eleks

Sustainability report 2024



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MESSAGE FROM CEO

At ELEKS, responsibility isn't just a value; it's a commitment woven into everything we do. With over 30 years of experience, we've built a reputation for excellence, not only in delivering cutting-edge solutions but also in the way we care for our clients, our people, and the communities we serve. Since we began our Corporate Social Responsibility (CSR) journey in 2015, we've fostered a culture of care that extends beyond our company to the world we share.

2024 was a challenging year that tested our resilience and adaptability. Yet, despite the uncertainties, we remained steadfast in our mission: supporting our people, delivering value to our clients, and making a positive impact on society. We've continued to create opportunities for our specialists to grow, strengthening our commitment to ethical business practices and fostering an inclusive, supportive workplace. Even in challenging times, we continue to prioritise talent development and empowerment, ensuring that our team remains strong and ready for the future.

Beyond our own walls, we remain deeply engaged with local communities through volunteering, charitable initiatives and educational programs. Our expertise in technology allows us to make a tangible social impact, and we don't take that responsibility lightly.

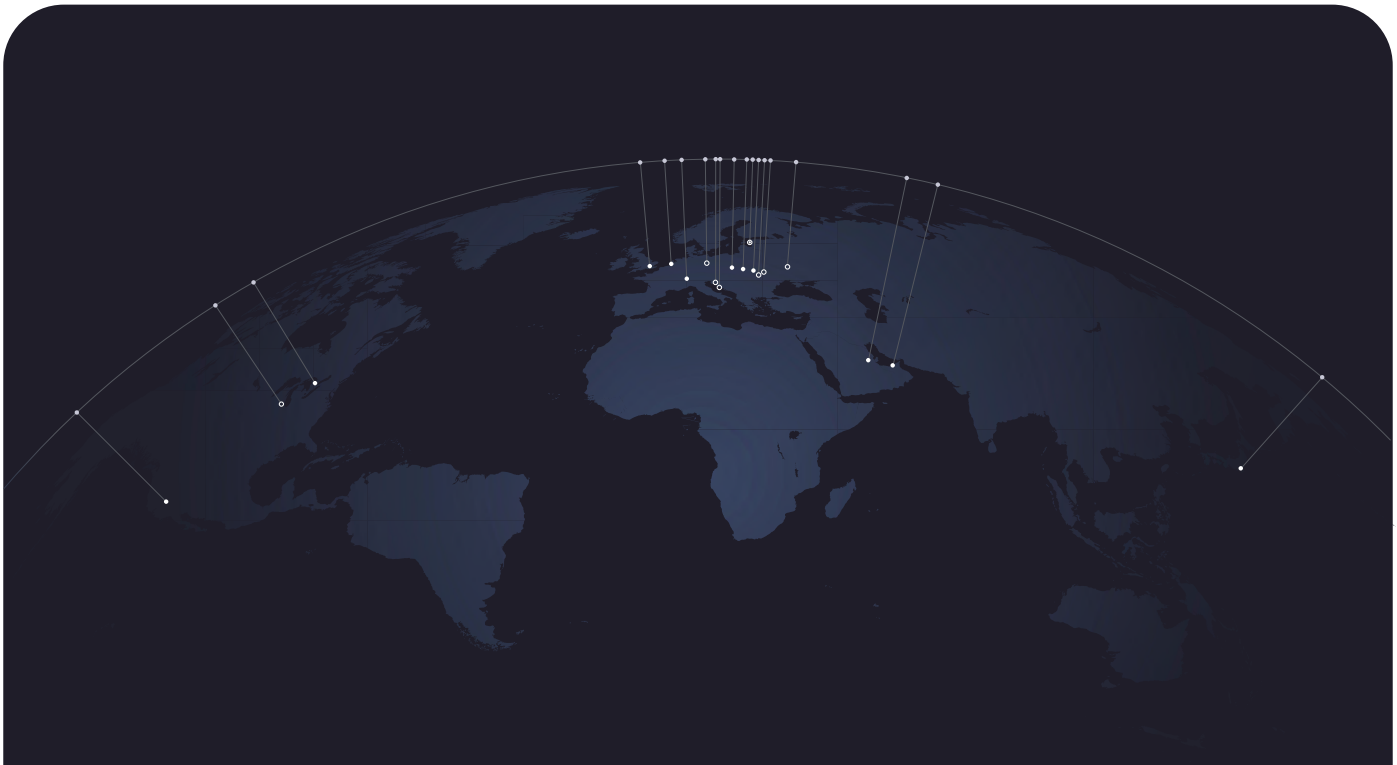
As a global company, we understand the influence we have, and we're determined to use it for good. Sustainability isn't just about business for us. It's about shaping a future where progress and responsibility go hand in hand. I invite you to explore this report and join us in building a more sustainable, equitable world – together.

Andriy Krupa
CEO

About Us

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 2,100+ specialists located around the globe, we cover niches from custom software development to product design and technology advisory. This deep and diverse expertise has made us the partner of choice for many of the world's leading enterprises, small and medium enterprises (SMEs) and technology challengers.



Tallinn	Kyiv	Lviv	Ivano-Frankivsk	Ternopil
Rzeszów	Kraków	Berlin	Zagreb	Split
Chicago	Las Vegas	Toronto	London	Paris
Zürich	Amsterdam	Al Jubail	Ajman	Tokyo

◉ Headquarters ○ Development Center ● International offices

2100+ global headcount

20 locations worldwide

15 countries



OUR JOURNEY

1991 – **ELEKS launched with DAKAR**, a software solution for power network management.

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

2003-2012 – **We grew to over 500 experts**, expanded our expertise and acquired multiple **clients in the US and the UK.**

2014-2020 – **ELEKS achieved Top 100 Global Outsourcing Company status** and expanded its service portfolio and global presence.

Today – **ELEKS is now a global delivery unit**, spread across three continents with over **2,100 highly skilled specialists** offering a comprehensive set of consulting and development services.

ELEKS GROUP PRODUCT PORTFOLIO

appygas powered by eleks

PANOPTIC

DAKAR eleks

DOCTOR eLeks

covere²

luftronix

eCAP

What we value

Our company values are rooted in ethical principles, professionalism, responsibility and security, all of which shape our interactions with 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. 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, responsibility and security**. 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, both in our relationships with our customers and in the work we do to help those in need.

Responsible Provider

CLIENTS AND BUSINESS PARTNERS

Since 1991, ELEKS has been at the forefront of technological innovation, helping businesses tackle challenges through custom software engineering and consultancy. With a global team of **2,100+ experts**, we deliver solutions that drive real value.

Our cross-functional approach streamlines design, development and delivery, **making products faster and more cost-effective**. Flexible cooperation models ensure we align with each client's needs, timeline and resources. And we're proud to support the success of leading global brands.

120+ active client accounts	90% of clients undertake more than one project with us	1000+ end-to-end projects
20+ years of cooperation with our longest-standing accounts	66 NPS	20 locations worldwide

Service portfolio



CORE SERVICES

Research & Advisory

- Digital innovations
- Product strategy
- Agile transformation

Engineering

- Development & integrations
- Transformation

Infrastructure

- Cloud
- Infrastructure Ops

Operations

- QA
- Maintenance & support

SPECIALISED EXPERTISE

- Data & AI
- Sustainability
- Cyber security
- Enterprise platforms

Find out more about how we work.

Certifications

Transparency and accountability are fundamental to how we work.

We uphold strict compliance standards, follow industry best practices and align with the latest regulations. Our commitment to security and quality is reflected in our professional certifications and ingrained in our culture.

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.

CYBER ESSENTIALS

This government-backed certification supports ELEKS' capability to deliver public sector projects and initiatives. Furthermore, it ensures that both existing and new contracts are retained and undertaken to a superior standard of cyber security. Holding this certification underscores the synchronicity between ELEKS' company policies and the essential requirements for government projects, highlighting the maturity of our practices.

HITRUST E1

HITRUST certification is an important milestone for ELEKS, demonstrating readiness to meet the expectations of existing and future US healthcare industry clients. The certification ensures that ELEKS provides its customers with the highest levels of sensitive data protection, aligning with rigorous security, privacy and compliance requirements.

Awards and partnerships

DEVELOPMENT AWARDS

DESIGN AWARDS

BUSINESS PARTNERS

ASSOCIATIONS

Check out eleks.com for more certifications, partners and awards eleks.com

Business Continuity



ELEKS began developing its Business Continuity Procedure (BCP) in 2010. **The main goal of the BCP is to outline the recovery process designed to restore ELEKS' critical business functions**. To achieve this, ELEKS must maintain efficient operations with minimal disruption, particularly in emergency situations.

The BCP is designed to ensure the uninterrupted delivery of services and fulfillment of contractual obligations. It outlines the necessary steps to restore business operations in the event of an emergency or disruption to ELEKS' information systems (or those of its business units).

The Risk Mitigation Committee is responsible for creating strategies to address the highest-priority business risks.

ELEKS' Business Continuity Policy sets out the company's objectives and approach to maintaining business operations at an acceptable level and restoring high-criticality systems after an incident. This Policy applies across the entire ELEKS Group, covering all locations. It is mandatory for ELEKS employees, contractors and third-party representatives who have access to ELEKS IT assets to follow the Policy.

The BCP has been developed in accordance with the ISO 22301 standard for Business Continuity Management Systems, ensuring ELEKS can carry out its essential operations under any conditions or threats.

Generative AI usage

Responsible AI use is integral to ourcommitment to ethical and sustainable business practices, as outlined in our internal **Generative AI Usage Policy**.

AI models can reflect biases in training data or be misused to spread misinformation. As such, all AI-generated content must be reviewed for accuracy, fairness, and ethical concerns before use. We strictly prohibit the use of AI for deceptive or unethical purposes, reinforcing our dedication to integrity, trust and responsible innovation.

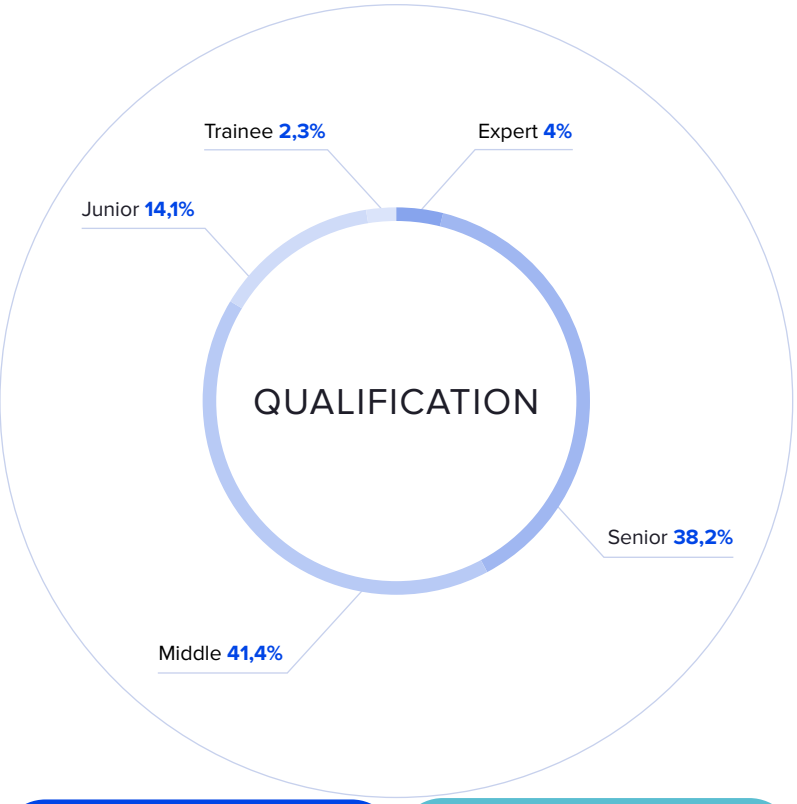


Responsible Employer

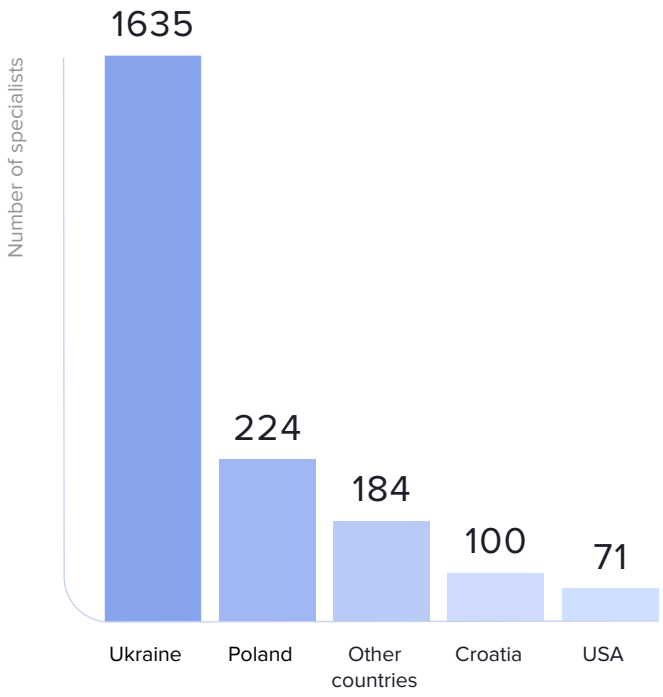
At ELEKS, we aim to create a work environment where people feel supported in both their personal and professional lives. Over the years, we've developed various initiatives that reflect the needs of our diverse team, from flexible work arrangements and wellbeing practices to learning opportunities and community-driven events. While each office and region has its own unique context, we continue to explore ways to make our internal culture more inclusive, responsive, and human-centered. This section outlines some of the steps we've taken in 2024 to support our specialists, promote a sense of belonging, and contribute to a more balanced and thoughtful workplace.

ELEKS in numbers

QUALIFICATION



REGIONS



Total
2133

eNPS
55,9

Average in 2024, in the top 10% Technology True market® Benchmark

Senior Management
(Directors and up)

67% | Male
33% | Female
33 | Minimum age
60 | Maximum age

Board

80% | Male
20% | Female
47 | Minimum age
72 | Maximum age



Age

17 | Minimum
87 | Maximum
36 | Average

Male
64%

Female
36%

Voluntary turnover
6,5%

Overall turnover – 13,2%

All data provided based on the timeline January 1 – December 31, 2024

Workday Peakon

We're committed to making ELEKS the best place to work, and we believe the key to achieving this lies in listening closely to our people.

Through **Workday Peakon**, a secure and anonymous platform, every ELEKSer has the opportunity to share honest feedback about their work-life experience. This ensures not only that every voice is heard but also that what our team says truly matters.

Peakon, a global leader in employee engagement and people analytics, provides real-time, actionable insights to our managers, empowering them to respond quickly and effectively to their teams' needs.

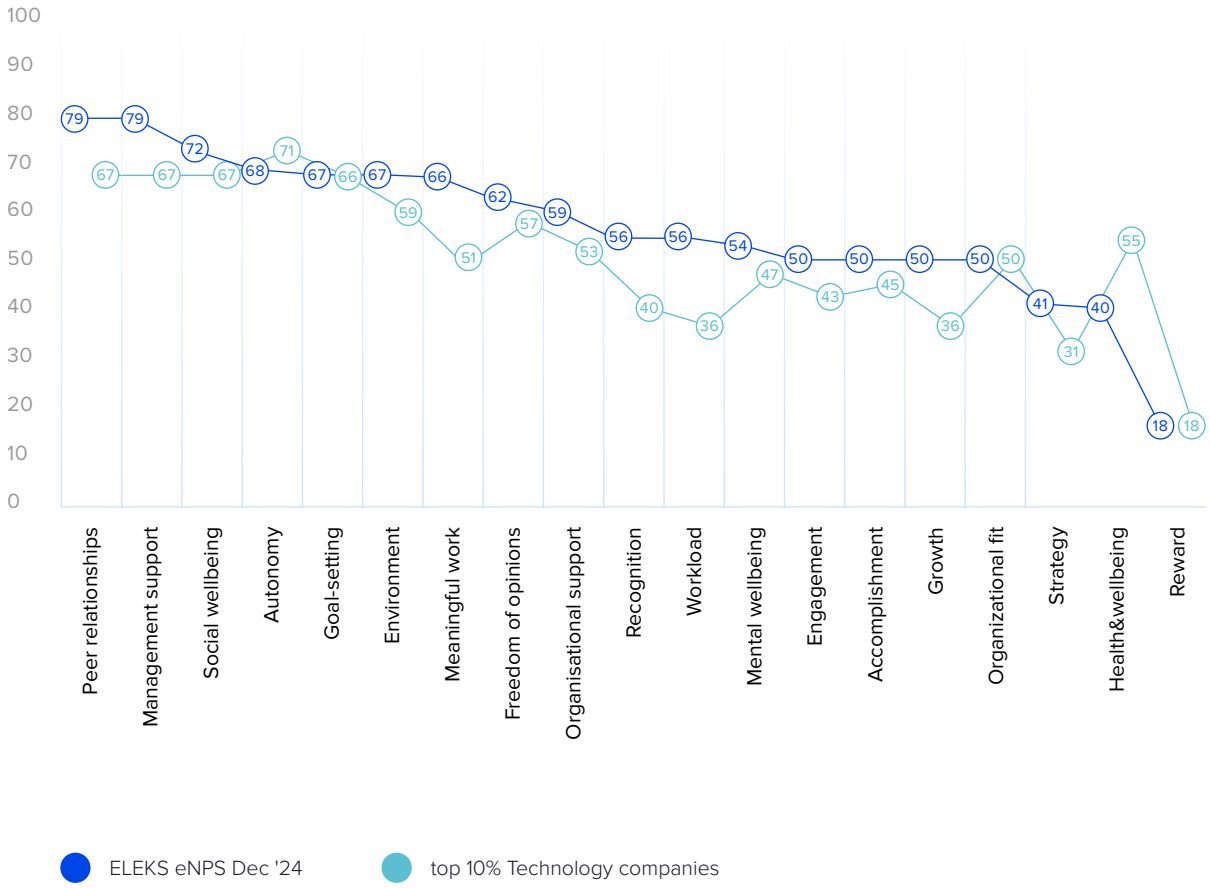
Peakon offers industry-leading benchmarks that are updated quarterly. These benchmarks allow us to track how ELEKS is performing, in terms of engagement and well-being, compared to top companies worldwide.

We use two key benchmarks to guide our progress:

True Benchmark® – Compares ELEKS to the top 10% of technology companies, adjusted for factors like start date, age, gender, location, tenure, job level and department.

Company Benchmark – Tracks internal performance by comparing results within ELEKS.

By using these insights, we're able to identify meaningful areas for improvement and take targeted actions to build a positive, supportive and thriving workplace for everyone at ELEKS.

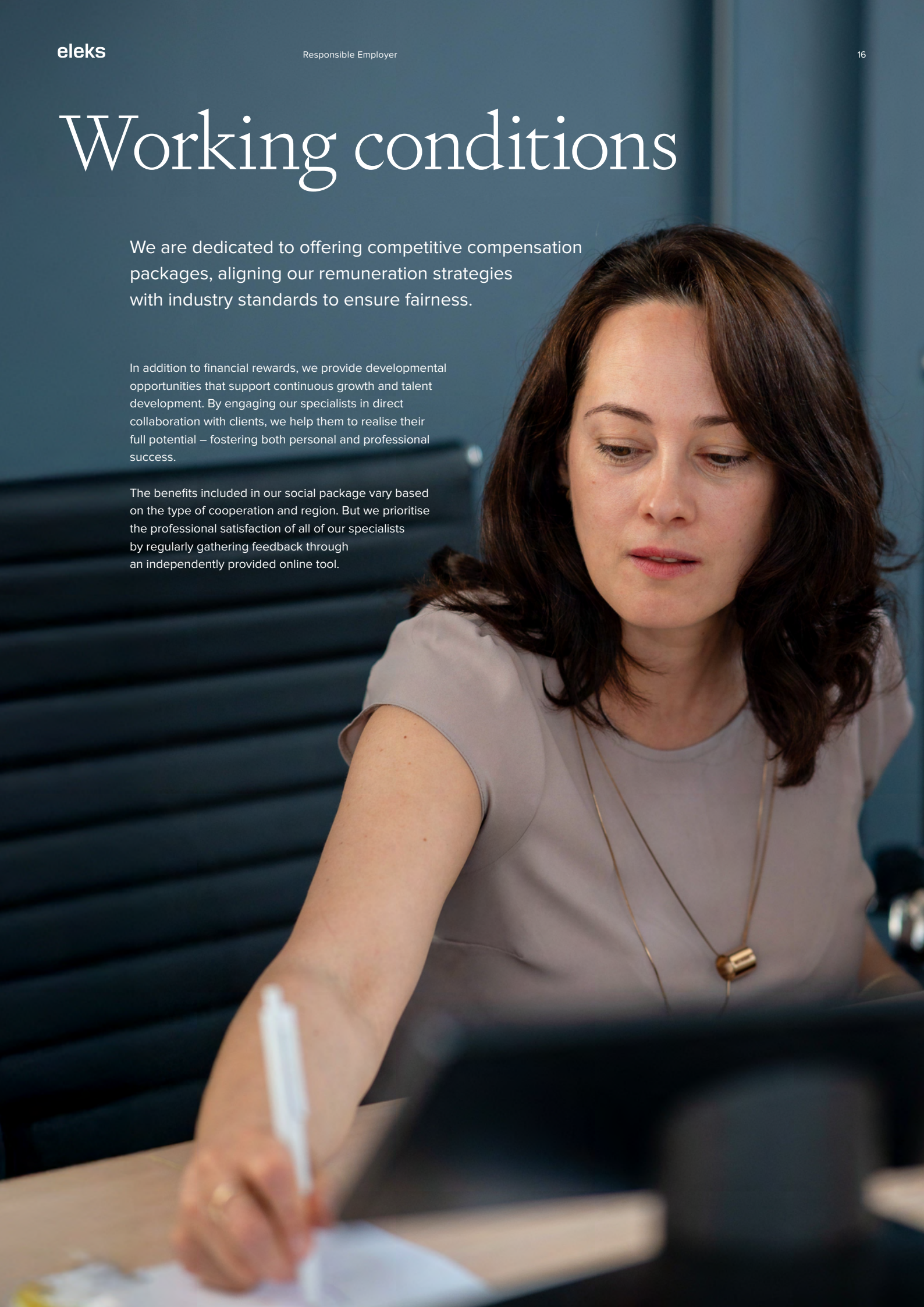


Working conditions

We are dedicated to offering competitive compensation packages, aligning our remuneration strategies with industry standards to ensure fairness.

In addition to financial rewards, we provide developmental opportunities that support continuous growth and talent development. By engaging our specialists in direct collaboration with clients, we help them to realise their full potential – fostering both personal and professional success.

The benefits included in our social package vary based on the type of cooperation and region. But we prioritise the professional satisfaction of all of our specialists by regularly gathering feedback through an independently provided online tool.



Code of Conduct and business ethics

ELEKS Code of Conduct is easily accessible to all team members and outlines the ethical standards that inform our actions as a company, highlighting the principles we uphold across every level of our organisation. Whether in internal operations or interactions with clients, suppliers, candidates and other stakeholders, this Code serves as a guide for ethical decision-making.

Designed for ease of use, our Code offers clear guidance for navigating various situations, helping team members make informed decisions and build successful careers within our company. It emphasises transparency, integrity and respect for diversity, with a focus on personal accountability to ELEKS, our clients and society.
A key element of our Code is its commitment to non-discrimination and diversity, ensuring everyone is treated fairly and with respect, regardless of their background.

To support our commitment to transparency and fairness, the Code also includes procedures for raising concerns and addressing conflicts of interest. When such conflicts arise, we expect our team members to prioritise the interests of ELEKS while actively working to resolve any potential conflicts.

As part of our ongoing commitment to ethical practices, ELEKS has an annual mandatory online process for the acceptance of key company policies. This includes a company-wide review of any policy updates to ensure that all specialists are aware of any changes. In addition to this, we hold several mandatory trainings, which all team members are required to complete.

By adhering to these principles and procedures, we maintain a culture of trust, integrity and equitable partnership, which upholds the values of transparency and legality within our organisation.



People-owned company

We deeply value the loyalty of our experts, which is why nearly 19% of our specialists are proud Class B shareholders in the company. There are a variety of recognition programs that enable our team members to become ELEKS shareholders. These go beyond traditional recognition programs to include stock-based incentives, providing our specialists with a unique opportunity to participate in the company's growth and success.

We believe that achieving our goals is only possible because of the individual strengths and contributions of our team members. And this recognition isn't solely material. In 2024, we provided three incentive programs designed to foster the development of our people, reward their loyalty and enhance their professionalism.

3.1% of stock is owned by 409 ELEKSers

18.6% of ELEKSers are Class B Shareholders

ESOP

Senior managers who have held a managerial role for over three years are eligible to purchase company shares at a discounted rate.

*ESOP – Employee Stock Ownership Plan

ASSOCIATES 1.0

Designed to reward long-term commitment and professional growth, this program grants company shares to team members who have been with ELEKS for over 10 years in a Mid-level or higher position.

ASSOCIATES 2.0

Team members in Senior-level or higher positions, with more than three years at ELEKS, can opt to convert their annual bonus into company shares during profitable years.



Learning and development

At ELEKS, we prioritise talent development by continually enhancing our team's expertise in emerging technologies and industry-specific skills. We attract and support top talent from around the world, recognising that excellence has no borders. By maintaining the highest standards of quality, we help our people, clients and communities grow and succeed together.

Our approach to talent development is driven by our **Learning & Development Office and Centres of Excellence (CoE)**: dedicated teams that lead best practices, research and training across core specialisms. These Centres play a key role in advancing our mission: to empower continuous professional growth and deliver industry-leading software solutions.

CoE currently support the ongoing development of nearly **1,400 ELEKS specialists**. Their work focuses on four main areas:

They also oversee skills management and certification across the organisation. Our ultimate goal is to make ELEKS a place where people can learn, grow and work on meaningful projects that inspire them.

01 **Performance management**

02 **Assessment**

03 **Training**

04 **Mentoring services**

Our CoE are spread across nine offices, each focusing on developing expertise, sharing best practices and supporting ongoing improvement in their specific areas:

While the Centres of Excellence, in collaboration with our L&D team, focus on developing talent internally, the L&D team also leads initiatives that give back to the community. They partner with universities and schools to engage ELEKS experts in teaching students, sharing their experience, mentorship and providing training in both technical and soft skills.

- **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)**

TECHNICAL ACTIVITIES

32 experts

109 hours

2547 participants

61 events

- Gen AI tech talks
- Tech training and workshops
- Test Gossips
- Knowledge sharing sessions

SOFT SKILLS ACTIVITIES

21 experts

220 hours

139 events

818 participants

COOPERATION WITH UNIVERSITIES

264	students joined IT projects and student internships
996	students attended lectures held by ELEKS experts
70	ELEKS experts involved in various activities
38	educational activities
1786 hours	spent by our experts sharing their knowledge and experience

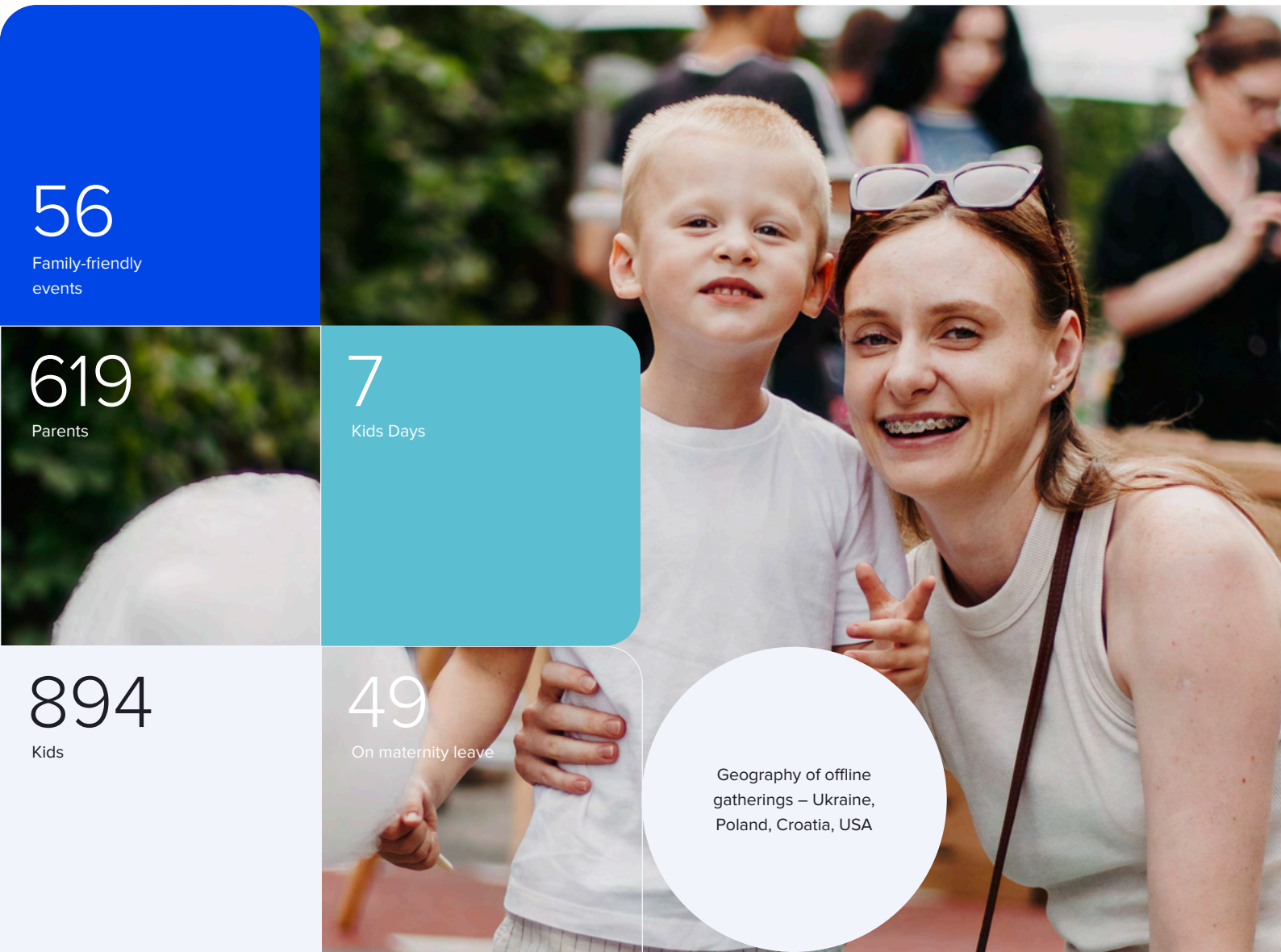
OUR PARTNERS:

Diversity, Equity & Inclusion

FAMILY-FRIENDLY COMPANY: ELEKS PARENTS & ELEKS KIDS

We understand that supporting our team members means recognising the importance of their families. As a family-friendly company, we foster an environment where work-life balance is respected and personal roles beyond the workplace are valued. We have an active **ELEKS Parents** community that connects 560 caregivers across the company, providing a space for sharing experiences, resources and support.

To strengthen the bond between work and family life, during 2024 we held **family-friendly events** and **Kids' Days**, creating memorable experiences for specialists and their loved ones. We also value maternity leave. By nurturing a family focused environment, we aim to help our specialists feel supported both at work and at home.



56
Family-friendly events

619
Parents

7
Kids Days

894
Kids

49
On maternity leave

Geography of offline gatherings – Ukraine, Poland, Croatia, USA

Declaration for Gender Equality and Prevention of Domestic Violence

We are committed to building inclusive and diverse IT communities, where equal opportunities are available to all, fresh ideas are welcomed, valuable experience is respected and innovation and success are celebrated.

We also believe in equipping our specialists with the knowledge to support others in navigating difficult life situations.

In 2021, ELEKS reinforced this commitment by joining the Declaration for Gender Equality and Prevention of Domestic Violence, an initiative by the UNFPA, UN Population Fund, and the Center for CSR Development in Ukraine. Through this Declaration, we contribute to advancing Ukraine's progress toward Sustainable Development Goals 5 and 8, which focus on promoting gender equality, creating supportive workplace policies, ensuring a healthy work-life balance and acting against domestic violence.



Empowering veterans

As part of our commitment to diversity, equity and inclusion, ELEKS launched the internal initiative **"Supporting ELEKS Veterans"**, focused on providing ongoing support to veterans of the Russian-Ukrainian War and the Anti-Terrorist Operation (ATO).

Rooted in a culture of care, respect and solidarity, this initiative reflects our deep gratitude to those who have served in the Ukrainian Defense Forces, while honoring veterans globally.

We recognise the unique challenges veterans face in transitioning back to civilian life and the workplace.

Through this initiative, we aim to foster an inclusive environment that supports their reintegration and empowers their continued professional growth, ensuring that their experiences and contributions are valued within our organisation.

65

ELEKSers in the ranks of the Defense Forces of Ukraine

11

veterans have returned to work at ELEKS

4

colleagues whom we have sadly lost

ELEKS has also joined 19 leading Ukrainian companies in signing a memorandum of veteran-friendly business principles led by Forbes Ukraine. These principles have become a powerful public commitment by Ukrainian businesses to act in the interests of fair support for Ukrainian Defenders and their families. The memorandum outlines 12 guiding principles to help Ukrainian companies adopt meaningful, effective approaches for supporting veterans and their families.

Key priorities include:

- Providing access to quality physical and mental health support
- Honouring the memory of fallen heroes
- Fostering leadership in veteran support wat the highest management level



Employer Brand Recognition

BEST EMPLOYER BRAND AWARDS ADRIA 2024

In the IT sector, ELEKS has won the Best Employer Brand Awards Adria, a prestigious award that recognises the leading employer brand management initiatives in the Adriatic region. ELEKS received this award for the successful implementation of its ELEKS Together project, which significantly contributed to bringing together experts working in more than 20 locations around the world.

EMPLOYER BRANDING STAR

ELEKS' was recognised by the Employer Branding Institute as one of the best employers of 2023. It received this standout status because of its commitment to company practices such as communications, candidate & employee journey, talent attraction, specialist well-being, inclusiveness, Corporate Social Responsibility and many more.

FRIENDLY WORKPLACE

ELEKS was awarded the global Markapracodawcy Friendly Workplace Special Award in 2022. Friendly Workplace® is a prestigious award issued by the Marka-Pracodawcy.pl editorial office to employers with a modern approach to personnel policy and employee development. The jury highlighted ELEKS' dedication to professional development, employee satisfaction, appreciation for work-life balance and commitment to creating a healthy, positive work environment.

SODA AWARD 2023

ELEKS received the prestigious SoDA Award in 2023, under the Social Impact category. This recognition underscores ELEKS' Psychological Center and our unwavering commitment to prioritising mental health and fostering a supportive, positive environment for our specialists and society overall.

UKRAINE'S TOP EMPLOYERS OF 2024 BY "THE PAGE"

ELEKS ranked #7 in The Page's list of Ukraine's best places to work, receiving 87 points out of 100. It also ranked #16 in the overall list of "Top Employers of 2024", scoring 57 points out of 100.

Culture of Care

Care is at the heart of everything we do. We aim to create a workplace where well-being, respect, trust and support go hand in hand with personal development and fair compensation. Our people-first approach ensures that each team member feels valued and empowered to grow.

We foster a culture of ownership by recognising and rewarding high performance. Through our employee ownership program, team members are offered a stake in the company's success, encouraging deeper engagement and shared responsibility.

Client care is equally central to our work. We focus on building strong, long-term partnerships by understanding client needs and delivering solutions that exceed expectations.

Our commitment to social responsibility is reflected in more than 50 initiatives held annually, engaging over 8,500 participants, including a dedicated community of 1,800+ volunteers. These efforts are guided by our focus on local impact and sustainable development, and you can find further details at eleks.com.

We are also driven by strong ethical standards and democratic values, rooted in our Ukrainian heritage. Our Code of Conduct outlines how we uphold these principles across all relationships — with our colleagues, our clients, our partners, and our wider communities.

From individual growth to collective impact, ELEKS' Culture of care shapes a workplace and a company committed to lasting, positive change.



ELEKS Psychological Center

ELEKS has always championed the well-being and health of its specialists – notably launching the Well-being Program in 2019. But in 2022, at the outset of the war in Ukraine, we scaled the program significantly to meet our team's increasing need for psychological support.

The ELEKS Psychological Center exists to help uplift our specialists' moral and mental state so that they can maintain their well-being and performance. The Psychological Center also extends support to specialists' families and loved ones.

- 10 online events
- Offline resilience workshops in 3 regions
- Online support groups



CSR Approach and Goals



We believe that businesses have a responsibility – not only to their teams but also to society. Even though we are spread across the globe, we maintain a global perspective while actively supporting local communities, especially Ukraine. We are committed to giving back to the regions where we operate, recognising the importance of contributing to the well-being and resilience of those around us. We operate in a hybrid mode, juggling online and offline formats, and encourage our colleagues to engage in meaningful initiatives within their communities. We also believe that even the smallest actions can create a lasting impact. Our CSR efforts reflect the values we truly believe in and our shared commitment to making the world a better place.

Kateryna Andrushchenko,
Head of Employee Relations Office

CSR Statement



At ELEKS, we are deeply committed to the principles of Corporate Social Responsibility (CSR) and sustainability, recognising our role in creating a positive, lasting impact on both society and the environment. Our approach to CSR encompasses a broad range of activities aimed at fostering social well-being and environmental stewardship.

Specifically, our CSR initiatives include:

- Collaborating with non-governmental organisations, charitable foundations and other entities to support philanthropic endeavors and donations.
- Contributing to the development of local communities through volunteering, financial support and strategic partnerships.
- Driving social impact through targeted philanthropic efforts that enhance public welfare.

We strive to cultivate sustainable, inclusive and resilient communities by embedding innovative business practices and upholding robust environmental, social and governance (ESG) standards. This commitment is woven into every aspect of our operations.

CSR focus areas

ELEKS specialists are encouraged to develop and participate in initiatives for community development, fundraising or volunteering.



Social and environmental wellbeing

ELEKS continually reinforces the importance of behaving responsibly towards 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.



Learning, development and fostering IT community growth

ELEKS collaborates with educational institutions and specialised universities to expand access to tech education for youth. Through partnerships with industry associations and support for IT communities, we drive professional development and contribute to building a thriving, inclusive tech ecosystem.



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 people 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.



Diversity, Equity and Inclusion

We prioritise fostering 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.



Support to Ukraine

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

CSR partners

UKRAINE

Tabletochki

COME BACK ALIVE

ТАРІЛКА

БФ "ЯК ТИ, БРАТЕ?"

superhumans Center

SERHIY PRYTULA CHARITY FOUNDATION

ВІЛЬНИЙ ВИБІР

база.

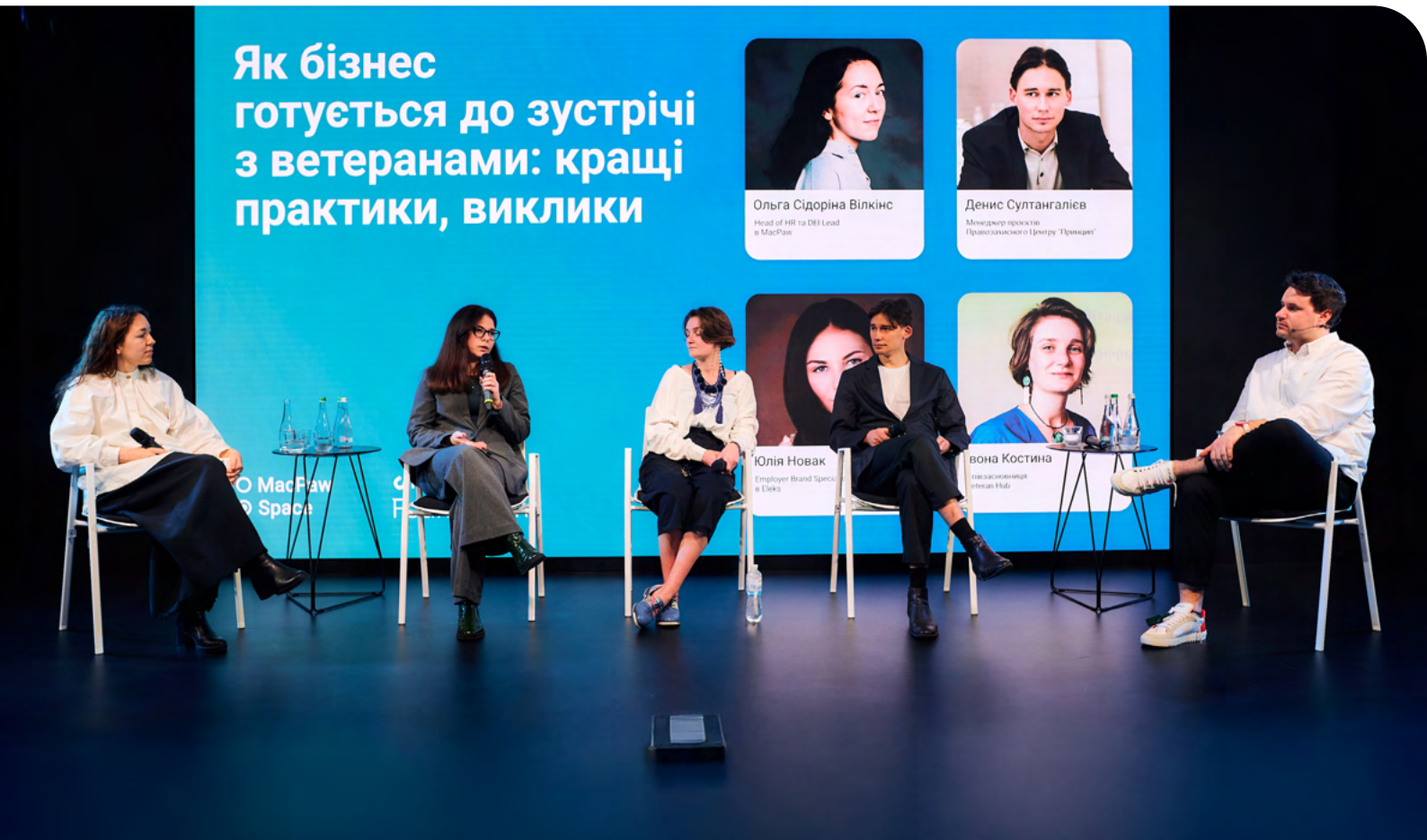
LVIV IT CLUSTER

IT-CLUSTER Івано-Франківськ

TERNOPIL IT-CLUSTER

PLATO

IT Ukraine Association



POLAND

CROATIA



United Nations Sustainable Development Goals



As a company striving to create long-term value, we recognise the importance of aligning our efforts with global frameworks. The United Nations Sustainable Development Goals (SDGs) offer a shared vision for a better future. In 2024, ELEKS aligned its activities with 14 out of 17 SDGs, demonstrating our commitment to responsible and impactful growth.

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 (NPS) 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 online/offline communication General online meetings (town-halls) Email communication News digests Corporate and other internal events Performance reviews 1-to-1s with managers Collecting feedback via company-wide survey tool 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

ELEKS Cares

CARING FOR PEOPLE, BUSINESS AND COMMUNITY

ELEKS Cares is how we show that our work is about more than just business. It's about the people we work with, the communities we're part of and the values we stand for.

That's why we invest in both the mental and physical well-being of our specialists, offering programs tailored to different regions of presence.

Beyond our workplace, we take action to contribute to the world around us. Since launching our CSR efforts in 2015, we've focused on areas where we can make the biggest impact: from supporting Ukraine's progress and defense to running over 50 annual initiatives with our partners and engaging our people in volunteering.

At every step, we aim to uphold the principles of fairness, freedom and equality, guided by our Code of Conduct and a shared belief in doing what's right. ELEKS Cares brings all of this together – the small, everyday actions and the bigger, long-term commitments that help us make a real difference.

Count of CSR Focus Area	
Diversity, Equity and Inclusion	14
Improving opportunities for those in need	5
Learning, development, and fostering IT communities' growth	11
Social and environmental wellbeing	16
Support to Ukraine	9
Total # of activities globally	**55**

ELEKS Together

As ELEKS continues to grow globally, with over 2, 000 specialists across 15 countries, the **ELEKS Together** initiative was launched to create a sense of unity and inclusion across diverse cultural and geographic backgrounds.

From 2022 to 2024, the project brought together more than 60% of our global team through a series of 16 culture-focused events and 72 family-friendly gatherings. These included lectures, workshops, hybrid culinary classes and celebrations involving more than 2,000 global specialists and 383 children.

The program also supports **corporate volunteering**, with 50 projects held across five countries in 2024 alone engaging many volunteers and benefiting thousands of people.

To maintain connection and communication, a dedicated space on Microsoft Teams unifies our 2,000+ specialists, supporting both official updates and active community discussions, particularly around volunteering and shared initiatives.



ELEKS Charity Shop

ELEKS Charity Shop launched in February 2024.
It was created to raise funds for charity by selling unique ELEKS merchandise to specialists in return for a donation. Throughout the year, the shop launched three initiatives:

- The ‘Charity Shop for ELEKSers in Ukraine’ initiative sold more than 350 items and made $2,900 in donations for the Come Back Alive campaign.
- The ‘Special Superhumans marketplace’ resulted in the sale of 71 items and raised $2200 in donations to Superhumans.
- And our ‘Charity Shop: Winter Edition’, for ELEKSers worldwide, processed 129 orders that resulted in 161 donations to 15 different charities, including Come Back Alive, Prutyla Foundation, Superhumans, Tabletochki, and others. Of those, 65 donations went towards fundraising for our ELEKSers for Ukraine volunteer community.



Ukraine

The majority of ELEKSers are based in Ukraine, and our roots remain deeply connected to the country. That's why ELEKS Stands with Ukraine is more than a statement; it's a commitment. We actively support a wide range of initiatives aimed at strengthening Ukrainian communities, aiding those affected by war and contributing to the country's long-term resilience. From humanitarian aid to educational programs and volunteer efforts, our actions reflect a genuine sense of care and responsibility.

Baza by Vilnyy Vybir

ELEKS is proud to be the tech partner of Baza, an app for psychological self-help developed by the Ukrainian NGO Vilnyy Vybir. The app assists users in understanding and coping with difficult emotions.

Within the scope of cooperation, ELEKS is contributing to:

01 App analysis

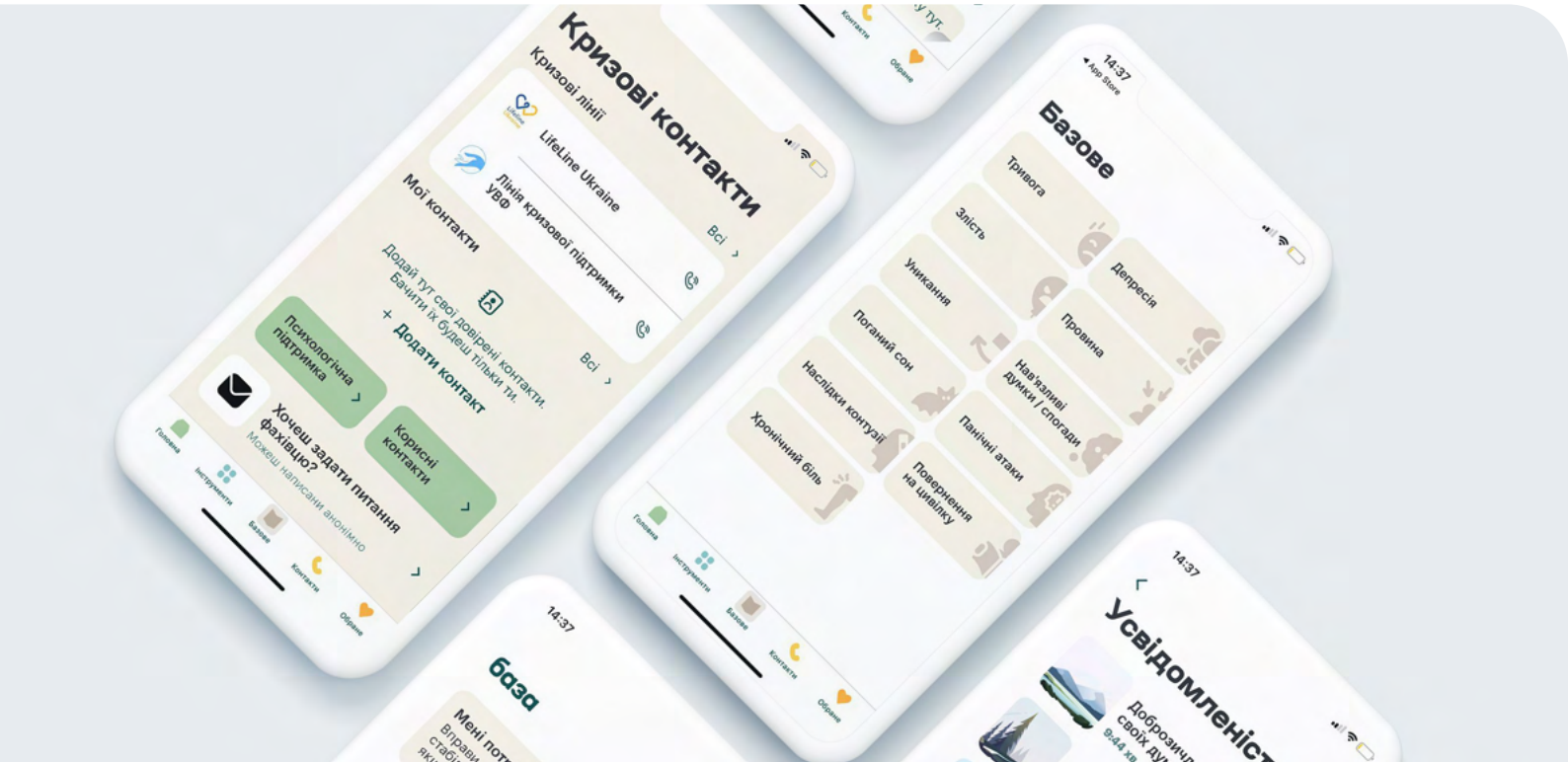
02 Development and launch of a survey for app users and analysis of the technical characteristics

03 UX design of the app

04 Updating and launching new app features

05 Implementation of updates based on user feedback

06 Ongoing tech support



Supporting Tabletochki Charitable Fund

This is one of ELEKS' most precious, long-term partnerships. In 2024 alone, 190 children received their cancer medications thanks to total donations of $43,700 – made by ELEKS to the Tabletochki Charitable Fund.

This figure includes monthly donations, separate donations made after the shelling of the Okhmatdyt Children's Hospital in Kyiv and covering the costs of a year-long course of medications for six kids with cancer.

Supporting Veterans Through Education: Online Course for Career Transition into IT

In partnership with UCU Online, ELEKS launched a free online course, Returning from War: First Steps in IT, designed to help Ukrainian veterans and active military personnel transition into the tech industry. The program covers the most in-demand IT fields, including project management, business analysis, front-end and back-end development, data science, DevOps, and software testing. All trainers are ELEKS experts, including veterans, who bring both professional and personal insight to the learning experience.

Within its first year, the course attracted 361 participants, 85% of whom are veterans or active-duty service members. An impressive 81% completed all assignments, with 43% achieving their learning goals. Participant feedback highlights the course as practical, motivating and well-structured, with 62.5% rating it as "excellent" and 25% as "good." This initiative not only provides access to IT education but also supports the reintegration of veterans into civilian life by opening new career paths and offering a sense of direction and purpose.



Blood Donor Days at ELEKS Ivano-Frankivsk

Hosting Blood Donor Days has become a meaningful tradition at our Ivano-Frankivsk office, uniting colleagues, families and friends around the vital cause of saving lives. In partnership with the Ivano-Frankivsk IT Cluster and the Regional Blood Service Center, we've held four successful donation events.

During 2024, 115 people took part, including ELEKSers, their loved ones, and members of our local community, donating over 70 litres of blood to support Ukrainian defenders. We're proud of every participant whose act of generosity makes a real, life-saving impact.



Blood donation is a powerful way to support health and save lives. By donating blood, we support those who need it most, whether they are patients in critical condition or defenders of Ukraine who rely on timely medical care. It's a simple, voluntary act that reflects our commitment to community well-being and mutual care. At our Ivano-Frankivsk office, we regularly organize blood donation days, encouraging our colleagues to take part in this life-saving initiative. In 2024, 88 participants have donated almost 40 liters of blood in total.

Nataliya Draganchuk,
Head of Ivano-Frankivsk Office



Poland

The ELEKS Poland community is steadily growing, with a focus on integration and collaboration across locations. It actively engages in CSR activities that support local needs while deepening a sense of belonging among team members.

Cleanup initiative with "Operacja Rzeka"

ELEKS Krakow office team, together with their family members, took part in the *Operacja Czysta Rzeka* cleanup initiative, demonstrating their ongoing commitment to environmental responsibility and community engagement. The team cleared 600 kg of waste from a heavily polluted area, making a tangible improvement to the local environment. The participation of colleagues' children added a special dimension to the event, highlighting the role of the next generation in driving positive change. This marks the second year of our involvement in the initiative, with our partners once again expressing appreciation for the team's dedication and impact.



Mentoring session for students at the Unbreakable Ukraine School in Poland

As part of our ongoing support for educational initiatives, three ELEKS experts held a mentoring session for students at the Unbreakable Ukraine School in Poland. Aimed at providing career orientation, the session brought together more than 50 10th and 11th-grade students in Warsaw, Krakow, and Wroclaw. Our experts shared their personal experiences and insights into the tech industry, offering practical guidance to help students navigate their future career choices. The interactive format of the session encouraged meaningful dialogue and inspiration, reflecting our commitment to empowering the next generation of innovators.

Poland Business Run 2024

For the first time, the ELEKS Poland team took part in the Poland Business Run 2024, a nationwide charity relay race supporting people with mobility disabilities. Our runners joined over 41,000 participants from 1,700+ companies, helping raise funds for prosthetics, wheelchairs and rehabilitation. Special thanks to Olga Afanasyeva, Solomiya Olekha, Oleksandr Hiliazov, Vladyslav Konstantynov, and Nick Grechukha for representing ELEKS and contributing to this impactful cause.



ELEKS at .NET DeveloperDays Conference in Warsaw

ELEKS participated as a partner at the .NET DeveloperDays conference in Warsaw, Poland, one of the largest .NET events in Central and Eastern Europe. Our team engaged with hundreds of professionals and shared insights about our projects and culture.

Represented by Piotr Pernej, Sebastian Krupa, Kateryna Rohiv, Dmytro Kudashev, and Sofiya Basenko, ELEKS strengthened its presence in the Polish tech community and promoted knowledge exchange as part of our sustainability efforts.



Croatia

The ELEKS Croatia community is a young and dynamic team of around 100 professionals, bringing fresh energy and ideas to our initiatives. Despite its recent formation, the community is already actively contributing to local CSR efforts and building strong connections.

"Mastering Women's Leadership: Achieving Balance in Work and Life"

Kateryna Mora Soria, Head of the Project Management Office at ELEKS, spoke at the Women in Tech Meetup, organised by Split Tech City, sharing her perspective on women's leadership and its distinct strengths. Her presentation addressed key topics such as the unique qualities of female leadership, strategies for balancing personal and professional life, overcoming gender stereotypes and the importance of mental well-being, mentorship, and networking. The event served as an inspiring platform to support and encourage more women to succeed in the tech industry and challenge traditional norms.



ELEKS at .debug 2024

ELEKS was a proud partner of .debug 2024, the largest tech event in the region, held in Croatia. Our team hosted a highly engaging booth and connected with over 500 attendees. Application Architect Tomislav Globlek delivered a well-received talk on Software Architecture & AI, further elevating our brand visibility. The event marked a major milestone for the young ELEKS Croatia team, showcasing their growing impact and active role in the regional tech community.

ELEKS at A di ti si flea market

Our Croatian team joined Split's oldest and most popular charitable flea market, a tradition that has been bringing volunteers together for 24 years to support people experiencing homelessness.

Volunteering at Zlatno Doba Space, Split

Members of ELEKS Croatia team joined the MI Volunteer Association to help out at the Zlatno Doba space. Together, ELEKSers got the space ready for the new school year, cleaning and organising after a long summer break.

Zlatno Doba serves as a hub for various workshops and is an incredible place where Croatian and Ukrainian citizens come together to socialise, share cultural heritage stories and create a sense of community. Special thanks to Iryna Rushchak, Nadiia Pankiiv, Andrii Pankiiv, Maria Melnyk, and Ivana Jazvić for their hard work and big hearts!



Support Ukraine

We established ELEKS Foundations to offer long-term support for the Ukrainian military effort, while also providing financial assistance and facilities for volunteers through other company-led initiatives.

ELEKS financial aid

ELEKS stands with Ukraine, proudly supporting the country's sovereignty and resilience since the beginning of the Russian aggression in 2014.

We actively engage our global team in volunteer efforts, fundraising and awareness initiatives to aid the Ukrainian Defense Forces and communities affected by the war. As a company with Ukrainian roots, we remain committed to contributing to Ukraine's victory and rebuilding its future.

In 2024 ELEKS donated $707,456, cumulatively amounting to $6,464,012 since Feb 24, 2022.

Our main partners of the year were Come Back Alive, Serhiy Prytula Foundation, Superhumans.

COME BACK ALIVE

Throughout last year, we continued to provide financial support to the Come Back Alive (CBA) foundation. But, in order to help the organisation raise additional funds, we held two online meetings with key personas from CBA, Taras Chmut and Mykola Bieleskov, helping raise a further **$12,500** for CBA projects. These talks were attended by 670 people, overall, helping raise awareness as well as vital extra support.



SUPERHUMANS

We were delighted to announce ELEKS' partnership with the Superhumans Center, which is a leading facility in Lviv, Ukraine, dedicated to providing free prosthetics and rehabilitation services to military personnel and civilians affected by the war. Our partnership in 2024 included funding prosthetics for three individuals [Andriy, Dmytro, Oleksii], amounting to $60,000, an online meeting with Olga Rudneva, Superhumans' CEO, as well as a tour for ELEKSers around the Center's facilities.

SERHIY PRUTYLA FOUNDATION

ELEKS continues to support the Serhiy Prytula Charity Foundation in delivering critical aid to Ukrainian defenders. As part of the overall assistance, the company helped provide 130 individual first aid kits, including 9 medic backpacks and 9 SAM XT tourniquets. Additionally, during the internal Charity Shop collection sale, ELEKS specialists also contributed to the Foundation's fundraising efforts.



ELEKS Foundations

ELEKS Foundations, established in 2023, provides a legal framework for our aid efforts and partnerships. It evolved from ELEKS' internal initiative, Help Ukraine, which sources equipment and ammunition for Ukrainian defense, selects trusted suppliers and allocates company funds for purchases. While our monthly infographics summarise the foundation's impact, we want to highlight its most significant collaborations since its launch in 2023. Currently, the foundation operates solely on internal funds and does not accept external donations.

ELEKS Foundations provided financial support and supplied equipment to:

108 military units and divisions

74 servicemen

3 major Ukrainian organisations: Come Back Alive, Superhumans, and the Serhiy Prytula Foundation, with total contributions of **$337,700**

Items provided (military gear, equipment, etc.) – **3400**

Overall financial assistance provided via ELEKS Foundations through 2023-2024 – **$1,760,802**

eleks foundation

ELEKSers for Ukraine: volunteers

Since 2014, ELEKSers have supported the Ukrainian Defense Forces by fostering a strong internal culture of volunteering. In 2024 alone, over 1,950 specialists took part in more than 70 fundraising and volunteer-driven events, helping raise over $440,000, produce 1,000+ trench candles, as well as weave 50+ camouflage nets. All resources were directed to trusted organisations, with the shared goal of bringing Ukraine closer to victory.

Since February 2022, more than 1,000 requests were fulfilled by our volunteer community, as well as more than 3 million USD raised. In 2024 alone, our volunteers raised almost $400,000.



Environmental sustainability

ELEKS complies with all applicable environmental legislation and other requirements to which it subscribes.

Recognising that every activity can have direct and indirect impacts on the natural world, ELEKS treats environmental protection as an integral aspect of sound industry practice. We are therefore committed to improving our organisation's environmental sustainability performance for the benefit of ELEKS' specialists, and for the wider community – now and in the future.

Efficient resource management at ELEKS involves measures to minimise water and energy consumption, reduce material usage and promote digital workflows. Single-use plastics are being phased out in favour of recyclable, biodegradable or compostable alternatives across offices and supply chains.

About the report

This report represents key sustainability as well as Corporate Social Responsibility initiatives and results are based on data from January 1, 2024, through December 31, 2024.

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 the ELEKS Employee Relations Team at: **employee.relations@eleks.com**.

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For more information,
visit **www.eleks.com**

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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