosurgery of the National Academy of Sciences of Ukraine.

The charitable contribution of ELEKS amounted to **70 000 UAH** toward the device's **387 000 UAH** full cost.

SUPPORT OF THE CHARITABLE INITIATIVE DYVOGONKA

Dyvogonka is a children's bicycle race, in which children from 2 to 8 years old can take part on bicycles, treadmills, or scooters. At most, there will also be an opportunity to attend interesting master classes and play games – it will be interesting for both children and parents.

The event is more than a holiday. It's also about sports and games. All proceeds will go to an important cause – **support of the charity campaign #SaveViktoriaRazom** – for the little girl from Lviv, Victoria Polyuga, who was diagnosed with spinal muscular atrophy (SMA).



Goal 4: Quality education



FINANCIAL SUPPORT AND PARTNERSHIP WITH "TEACH FOR UKRAINE"

ELEKS is financially supporting the Teach for Ukraine project, which aims to **reduce educational inequality**. The organization attracts the best graduates and young professionals to teach in villages and towns for two years. The initiative covers **more than 10000 pupils** from **30 schools** in different regions of Ukraine with the help of **over 40 teachers**.

Sofia Belenkova, ELEKS Representative, Director of SAP and Enterprise Applications Practice, also shared her knowledge in project management at a workshop for future teachers.



GOAL 4: QUALITY EDUCATION

DONATION OF MORE THAN 300 BOOKS TO RURAL LIBRARIES

Oksana Ivanchenko, one of our specialists, suggested purchasing and providing 9 libraries in the Lviv and Ternopil region with kids' books. ELEKS gifted more than **300 books** for kids of different ages and teenagers, ranging from fairytales to books on programming for kids.



"INFOHYGIENE TEACHER TRAINING"

ELEKS supported an initiative of the Ukrainian author Oksana Moroz who is promoting the infohygiene movement.

We purchased **463 books** for Ukrainian teachers to develop their knowledge of information hygiene. The books were handed over to the schools in the Kyiv, Ternopil and Ivano-Frankivsk regions.



JOINT PODCASTS BETWEEN ELEKS, RADIO SKOVORODA AND TERYTORIYA

Together with Radio SKOVORODA and Terytoriya, we launched the "Literary (In)dependence" podcast about the **30 main books** of the Ukrainian Independence. For ELEKS, education and cultural awareness are important, so our specialists willingly joined the project and read several passages. Iryna Bilobrovets, Project Coordinator, also participated in the recording of the podcast.

In total, **6 episodes** were published.



GOAL 4: QUALITY EDUCATION

PARTNERSHIP WITH THE OL SCIENCE FESTIVAL

The OL Science Festival is a meeting place between the scientific and the everyday, a combination of the practical part with the theoretical in the edutainment format. OL is a platform for popularizers of science and their followers. We are glad to support the dissemination of scientific knowledge in an accessible and interesting form. Petro Konovalov, director of Doctor Eleks, will take part in the panel discussion "High-tech society. What is the role of science in community development?".



CORPORATE VOLUNTEERING IN THE EDUCATIONAL INITIATIVE EDUMUS

ELEKS specialists will teach in Ukrainian schools during the school year as part of the Edumus project, which aims to bring 21st-century skills to schools. In particular, Junior Software Developer at ELEKS, Iryna Elizarova, has already started teaching computer science in one of the schools in the Lviv region. Iryna has also repeatedly participated in the Code Hour project when representatives of IT companies conduct lessons in schools to promote programming.



GOAL 4: QUALITY EDUCATION



SUPPORT OF THE PUBLIC INITIATIVE FOR KIDS SHALENI MATEMATYKY (MATH MADNESS CLUB)

Supporting the NGO Lvivska Malecha, ELEKS provides its office to Math Madness Club. This project aims to introduce children and teens aged 5 to 15 to the **fascinating world of mathematics to develop their logical, creative and abstract thinking and the ability to make the right decisions**. Many children of the company's specialists also attend classes.

ELEKS-WIDE CHARITABLE COLLECTION OF BOOKS, COMPUTERS, SCHOOL SUPPLIES FOR THE RED CROSS

Together with ELEKSers in the Lviv, Ivano-Frankivsk, Ternopil and Kyiv offices **we collected the books and computers** to pass them over to the local Red Cross communities. ELEKS additionally purchased **80 sets of stationery and creativity goods for kids**. In total, more than 320 kids were supported.



PARTICIPATION IN FAYNIY OSINNIY TRAIL TO SUPPORT THE YOUTH ORGANIZATION PLAST, THE NATIONAL SCOUT ORGANIZATION OF UKRAINE

ELEKS financially supported the activities of the Scout organization Plast, which is engaged in patriotic education of youth. Also a race was held in which our specialists Roman Petryk, Oleg Ivanovskyi, Andrii Purskyi, Natalya Skolozdra and Markiyon Trychuk took part. Among the distances were 29, 16 km and 600 meters for children under 14 years old. Markiyon, Middle Software Developer, took second place in the 16 km distance.



Goal 5: Gender equality



NAUKOVYTSI, A PARTNERSHIP PROJECT
BETWEEN ELEKS AND INSCIENCE TO DEVELOP
WOMEN IN SCIENCE

The Women Scientists Project is focused on the development of women in science and supports increasing the number of women working in STEM areas and has financially supported the INSCIENCE Women Scientists documentary project. The project aims to **inspire girls to choose scientific profession and believe in their strengths.**

ELEKS specialists joined the project. Three of them shared their career stories on social media. An online meeting was held with Lesya Symanyshyn, Project Manager, with schoolchildren and students interested in science and want to develop a career in STEM.



Goal 9: Industry, innovation and infrastructure



SUPPORT OF THE INTERACTIVE EXHIBITION FUTURE OF WORK 2030

ELEKS was a partner of the national interactive exhibition for young people Future of Work on the future of the labour market in Ukraine. The company also conducted its online workshop on Leader of the Future: Key Skills.

More than **800 people** from Kyiv and other regions joined it, 300 of them joined online.



GOAL 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE

INSTALLATION OF BICYCLE PARKING IN TOURIST PLACES OF LVIV

Solomiya Yakymiv, ELEKS Marketing Manager, proposed the initiative for the company to **establish bicycle parking spaces** in Stryiskyi Park in Lviv.



PARTNERSHIP WITH EASTCODE 2021

ELEKS became a partner of the competition for innovative solutions for the communities of eastern Ukraine – EastCode 2021: National competition for innovative solutions.

EastCode 2021 is a competition for innovators and changemakers, where you can present your ideas and projects and get the opportunity to turn communities in the east of Ukraine into thriving modern community. Yarema Hrytstshyn, Chief Engineering Officer, took part as a jury member.

Projects topics covered:

- good governance and involvement of citizens;
- environmental protection, sustainable development and responsible consumption;
- availability of public services.

Goal 10: Reduced inequalities



CHARITABLE EVENT WITH THE RED CROSS ON THE OCCASION OF THE INTERNATIONAL CHILDREN'S DAY

The event took place on the 1st of June in cooperation with Red Cross Lviv. Volunteers of the society conducted **a master class on making sleep catchers and various entertaining exercises for children** from large families, in particular, those who moved from the Eastern Ukraine because of military actions there.

We visited the children with small gifts, delighting them with a set of materials for creativity. The package included colored paper, albums, plasticine, felt-tip pens, colored pencils and brushes, as well as eco-bags and our branded notebooks for their most interesting ideas.



GOAL 10: REDUCED INEQUALITIES



FINANCIAL SUPPORT OF "ZHYVA PERLYNA" ORPHANAGE

ELEKS provided financial assistance for the needs of pupils of the "Living Pearl" Family Home in the village of Boarders in Lviv region. Thanks to this, 10 pupils of the home will be able to attend music lessons until the end of the school year. Pupils play the flute, clarinet, and piano.

"Living Pearl" was created to help orphans and children left without parental care and started its activities in 1998.

SUPPORT OF THE UKRAINIAN UNION OF PERSONS WITH DISABILITIES WITH VSI NGO

With the financial support of ELEKS, "USI" adapted two films: "The Theory of Everything" and Ukrainian cartoon Mykyta Kozhumiaka. "The Theory of Everything" is a biographical melodrama based on the memoirs of the ex-wife of physicist Stephen Hawking.

And with the support of the company, **books were published in Braille** and in a universal design with audio versions. Printing such books is a time-consuming and complex process, which includes editing the text of the book in braille, adapting tactile drawings for the blind and printing them, creating hard covers with the application of braille, and producing a QR code containing an audio version of the text of the book.



Goal 11: Sustainable cities and communities



CREATION OF A UNIQUE LENKEVICH-VALEVSKY ESTATE MUSEUM (GOSHCHA, RIVNE REGION)

Building Ukraine Together and ELEKS took part in **restoring the territory near the unique estate of Lenkevych-Valevskyi**, which was built in the late 18th – early 19th centuries in the town of Goshcha Rivne region.

12 ELEKSers participated in the restoration of the territory. Goshcha is the small homeland of Olena Klyushnyk, Senior Test Engineer at ELEKS, who expressed the idea to organize this initiative



Goal 12: Responsible consumption and production



PROVIDING IT EQUIPMENT

Screens, printers, computers, and other IT equipment was handed over to the military, Lviv Regional Youth Center, schools (in Lyubyn and Boryslav, Lviv region), and hospitals.

Total:

37 desktop computers
9 laptops
81 monitors
6 switches
1 printer

ELEKS-WIDE CHARITABLE COLLECTION OF BOOKS, COMPUTERS AND CLOTHES FOR THE RED CROSS

We arranged a charitable collection of books, computers, clothes, school supplies and clothes for people in need. The goods our specialists from the Lviv, Kyiv, Ivano-Frankivsk and Ternopil offices donated were delivered to the local Red Cross communities.



Goal 13: Climate action



TREE PLANTING IN KYIV, LVIV, IVANO-FRANKIVSK AND TERNOPIL

At the initiative of Oleksiy Panchenko, Delivery Manager, ELEKS implemented the idea "30 years of ELEKS – 30 new trees for our cities".

Almost 90 specialists of the company with their children **planted 30 trees** in their hometowns in Kyiv, Lviv, Ternopil and Ivano-Frankivsk. In total, 120 trees were planted.



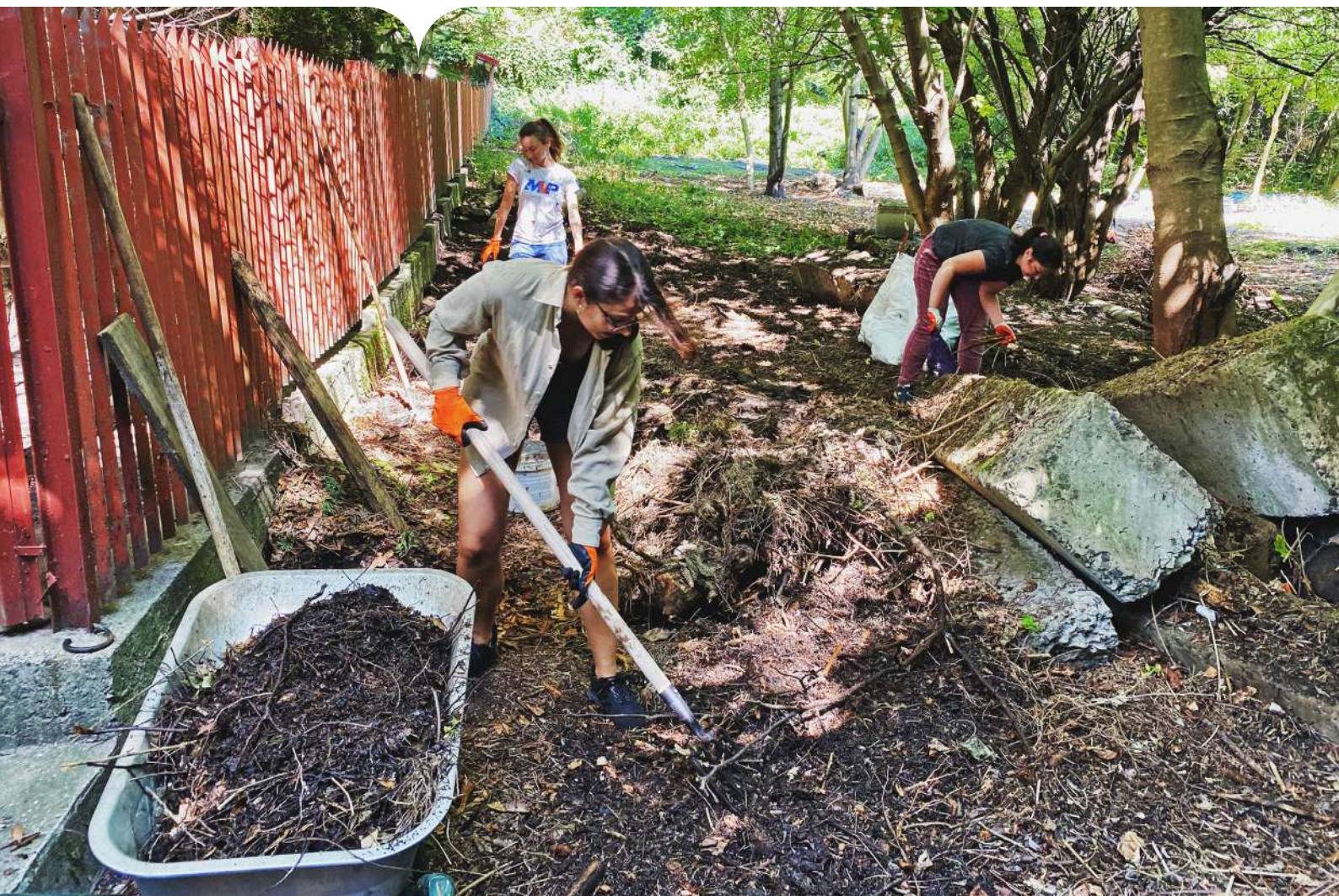
Goal 15: Life on land



CREATION OF PUBLIC GARDEN IN THE PARK «ZALIZNA VODA» (LVIV)

ELEKS and the NGO Plato, Ecoterra and Permaculture in Ukraine organized the creation of a garden in the park Zalizna Voda in Lviv. The initiative aims to show that vegetables, greens, or flowers can be grown in the village and encourage citizens to create similar public green areas.

In total, **more than 50 people** are taking care of the garden.



Goal 17: Partnerships for the goals



SPECIAL WINTER PRESENT BOX

Every year, on the St. Nicholas Day, a traditional holiday in Ukraine held on December 19, we prepare some gifts for our specialists and their kids.

In 2021 the gift box was special. It included products from seven social enterprises and more than 2000 people received it.

The vendors were:

- Christmas cakes from **Good Bread**
- Cookies from **Nut House** and **Veterano Brownies**
- Herbal tea from **Maysternia Mriy (Workshop of Dreams)**
- Dried fruit and a mix of nuts from **FrontMed**
- Honey from **BeeThe**
- Toys made out of bees wax from the **Lviv Candle Manufacture**



Environmental Sustainability

We at ELEKS understand that our activities have both direct and indirect environmental impacts and see the protection of the environment as an integral part of good business practice.

We are committed to improving the company's environmental sustainability performance for the benefit of our specialists and community. For this reason we have been committed to ECO Eleks initiative since 2017, the objective of which is to improve ELEKS' environmental performance by various means.

ENERGY SAVING

ELEKS Specialists are asked to turn off their PCs and all other electrical devices if possible as they are leaving the office, to save the energy during the non-working time.

PAPER SAVING AND RECYCLING

ELEKS Specialists are encouraged to exchange information in a digital mode, to avoid overusing paper for printing purposes. All wasted paper is collected into the separate boxes located next to printers for its further recycling and reuse. We also encourage people to use less napkins and paper towels.

WATER SAVING

Faucet aerators and low-flow shower heads are used at offices to ensure the most efficient and thrifty water use within the company buildings.

BATTERY RECYCLING

Eleks provides facilities for ELEKS Specialists to bring in their waste single-use batteries so they can be collected for further recycling.

MAKE UKRAINE CLEAN

We take part in cleaning events every year in spring. All our Ukrainian offices take part in cleaning/litter removal of public spaces.

PLANTING TREES

Every year ELEKS Specialists are involved in tree planting activities in the local community.

WASTE SORTING

We have used waste-sorting boxes in all Ukrainian offices since June 2017. We encourage people to sort plastic, glass and paper that enables us to utilize the waste more carefully. We regularly arrange events dedicated to sorting rules and have posters with sorting tips.

KNOWLEDGE SHARING

We are regularly holding events and lectures on the topic of waste sorting, recycling, and sustainable consumption.

About the report

This report represents key sustainability initiatives and results based on data for the period from January 1, 2021, through December 31, 2021.

ELEKS has reported the information cited in this GRI content index for the period stated above with reference to the GRI Standards.

Please address questions regarding this report and corporate social responsibility to Employee Relations Team by addressing the enquiries to employee.relations@eleks.com.

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About ELEKS

ELEKS is a global software engineering and technology consulting provider. For more than 30 years, we have built custom software solutions that support the business growth of our 250+ clients.



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