



eleks

Sustainability report 2023

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 2023.

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FOREWORD

At ELEKS, Corporate Social Responsibility (CSR) is a cornerstone of our business philosophy and operations. Since embarking on this journey in 2015, we have fostered a culture of care for our colleagues, clients and communities. This culture of care extends naturally to our environment and the society we live and work in.

2023 was filled with significant events and initiatives. We channelled our efforts into creating opportunities and an environment for our specialists to grow, learn and become true experts in their fields. We are committed to upholding ethical business conduct and nurturing

a diverse and inclusive workplace culture. Cultivating a sense of ownership and talent development remains a top priority for us.

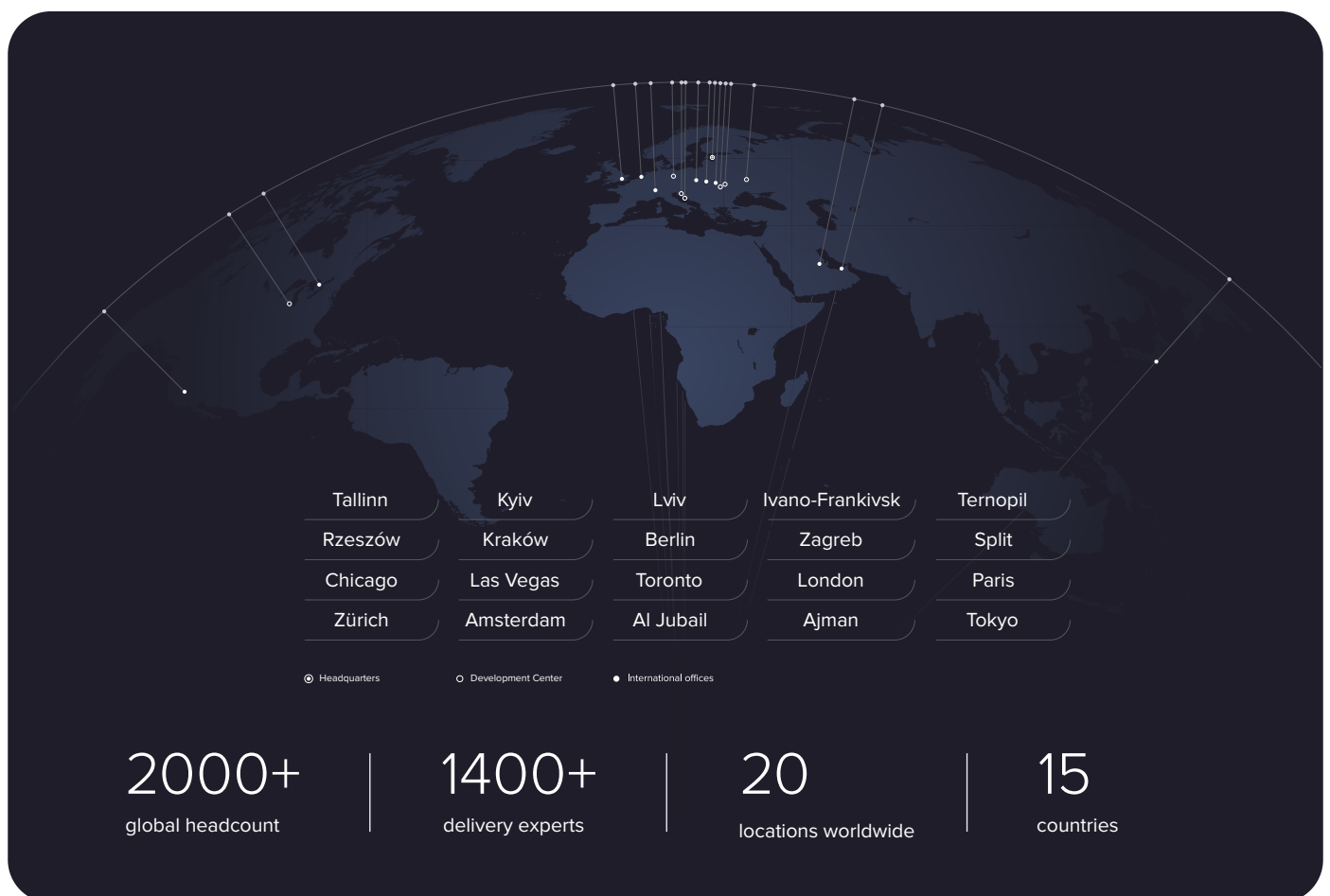
We actively engage with our local communities through volunteering, charitable activities and educational initiatives – leveraging our technological expertise to make a meaningful social impact.

As a company with a global presence, we strive to make a positive difference in everything we do. We invite you to explore our sustainability report and join us on our journey toward a more sustainable and equitable future.

About ELEKS

ELEKS is a trusted global technology partner for **guaranteed software engineering excellence, quality and transparency** – providing expert software engineering and consultancy services for over 30 years.

With a talent pool of over 2,000+ specialists located across Europe, the US, and the UK, we cover niches from custom software development to product design and technology advisory – making us the partner of choice for many of the world’s leading enterprises, Small and Medium Enterprises (SMEs) and technology challengers.



OUR JOURNEY

1991 – **ELEKS launches with DAKAR**, a software for power network management

1995-1999 – We **enter the global outsourcing market** with software for the SME sector

2003-2012 – We **grow to over 500 experts**, expanding our expertise and acquiring multiple **clients in the US and the UK**

2014-2020 – **ELEKS achieves Top 100 Global Outsourcing Company status**, expanding our service portfolio and global presence

Today – **ELEKS is a global delivery unit**, spread across three continents with over **2000 highly skilled specialists**. We offer a comprehensive set of consulting and development services.

What we value

Our company values are rooted in professionalism & engineering excellence, continuous development and a culture of care, all of which shape our interactions with our clients.

We implement risk management, quality assurance and robust information security measures in all internal operations and customer-facing services. Our team comprises innovative thinkers who create daring solutions to complex technology problems. Moreover, we firmly believe that technology can bring about revolutionary change for individuals and the planet when used for social and environmental good.



CUSTOMER FOCUS

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



INNOVATION

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 ground-breaking changes for people and the planet.



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 providing services to our clients and undertaking our core 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.

Clients and business partners

ELEKS has championed technological innovation since 1991. Now, with more than **2000 experts** across the world, 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, which helps clients **design, test, build and deliver products** faster and more cost-effectively. What's more, our cooperation models offer flexibility, so we can match our services to clients' goals, resources and timeline. We're proud to contribute to the success of the world's leading brands.

120+
active clients

64
NPS

1000+
end-to-end projects

ELEKS service portfolio

Engineering

- PoC development
- Application development
- Application re-engineering
- Data Science
- Product-oriented delivery

Advisory

- Product design
- Software audit
- Technical feasibility study

Cybersecurity

- Security testing
- Security compliance
- ECap

Digital Transformation & Growth

- Enterprise applications
- Data & analytics
- Sustainability consulting
- Agile transformation

Quality assurance

- Test automation
- Performance testing

Capacity

- Engineering team

Support

- Support



Certification and awards

ELEKS prioritises transparency and accountability in every interaction with our clients and our broader community.

We adhere to rigorous internal compliance procedures and follow the best practices established by vendors, as well as implementing the latest regulatory standards across various industries. Maintaining the highest internal benchmark is ingrained in our culture, and our dedication to delivering secure, high-quality services is evidenced by our professional certifications.

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 our 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.

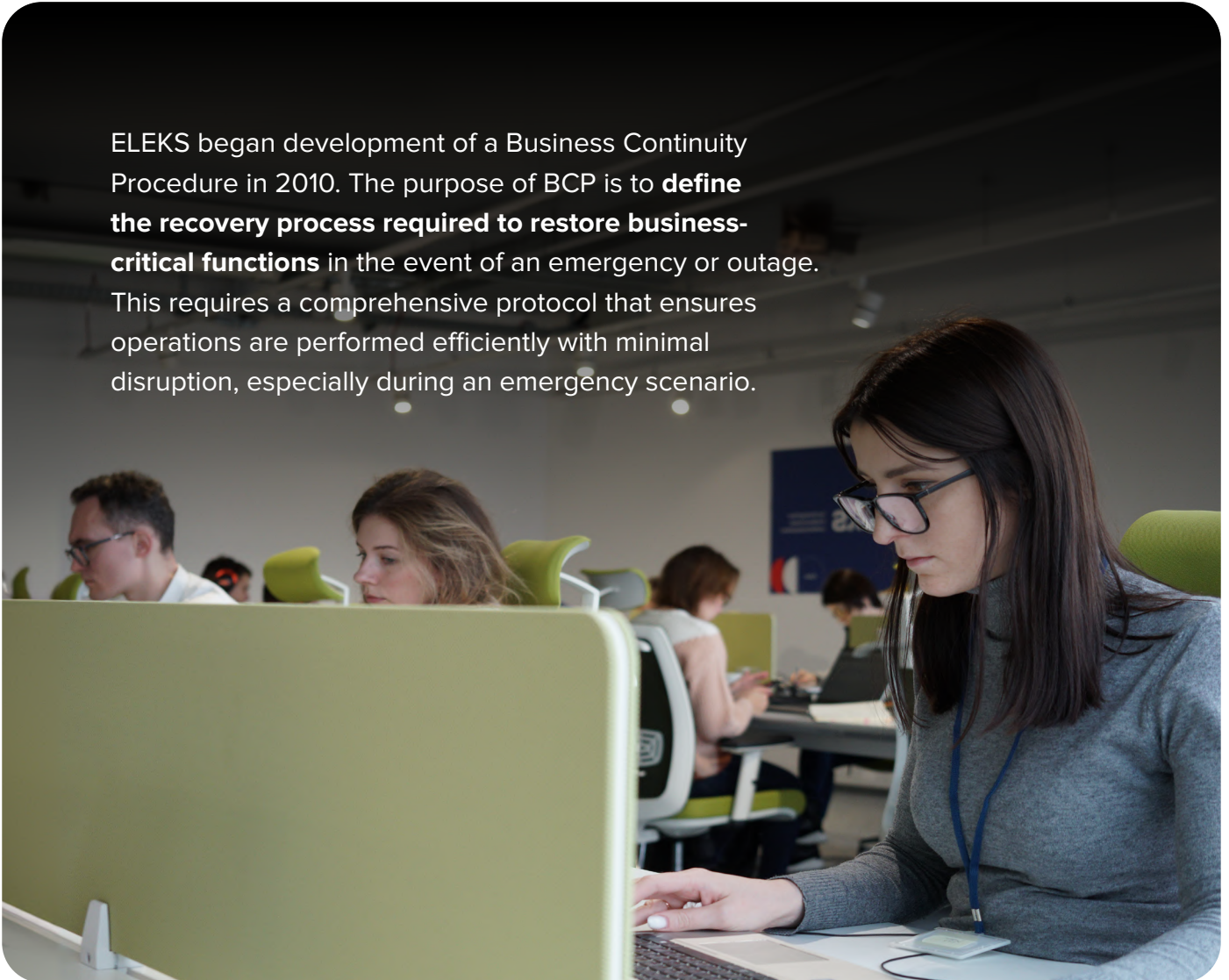
CYBER ESSENTIALS



The Cyber Essentials certification supports ELEKS' capability to participate and deliver in government-sponsored projects and initiatives, and ensures that we manage and retain our existing contracts with a superior standard of quality, while securing new opportunities. This ensures that our company policies and configurations operate in synchronicity with the essential requirements of government projects – highlighting the maturity of our practices.

Business Continuity Procedure

ELEKS began development of a Business Continuity Procedure in 2010. The purpose of BCP is to **define the recovery process required to restore business-critical functions** in the event of an emergency or outage. This requires a comprehensive protocol that ensures operations are performed efficiently with minimal disruption, especially during an emergency scenario.



Our Business Continuity Procedure is developed to continuously safeguard our service provision and other contractual liabilities at an acceptable level, and describes the set of goals and sequence of actions needed to facilitate recovery of business operations and critical systems following an emergency or disruption in IT systems at ELEKS or one of our business units. The Policy applies to the ELEKS Group and covers all geographical locations. All ELEKS specialists, contractors and 3rd-party representatives with access to ELEKS IT assets must adhere to this Policy.

The BCP has been developed in line with the ISO 22301 Business Continuity Management Systems standard, to ensure our organisation is capable of conducting its essential business and functions – even during adverse conditions.

The Risk Mitigation Committee was implemented to focus on developing mitigation strategies for the highest-level business risks.

Awards and partnerships

DEVELOPMENT AWARDS



DESIGN AWARDS



BUSINESS PARTNERS



ASSOCIATIONS



Our Corporate Social Responsibility Approach and Goals

ELEKS CSR focus areas

Our CSR efforts cover a wide spectrum, including environmental sustainability, ethical business practices, employee welfare and diversity, community involvement, data privacy and security, social innovation, and supplier responsibility. Our CSR Statement encapsulates all of these principles.

Maintaining ethical business practices and fostering an inclusive workplace culture are fundamental values for us. We prioritise talent development and foster a sense of ownership. We actively participate in local communities through volunteer work, charitable contributions and educational programs, leveraging our technological expertise for societal benefit.



In 2023, we proactively pursued 14 of the United Nations Sustainable Development Goals (UN SDGs) through various CSR initiatives, demonstrating our commitment to sustainability.



ELEKS CSR FOCUS AREAS

IMPROVING OPPORTUNITIES FOR THOSE IN NEED

We believe that every individual 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 future society. Therefore, ELEKS is proactive in supporting and funding people, projects and charities that help children and individuals in need.

SOCIAL AND ENVIRONMENTAL WELLBEING

ELEKS continually reinforces the importance of behaving as custodians of the environment and society. We understand how crucial sustainable thinking and environmentally friendly policy are. Thus, mindful resource management and energy efficiency are one of ELEKS' major environmental CSR goals. Also, we regularly initiate and support recreational and cultural events.

EDUCATION AND TRAINING

For many years, ELEKS has partnered with universities, colleges and schools to provide educational and mentorship programs whereby our best experts offer knowledge-sharing courses and upscale professional initiatives. We also organise educational camps for youth and specialists across various streams with the possibility of becoming a part of the ELEKS team. ELEKS University oversees this initiative.

PROFESSIONAL IT AND TECH COMMUNITIES DEVELOPMENT

ELEKS actively contributes to the tech and science community through memberships in industry associations in almost every city and country where we have a presence. These communities bring together leading information technology companies, which combine their efforts to build a strong business ecosystem.

DIVERSITY, EQUITY AND INCLUSION

We foster a diverse and inclusive workforce that values every individual's unique perspective and background. Through proactive measures and ongoing dialogue, we strive to ensure equitable opportunities for all, cultivating an environment that celebrates diversity and promotes social progress.

HEALTHCARE DEVELOPMENT

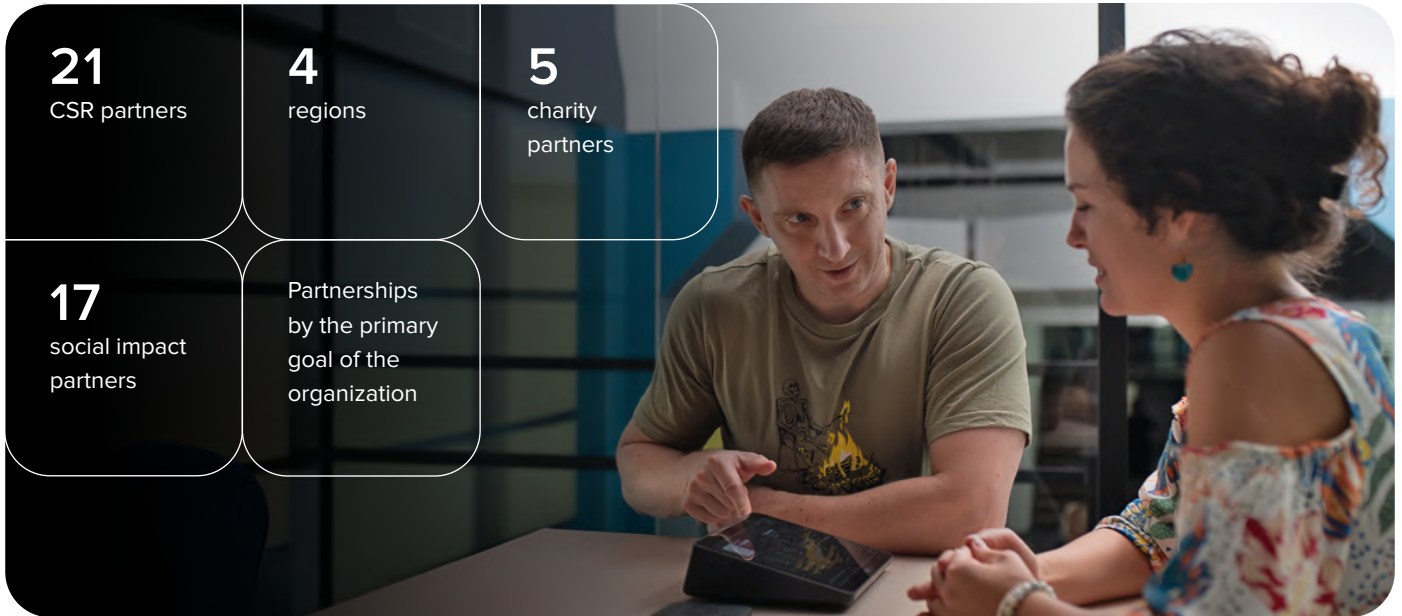
Through strategic partnerships, medical initiatives and providing support for healthcare infrastructure, we aim to enhance well-being and contribute to healthier societies. The health and well-being of our specialists and wider society are integral to our company values. In addition to this, ELEKS nurtures a culture of care, and our Well-being Program is one of the instruments we use to implement it.

SUPPORT TO UKRAINE

We are proud of our Ukrainian origin and devote efforts to CSR activities within the territory of Ukraine. Since the full-scale invasion began on February 24, 2022, we have paid special attention to supporting organisations and volunteering/charitable communities that are bringing Ukraine's victory closer.



Our CSR partners



PARTNER DISTRIBUTION BY CSR FOCUS AREA



10 Improving opportunities for those in need



4 Education and training



3 Social and environmental wellbeing



3 Professional IT and tech communities development



2 Support to Ukraine

POLAND



USA



CROATIA



UKRAINE



Stakeholders

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

| Stakeholder | Key interests | Interactions |
|---|--|---|
| <p>Clients and business partners</p> | <ul style="list-style-type: none"> High quality services Information security Legal and ethical business conduct Reliability High quality expertise Loyalty | <ul style="list-style-type: none"> Daily communication Social media Emails Status updates Net Promoter Score and other surveys |
| <p>Specialists</p> | <ul style="list-style-type: none"> Proper working conditions Professional and career development Compensation and benefits Educational opportunities Social activities, charity, and corporate volunteering Corporate Social Responsibility Reliable employer | <ul style="list-style-type: none"> Daily online/offline 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 |
| <p>IT Community</p> | <ul style="list-style-type: none"> IT community development Contributing to IT education quality Reliable employer | <ul style="list-style-type: none"> IT community events (conferences, Tech Talks, etc) Emails |
| <p>Society and local communities</p> | <ul style="list-style-type: none"> Social activities Supporting people in need Charity IT education support Corporate Social Responsibility Reliable employer | <ul style="list-style-type: none"> Events Meetings Collective activities |
| <p>Authorities, governments, and councils</p> | <ul style="list-style-type: none"> Economic development Taxes Business environment support and development | <ul style="list-style-type: none"> Correspondence Meetings Events |

Building a sustainable future through responsible employment

ELEKS as a responsible employer

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.

CULTURE OF CARE

At ELEKS, the culture of care is the cornerstone of our success and permeates every aspect of our organisation. We strive to create a prestigious workplace where well-being is paramount, fostering an environment where respect, trust and support meet personal growth and competitive pay. Our commitment to well-being ensures that every team member feels valued and empowered to reach their full potential.

Our ownership culture is a testament to our recognition and reward of high-performing, dedicated team members. By offering an ownership stake, we empower our specialists to take an active role in ELEKS' success, fostering pride and investment in our collective future.

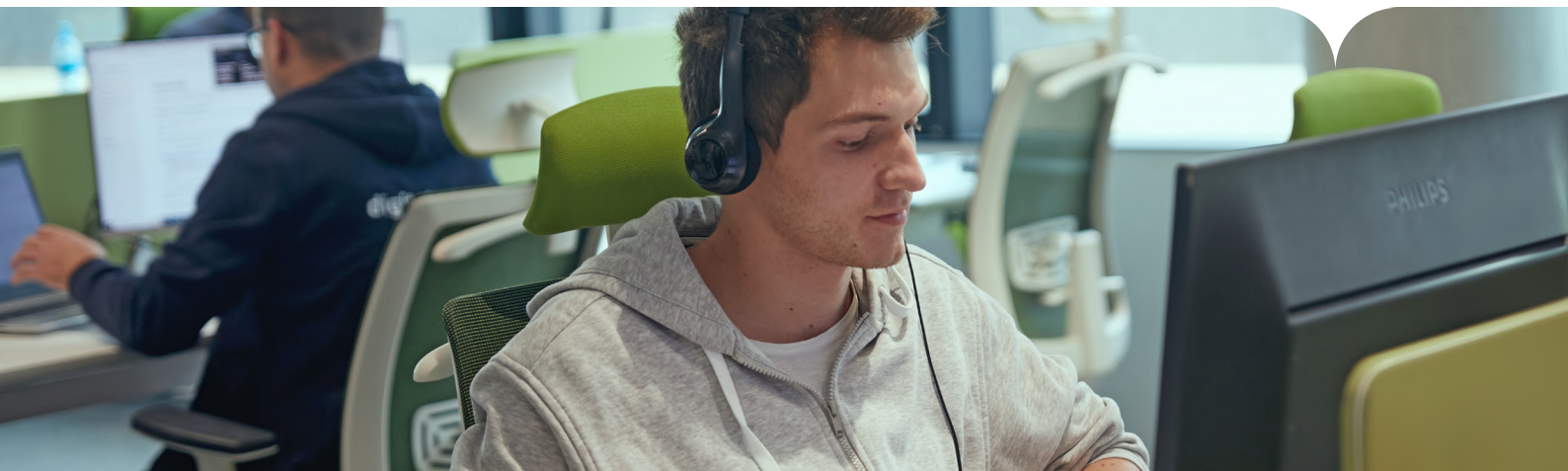
Genuine care for our clients is at the heart of our operations. We build enduring relationships by understanding clients' needs and empowering them for long-term success. Our client-centric approach ensures that we not only meet but exceed expectations, creating partnerships that are both productive and long-lasting.

Our commitment to social responsibility is a natural extension of our culture of care. We channel global goodness through focused local actions

in the communities we touch. With over 50 annual initiatives and the active involvement of more than 8,500 individuals, including a volunteer community exceeding 1,800 members, we prioritise sustainability and corporate social responsibility. Detailed reports on these initiatives are available at eleks.com.

Ethics and values are integral to our culture. We champion ethical practices and core democratic values in all that we do, while honouring our Ukrainian roots. Our Code of Conduct provides guidance on how we ensure our values and actions are aligned, rooted in respect and integrity and translate through our interactions with customers, suppliers, candidates and third parties.

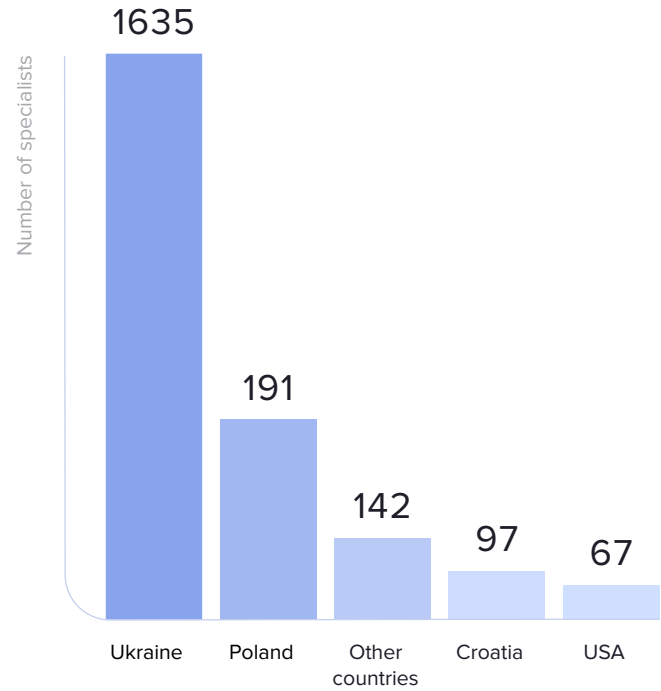
Our culture of care is evident in every facet of our organisation, from nurturing personal and professional growth to empowering our clients and making a positive impact on society. We are committed to building a more sustainable and equitable future, together.



ELEKS in numbers



REGION



Total

2132

73,1% | Delivery
26,9% | Non-delivery

eNPS

63,4

Average in 2023, in the top 10% Technology True market® Benchmark

Age

18 | Minimum
86 | Maximum
33 | Median

Male

63,7%

Female

36,3%

Voluntary turnover

8,9%

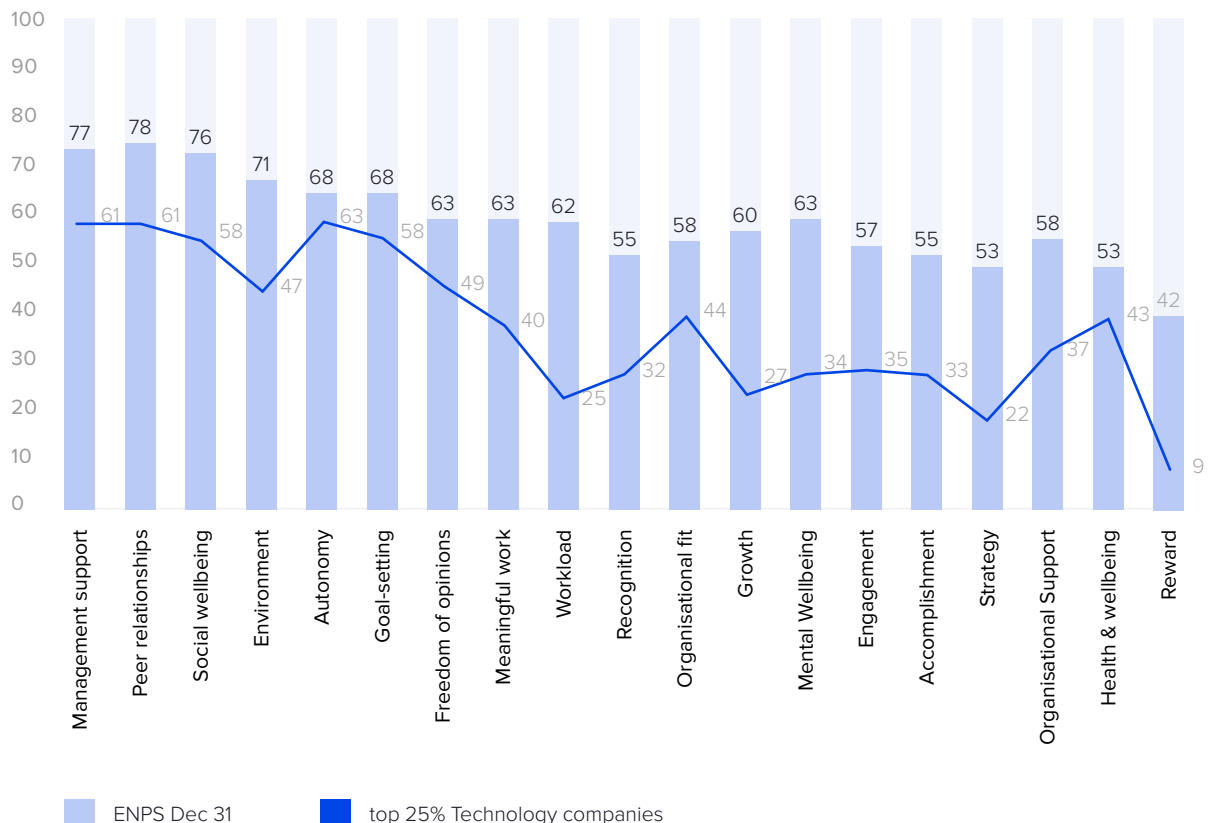
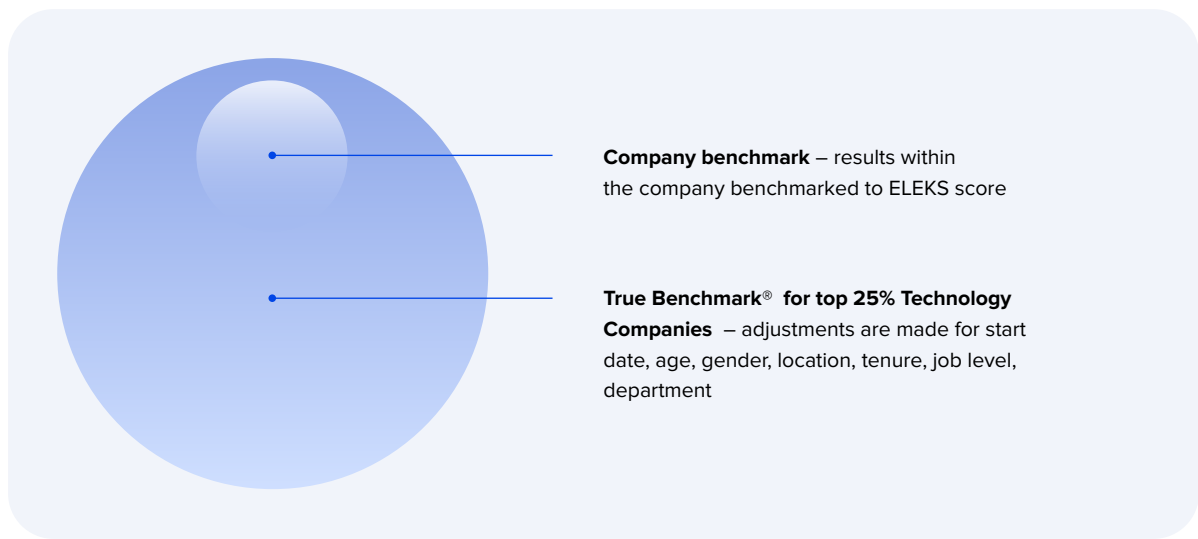
Overall turnover – 14,5%

All data provided based on the timeline January 1 – December 31, 2023

We are striving to make ELEKS the best place to work, and we believe that this journey should be driven by continuous feedback from our specialists.

By providing every ELEKSer with a secure and anonymous platform to share their experiences, we ensure that their voices are heard and valued. **Workday Peakon**, the leading employee engagement and people analytics platform, enables this by offering real-time, action-oriented data to our managers, allowing them to respond swiftly and effectively to their teams' needs.

With over 170 million responses from 160 countries, Peakon's benchmarks, updated quarterly, offer a comprehensive view of the evolving workplace across industries. These insights empower us to compare our engagement and well-being data against industry standards, helping us identify areas for improvement and implement targeted initiatives to cultivate a positive and thriving workplace culture at ELEKS.



Working conditions

At ELEKS, we are committed to providing market-level remuneration packages, benchmarking our compensation strategies to ensure fairness and alignment with industry standards.

Beyond financial rewards, we emphasise developmental opportunities to enable continuous growth and talent development within our workforce. By directly involving our specialists in our client cooperations, we empower them to reach their full potential – driving both personal and professional success.

Benefits included in the social package vary depending on the type of cooperation and region. We also work to enhance specialists' satisfaction in their various work-related spheres, regularly collecting feedback using an independent online tool.



People-owned company

We truly appreciate the loyalty of our experts. So much so that more than 16% of ELEKS specialists own stock in the business. And to make sure dedication is acknowledged, we have a range of recognition programs that enable our team to become ELEKS shareholders. Our recognition programs go beyond traditional methods to include stock-based incentives, providing our specialists with a unique opportunity to share in the success and growth of the company.

It's important to us to focus on achieving our goals, whilst recognising our team members' individual strengths and contributions. In the spirit of creating true business stakeholders, the ELEKS team receives exclusive opportunities to become company shareholders.

Currently, we offer four unique incentive programs aimed at developing the talents and professionalism of our people, as well as rewarding loyalty.

ELEKS FELLOWS

This program recognises exceptional talent and technical expertise. The current Fellows community elects new members every year.

ESOP

Senior managers can buy company shares at a discounted rate, once they have been in a managerial position for 3+ years.

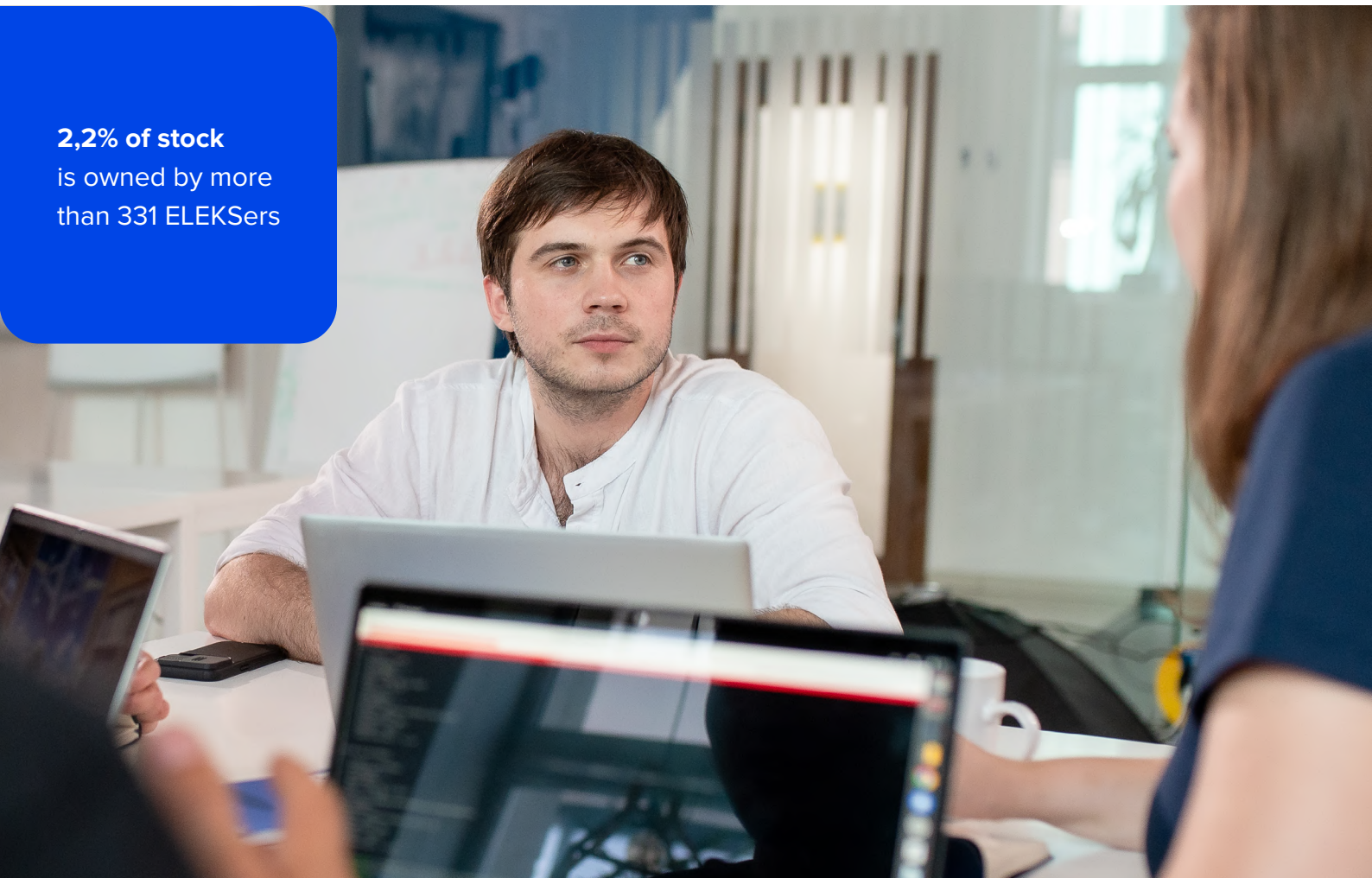
ASSOCIATES 1.0

A specialist can participate in this program once he/she have been with ELEKS for more than 10 years in a Middle+ position.

ASSOCIATES 2.0

People in Senior+ positions with more than three years at ELEKS can convert the yearly bonus into company shares every profitable year.

2,2% of stock is owned by more than 331 ELEKSers



Code of conduct and business ethic

The ELEKS Code of Conduct is readily accessible to every team member. It outlines the ethical standards that guide our actions as a business, emphasising the principles to be upheld across all levels of our organisation. Whether in internal operations or interactions with clients, suppliers, candidates and other stakeholders, this Code serves as a compass for ethical decision-making.

Designed as a user-friendly document, our Code provides clear guidelines for navigating various situations, enabling team members to make informed decisions and cultivate a successful career within our company. It underscores the importance of transparency, integrity and respect for diversity – emphasising each team member's personal accountability to ELEKS, our clients and society at large. A crucial aspect of our Code is its commitment to non-discrimination and diversity, ensuring that every individual is treated with fairness and respect, regardless of their background.

Central to our commitment to transparency and fairness is our procedure for raising concerns and addressing conflicts of interest. In instances where differences may arise, we expect our team members to prioritise the interests of ELEKS, while proactively mitigating any potential conflicts.

By adhering to these principles, we uphold the values of transparency, legality and equitable partnership, fostering a culture of trust and integrity within our organisation.



ELEKS Psychological Center



We started the Well-being Program in 2019, but in 2022, when the full-scale invasion of Ukraine started, we scaled the program significantly to meet the increasing need for our team members to receive psychological support.

The ELEKS Psychological Center aims to **help stabilise specialists' moral and mental states** so that they can

maintain their well-being and performance. In addition, our Psychological Center provides specialists' families and loved ones with support. The Center serves as a coordination center where the specialists can seek assistance in choosing the right professional or approach to address their issues.

THE WORK OF THE CENTER INCLUDES THE FOLLOWING:

01

Education and support:
Q&A live streams from
psychologists

02

Coordination of individual
consultations for specialists and
their spouses, relatives, kids, etc.

03

Support groups:
How to cope with different
emotional states

04

Coverage of medical requests
outside of the scope of
specialists' insurance

IN TOTAL,
DURING
2023:

100+

requests for psychological help

25+

live streams with psychologists and other experts

5

art therapy sessions across ELEKS locations

30

hours of support groups with psychologists

3

offline sessions with psychologists

The Centre's team includes 11 specialists and 10 external psychology experts. They help facilitate individual and group psychological support and the Q&A live streams.



In addition to online communication, group therapy, etc., each specialist has access to a page on the internal portal with informative materials to aid them with their mental health.



EMPLOYER BRAND RECOGNITION

Declaration for Gender Equality and Prevention of Domestic Violence

We need IT communities to become inclusive and diverse, with equal opportunities, new ideas and valuable experience respected – as well as promoting innovation and success stories.

We want all of our specialists to be well-informed on how to support people experiencing different life situations.

So, in 2021, ELEKS joined the Declaration for Gender Equality and Prevention of Domestic Violence, initiated by the UNFPA, UN Population Fund and the Center for

CSR Development in Ukraine. We have joined our efforts to support Ukraine in achieving Goals 5 and 8 of the Sustainable Development Goals – particularly through **promoting gender equality, developing specialists'-friendly policies**, ensuring a good balance between work and private life and responding to domestic violence.



EMPLOYER BRAND RECOGNITION

ELEKS as a family friendly company

As a family-founded business, ELEKS has always been a company that places great value on family life.

In 2021, we were awarded the title of ‘Top Family-friendly IT Company’ in a rating decided by the CSR Centre Ukraine, **in cooperation with The United Nations Population Fund (UNFPA).**

As of 2023, 660 of our specialists were parents, which means that the wider ELEKS family has more than 943 kids in it! Every year we try to devise new ways of catering to the needs of our team parents and their kids, either through events (online and offline) and/or thoughtful gifts. When we are planning events, we do so with education in mind, inviting language, art and music teachers to participate.

We are also proud of our ELEKS Parents online community, now more than 600 specialists who use the devoted ELEKS Parents channel to discuss different parenthood-related topics.

660

ELEKS team members have children under 14

993

ELEKS kids received Christmas presents in 16 countries

943

ELEKS specialists have 943 kids (as of December 31, 2023)

Arranged 10 Kids Days and family-friendly team gatherings in Ukraine, Poland, Croatia, USA

1000

Almost 1000 participants took part in the events

49

Female team members were on maternity leave in 2023



Employer Brand Recognition

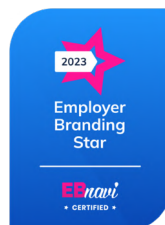
FRIENDLY WORKPLACE®



ELEKS has been awarded the Markapracodawcy global **Friendly Workplace®** Special Award

ELEKS has received the global Friendly Workplace Special Award from MarkaPracodawcy.pl. This prestigious award recognizes employers with modern personnel policies and strong employee development. The jury praised ELEKS for its advanced professional development programs, employee satisfaction, work-life balance, and commitment to a positive work environment.

EMPLOYER BRANDING STARS AWARD



ELEKS was one of the winners of this year's **Employer Branding Stars Award**

ELEKS won this year's Employer Branding Stars Award from the Employer Branding Institute. The award recognized ELEKS' standout employer brand, internal and external **communications, candidate and employee journey, talent attraction, well-being, inclusiveness,** and Corporate Social Responsibility practices.

SODA AWARD 2023



ELEKS has been awarded the prestigious **SoDA Award** 2023 in the Social Impact category

This recognition underscores ELEKS Psychological Center and our unwavering commitment to prioritizing mental health and fostering a supportive, **positive environment for our specialists** and society overall.

Talent development and learning

We prioritise talent development by continuously advancing our team's expertise in emerging technologies and industry specialisations.

We attract and nurture top-tier talent from around the globe, recognising that exceptional skills and knowledge know no boundaries. We set the highest standards for uncompromised quality and enable our team, clients and society to evolve.

ELEKS' talent development is driven by our Centres of Excellence and ELEKS University.



Learning and development

Centres of Excellence is a team of experts that provide leadership, best practices, research, support and training in their relevant areas of expertise. The team works towards ELEKS' mission of empowering the continuous development of our best talent, ensuring our partners'

success through industry-leading software innovation. Our ultimate goal is to make ELEKS a place where people can learn, hone their skills, explore technology and work on projects they truly care about.

Centres of Excellence assist in the continual development of ELEKS specialists' competency, currently working with almost **1400 specialists** (at the time of reporting).

Primarily, ELEKS Centres of Excellence handle certificate management and skills management, divided into four general areas:



COE CONSISTS OF THE FOLLOWING OFFICES:

The Centres of Excellence are based in nine offices, each dedicated to advancing expertise, innovation and best practices to drive high-quality solutions and continuous improvement in a specific field.

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)

Statistics on 2023 Learning and Development activities

While the CoE focuses on developing talent internally, **ELEKS University** drives initiatives that give back to the community, Learning & Development and education, generally. ELEKS University merges specialists with community education opportunities – both in hard and soft skills.



ELEKS UNIVERSITY ACHIEVEMENTS IN 2023

The statistics cover all internal and external activities, held, arranged, or supported by the team of ELEKS University

91 ELEKS experts involved as speakers

4872 non-unique attendees at internal events

302 events, including workshops, lectures, tech talks, and programs

1321 students from partner educational institutions took part in trainings

3 Internships

115 Interns

7 JS Streams

3 Test Gossips

978 hours of training events, including 517 hours of tech skills and 457 hours of soft skills

3 internship programs (Frontend, .Net, Python) with 115 interns

As well as hard skills development, all ELEKS specialists are given the opportunity to attend language courses.

| | |
|-----------|------------------------------------|
| 16 | teachers |
| 741 | students |
| 1000+ | classes |
| Languages | English, German, Spanish, Japanese |



Giving back to our community and society

Contributing to social and community welfare

Our commitment to Corporate Social Responsibility (CSR) is fundamental to our business ethos. We maintain a continuous focus on each of our CSR areas, striving to make a meaningful impact on society and the environment.

Our dedication to giving back is driven by a profound care for the communities we serve and an understanding of the positive difference we can make. In this section, we delve into our various initiatives and programs designed to support and uplift society.

In 2023, ELEKS became involved in, initiated and/or supported more than 50 CSR initiatives in partnership with more than 22 non-governmental organisations and charitable foundations.

52
activities/projects

1550+
participants

5600+
impacted people

ELEKSERS TOOK PART IN EVENTS IN 4 REGIONS, NAMELY:



ACTIVITIES/PROJECTS BY THE FOCUS AREA:



POLAND

As of 2023, we have concentrated our activities into four regions, which are now key development centers: Poland, Croatia, Ukraine and the USA. We are eager to showcase our most outstanding and impactful initiatives and projects, highlighting their significance and the tangible difference they make.

Perspektywy Women in Tech

ELEKS contributed to the largest European conference for women in technology, and the most prominent conference of its kind in Poland. ELEKS' experts Marta Hudz, Olena Mavrina and Khrystyna Velychko – speakers

and mentors at the summit – shared their expertise and engaged with the audience from the stage, through a workshop and during mentoring sessions. Their practical advice and expert insights were highly regarded by participants.

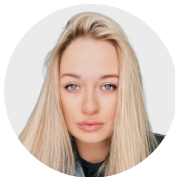


KHRYSTYNA VELYCHKO

Project Manager,
PMO

Was a speaker and mentor at the Ukrainian Tech Ecosystem Track Meetup: Now and Tomorrow forum:

“Being a speaker is very exciting! This is a chance to talk about important topics and exchange experience with other professionals. I loved that the audience was open and supportive, it makes delivering a speech less scary. It is definitely worth sharing the lessons learned with others, since this is how we all gain new experience. It is also a form of giving back to the tech community and growing new talent that we will work with in the future.”



OLENA MAVRINA

Senior Experience
Designer, PDO



MARTA HUDZ

Senior Experience
Designer, PDO



**Cleanup initiative in Krakow, Poland,
with NGO 'Operacja Rzeka'**

In a remarkable display of dedication and community spirit, our team undertook a cleanup initiative in Krakow, Poland, targeting a neglected area in need of attention. Our team, consisting of 18 dedicated individuals, impressed our partners at Operacja Rzeka with their

hard work – receiving a heartfelt thanks as a result. Together, we achieved outstanding results, collecting 30 bags of garbage, a tire, a dog bed, two large piles of bulky waste and e-waste, car parts, furniture and pipes. This accomplishment stands as a testament to what we can achieve when we unite for a common cause.



CROATIA

Volunteering initiative with the Juraj Bonaci Centre in Split

The ELEKS Croatia team partnered with Centar Juraj Bonaci, one of the largest social services centres in Dalmatia. The centre cares for 650 individuals, providing social services to children and adults with developmental and intellectual disabilities, along with primary and secondary education activities.

As part of our commitment to community support and environmental sustainability, 25 colleagues from our team joined hands to plant laurel and cherry trees, paint the fence and undertake other helpful tasks. This collaboration not only enhanced the centre’s environment but also strengthened our bond with the local community, demonstrating our shared values and dedication to making a positive impact.

Refreshing the Zlatno Doba Space in Split

Our dedicated colleagues from Croatia formed a volunteering group to refresh the Zlatno Doba space, making it more comfortable for residents. With enthusiasm and generosity, 12 team members painted the walls while enjoying the spirit of social connection, creating a vibrant and welcoming environment in turn.

renovation. The Zlatno Doba space in Split serves as a local hub for relaxed meetings and workshops, particularly for the older members of the Croatian and Ukrainian communities that live there. We are delighted to contribute to enhancing this cosy place and nurturing a sense of community and support.

In addition to our hands-on efforts, ELEKS donated \$2,000 to the MI Volunteering Association to provide all the necessary resources for the space’s



UKRAINE

Website for the NGO R.I.D. development

In a noteworthy collaboration, ELEKS successfully developed a website for the **volunteer public organisation, Project R.I.D.** For the past seven years, this organisation has dedicated itself to the promotion and advancement of the Ukrainian language, making it a primary focus of its mission. Project R.I.D. uses various educational methods – including social media posts, lectures, interactive games and more – to teach and promote the Ukrainian language. Its commitment to fostering linguistic pride has earned it recognition as a crucial advocate for the preservation and growth of Ukrainian cultural heritage.

ELEKS is proud to have provided a dedicated team of eight colleagues to work on this valuable CSR project, showcasing the company's commitment to leveraging technology for social impact. The new website will undoubtedly enhance the reach and effectiveness of Project R.I.D., helping it achieve its mission to elevate the prominence of the Ukrainian language.

This project required the expertise of an architect, developers, business analyst and a project manager, and was fully funded and implemented by ELEKS in cooperation with the NGO tech team.

Organizational team



OKSANA MALAI

Senior Employee
Relations Specialist



NATALIIA SEMKIV

HR Manager

Development team



ANDRII MUDRYK

Application
Architect



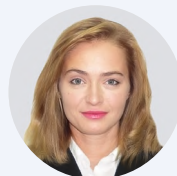
MARIIA GERTSIUK

Senior Project
Manager



VITALII KASHUTA

Competency
Manager



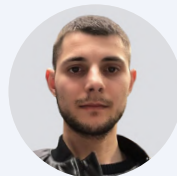
IRYNA SIROSHTAN

System Business
Analyst



BOHDANTSYBUL'SKYI

Senior Software
Developer



VOLODYMYR VOVK

Senior Software
Developer

Launch of the AIT Research & Learning HUB

The AIT Research & Learning HUB for artificial intelligence technologies was launched at Ivan Franko National University in Lviv – supported by ELEKS and the Lviv Regional State Administration (LODA). This hub provides students and young IT professionals with the opportunity to develop their skills through participation in AI projects and research, gaining valuable practical experience. ELEKS team members contribute by teaching modern, practically oriented IT specialties, both within traditional

educational programs and through additional joint events in the IT field.

"Supporting the laboratory is an important and timely decision for ELEKS. Helping talented young people hone their IT skills involves implementing various projects, such as dual education and the participation of our specialists as mentors, lecturers and experts in events tailored to these students" - Oleksandra Mokiy, Head of the Learning and Development Office.

Earth Day Cleanup at Rozsadnyk Public Garden

On April 22nd, 2023, more than 10 environmentally-aware ELEKSers and their loved ones gathered at the Rozsadnyk Space for Urban Gardening and Horticulture in Lviv, Ukraine, for an Earth Day cleanup event. Collaborating with local public organisation Plato, we worked to enhance the garden's beauty and contribute to environmental protection.

The day commenced with a garden tour, followed by a collective effort to clean and prepare the garden beds for planting. Participants diligently planted raspberry bushes, created new paths and sowed peas and radishes, among other tasks.



USA

ELEKS Partners with the C Ukraine Cultural Showcase

ELEKS was proud to become the digital partner of the C Ukraine Cultural Showcase, a modern cultural space in downtown Chicago celebrating Ukraine’s art, culture and innovations. Our talented ELEKS team has been instrumental in designing the website for this project, and we are truly grateful for their contribution.

This first, month-long modern Ukrainian cultural space in North America was hosted in the historic Wrigley Building. The project’s motto, "bring the best of Ukraine to Chicago", aimed to help Chicago residents and visitors

learn about contemporary Ukraine, its history and its contributions to the world’s cultural heritage.

C Ukraine was a collaborative effort by the Consulate General of Ukraine in Chicago, World Business Chicago, and the Chicago City Council, providing local Ukrainian businesses with an opportunity to showcase their offerings and Ukrainian culture. Additionally, the project carried a charitable mission to raise funds for rebuilding a hospital in the Kharkiv region, which was damaged by Russian missile attacks.

Stepping Up for Heart Health: Our Colleagues’ Inspiring Journey in the Chicago Heart Walk

Our colleagues in Chicago recently came together to participate in the charitable Chicago Heart Walk, organised by the American Heart Association. This event was not just about taking physical steps; it was about taking strides towards a healthier heart and mind while contributing to a noble cause that benefits millions.

15 dedicated colleagues participated in the Heart Walk – a multifaceted endeavor – honoring survivors, raising lifesaving funds and, ultimately, paving the way for a healthier future for all. We’re incredibly proud of our ELEKS Chicago team’s dedication to this cause, and we’re grateful for the opportunity to be part of such a meaningful event.



Support to Ukraine

As a company and community of like-minded people, we see great value in working together for the good of Ukraine – both during peaceful times and through difficult periods of war, which we all, as Ukrainians, currently face.

From the very beginning of the full-scale russian invasion (and as far back as 2014), we committed to doing all we can to contribute to the victory of our nation. Every choice we make as a company and as citizens is aimed at securing a bright and happy future for Ukraine and its people.

Founded in Ukraine in 1991, ELEKS – now a global enterprise – has proudly contributed to the growth and prosperity of this great country for more than 30 years. We have expanded beyond Ukraine's borders, with presence in 13 countries to date. And now, more than ever, we stand in solidarity with Ukrainians.

Throughout this period of Russian attack, ELEKS has provided material, financial and expert support to Ukraine's Armed Forces.

What we do

FINANCIAL ASSISTANCE

ELEKS has demonstrated its support for the Ukrainian Armed Forces by allocating substantial financial resources to enhance its operational capabilities. This financial commitment underscores our dedication to bolstering Ukraine's defense and security efforts.

In 2023 ELEKS allocated \$ 2,021,963, which makes a total of **\$ 5,804,659 since February 2022.**

Working with us since 2021, our strategic partner in this support initiative is the Come Back Alive Foundation. In total, ELEKS has allocated \$ 871,901 to the Foundation to date.

WORKING GROUP HELP UKRAINE

The Help Ukraine team provides targeted assistance to the Ukrainian military. Among the company's specialists, **more than 70 people joined the Armed Forces of Ukraine** in 2022-2023. Help Ukraine provides these specialists turned military personnel with everything they need, from bulletproof vests and helmets to high-quality first-aid kits.

The working group consists of five specialists who make key decisions, and a further 20 team members who help to implement any actions, provide legal and financial support and procure the necessary equipment, etc.

Help Ukraine operates with the fund provided by ELEKS as financial assistance.

VOLUNTEER COMMUNITY

We created a volunteer chat group, which gained 400 followers in the first few days and **more than 1800 active volunteers** throughout 2023. In total, our volunteers fundraised \$ 914,939 and fulfilled 328 requests in 2023, making a total of **\$ 2,597,552 and 836 requests** in 2022-2023.



Supporting military service members and Empowering Veterans at ELEKS

In 2023, 49 of our colleagues joined military service, 12 veterans have returned to ELEKS and we have unfortunately lost 2 ELEKSers.

For our part, we provide all ELEKSers with comprehensive information and resources to help foster a supportive, inclusive and respectful work environment that recognises our veterans' and military service members' unique contributions and experiences.

Upholding a **corporate culture of care, support and mutual respect**, we honor those who have served and currently serve in the ranks of the Ukrainian Defense Forces, expressing our utmost respect to veterans worldwide. Understanding the unique challenges faced by veterans of the Russian-Ukrainian War and ATO is crucial in facilitating successful reintegration into the workplace and civilian life and empowering veterans in their professional journey.

A designated team is responsible for **promoting veteran-related topics, organising training events** on how to communicate with service members and veterans and preparing educational materials for all colleagues about communication and collaboration. The topics covered include:

- Respectful and inclusive workplace communication with veterans
- Communication with and support of the military

Additionally, a dedicated space has been created for all necessary resources, tools and information to assist and guide both veterans and specialists seeking support.



MARIIA
ROMANOVA

Lead Designer at ELEKS/
COO at azov.one

“The field of veteran adaptation is extremely important right now. I know that many companies have psychotherapists who are ready to work with trauma and acute stress reactions. The fact that the company provides the opportunity for individuals to return and get back on their feet is already very commendable.”

Environmental Sustainability

We understand that our activities have both direct and indirect environmental impacts, and we see the protection of the environment as integral to 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 facilitated the ECO ELEKS initiative since 2017, which aims to enhance ELEKS' environmental performance through a variety of measures.

ENERGY SAVING

ELEKS specialists turn off their PCs, laptops and all other electrical devices during non-working hours, thereby saving energy.

PAPER SAVING AND RECYCLING

We encourage the sharing of digital, rather than paper-based information, to reduce paper usage.

WATER SAVING

Faucet aerators and low-flow showerheads are used in our offices to ensure the most efficient and economical water use within company buildings.

BATTERY RECYCLING

In some ELEKS offices, we provide facilities for specialists to bring in their used, single-use batteries for collection and recycling.

ENVIRONMENTAL CLEANUP

We regularly participate in community cleanup events, whereby our offices help to clean and remove litter from public spaces.

PLANTING TREES

ELEKS specialists are regularly involved in tree-planting activities within the local community.

WASTE SORTING

In most offices, we provide facilities for and actively encourage waste sorting into plastic, glass and paper, and we provide prompts on how to properly sort waste, in the form of posters, workshops and lectures on recycling and sustainable consumption.

About the report

This report represents our key sustainability and Corporate Social Responsibility initiatives, and our results are based on data from January 1, 2023, to December 31, 2023.

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

For any questions regarding this report or ELEKS' Corporate Social Responsibility, please address them to the Employee Relations Team at 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 clients.



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