



intellias

SUSTAINABILITY REPORT 2021





04-08

ABOUT INTELLIAS

09-36

OUR RESPONSIBILITY

Responsibility in business

Responsibility towards our colleagues

Contribution to the UN Sustainable Development Goals

- Gender equality
- Sustainable cities

Charity

38

ABOUT THIS REPORT

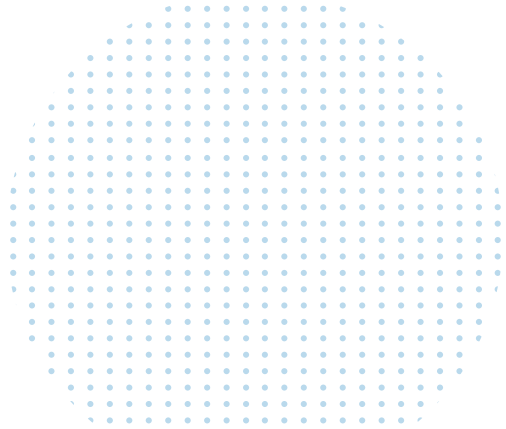
39-46

ADDITION

GRI Standards Index

SASB Standards Index

Structure



Growth is the word which best describes 2021 for Intellias. Following a long period of uncertainty caused by the pandemic, Intellias is vigorously pursuing new markets and building solid partnerships with companies around the world.

We have strengthened our presence in the US, the Middle East and Europe, launched new offices in Florida, Dubai, Munich, and started cooperation with 54 new clients seeking to transform their business and society through technology.

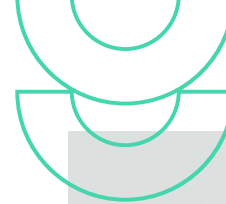
Intellias team has grown by 70%! With over two decades working in the talent market, we understand that the key to our growth is our people — gifted engineers, technical and non-technical specialists.

With competition for talent at an all-time high, more and more companies are striving to hire experienced professionals. In response to new market challenges, we, at Intellias, have implemented two projects aimed at supporting professional development of our people. Our unique Career Hub project is an internal platform that allows our colleagues to manage their own careers. An IntelliStart project is an educational hub for everyone who wants to gain practical knowledge in IT or improve their skills.

We are proud of our achievements to date and remain committed to operating our business with our values at the core based on humanity principles.

Together with interesting work projects and a benefits package, Intellias human-centered organizational culture is a central pillar of our value proposition as an employer. We listen to different perspectives of our colleagues, implement new unique practices, and improve processes within the company on a regular basis. Also, we are activating our CSR (Corporate Social Responsibility) strategy, as we strive to build a synergistic community where everyone takes responsibility and understands their impact on others, the society, and the wider world.

Vitalii Sedler
CEO Intellias



ABOUT INTELLIAS



intellias

Intellias is a global IT company and technology partner that enables the sustained success of top-tier organizations and Fortune 500 companies.

We provide the full cycle of IT product implementation: we translate the client's idea into a product, launch it on the market and support further development of the project. The technology products built by Intellias engineers are used by more than 2 billion people worldwide.

20

years on
the market

2500

professionals

75

active
clients

60%

senior
specialists
and higher

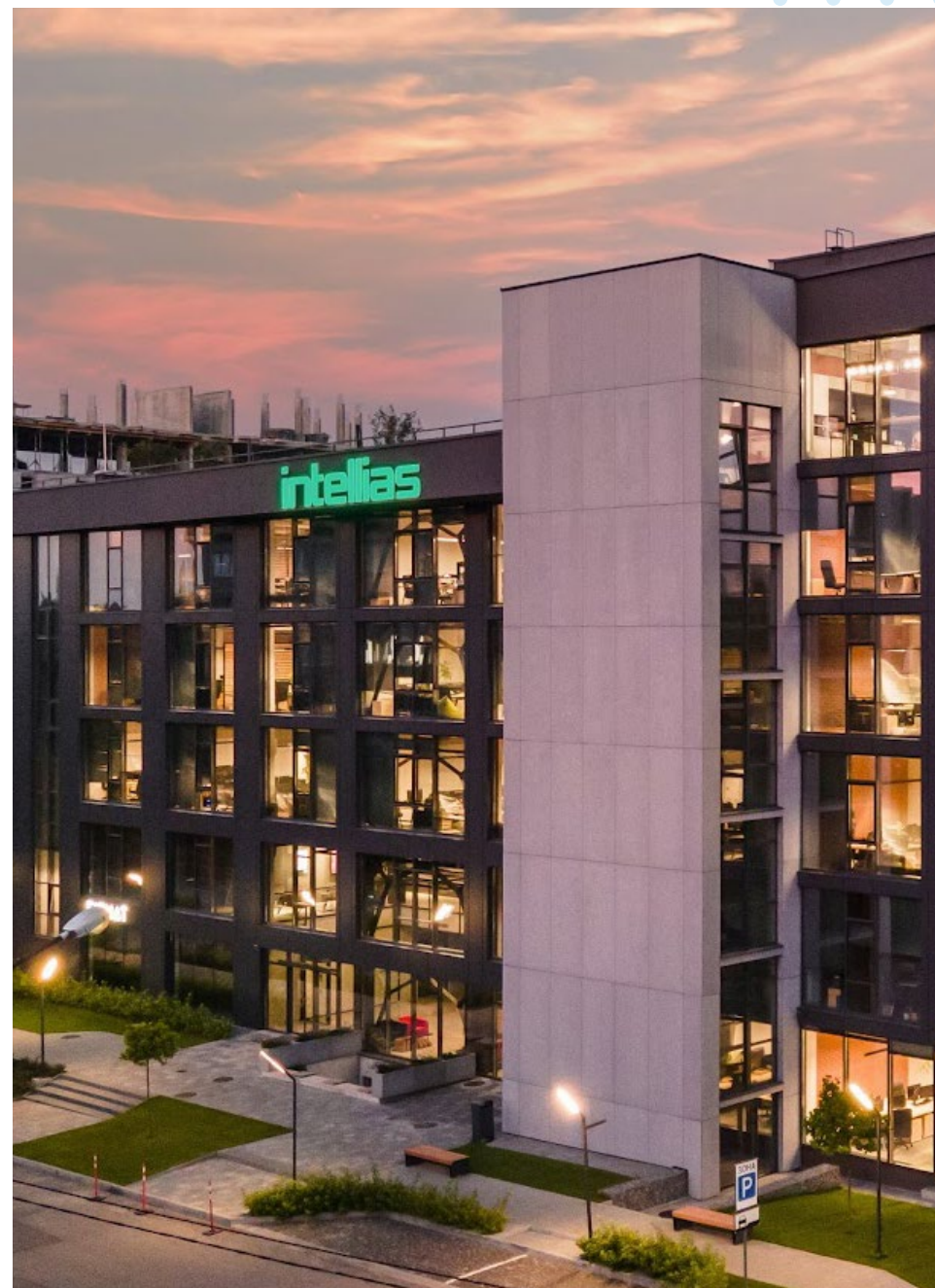
25

countries
where clients
are located

No1

IT employer
in Ukraine

We are constantly mastering new technologies and platforms to provide our clients with the most competitive technological solutions and be ready to respond to new challenges. Our solution portfolio includes projects employing IoT, Artificial Intelligence, Data Science, UX/UI, Big Data, Cloud, DevOps and other technologies.





Our mission and values

“*Bringing bold ideas
to life through digital
technologies*”

We are proactive and result-oriented

We are professionals who strive for excellence

We are intelligent and creative

We act with integrity and fairness

We respect each other and work as a team

We unite engineers, creators and inventors who think big, act bold, and are always on the lookout for solutions to tomorrow's challenges.

We help our partners thrive in a digital-first world by combining engineering craftsmanship and industry expertise to solve challenges of any nature, scale, and complexity.



Our services

Intellias delivers comprehensive software engineering, consulting, and professional services with a special focus on the automotive and smart mobility solutions, financial services, and telecommunications technologies. We also implement solutions that enable companies to digitally transform new industries, and this list is constantly growing, as is the geography of our clients.



Digital consulting

We help to make a technology choice, optimize processes, and conceptualize new solutions.



Software engineering

We co-create software solutions by assisting you along the whole software development life cycle.



Advanced technology

We address the client's challenges with the help of advanced technologies, like AI or IoT



Solution Operations

We ensure reliability of development environments and continuity of operational processes.



Development teams

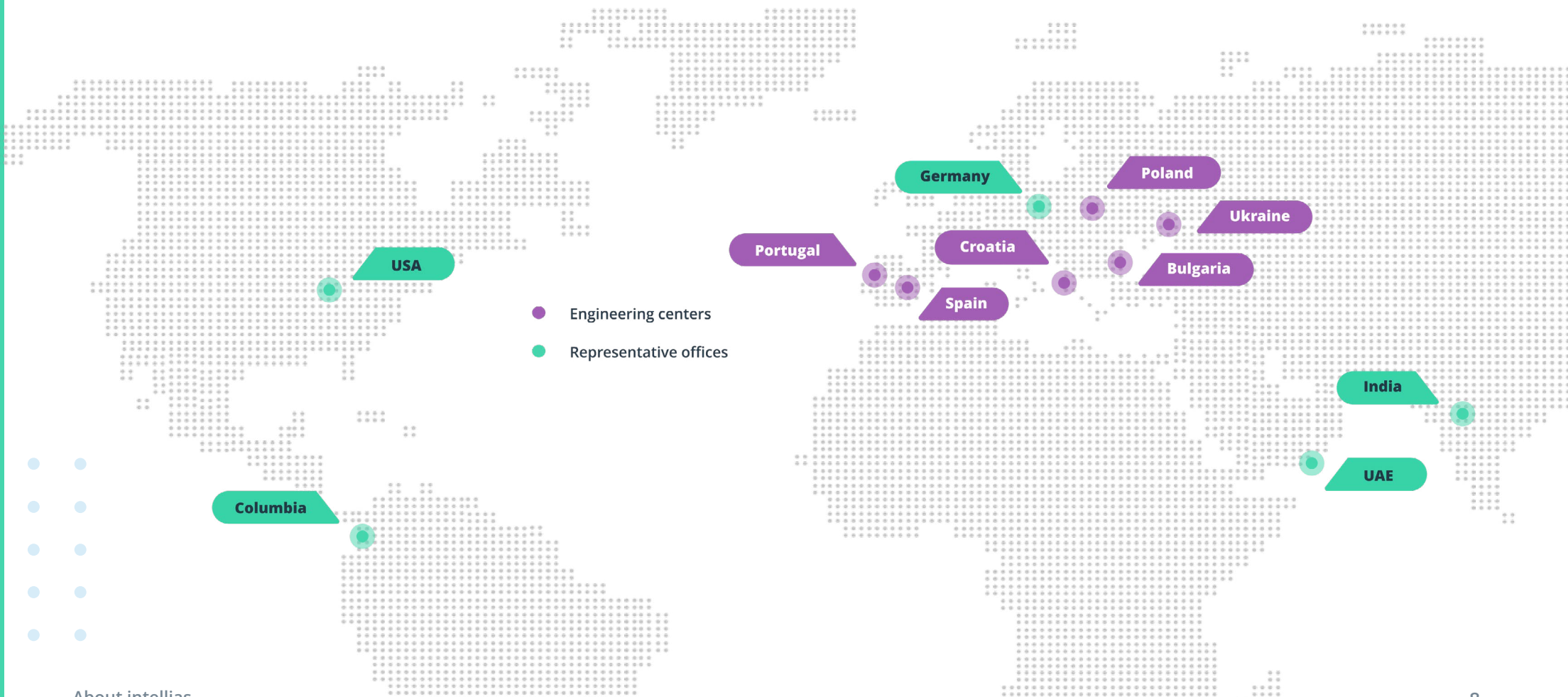
We provide a framework to take full advantage of engineering capabilities, thus saving time and money.



Geography

Intellias delivery centers are located in Ukraine (Lviv, Kyiv, Odessa, Kharkiv, Ivano-Frankivsk), Poland (Krakow, Warsaw, Gdansk, Wroclaw), Croatia (Zagreb) and Bulgaria (Sofia). Intellias is also present in Germany, Israel, the USA, the UAE and Saudi Arabia.

Intellias partners' and clients' geographies span 25 countries across Europe, the USA, Canada and the Middle East. We cooperate with product companies, professional service providers, funded startups, etc.





OUR RESPONSIBILITY

At Intellias, we believe in sustainable business growth, which is only possible with a responsible attitude toward the environment in which it operates.

We encourage and integrate sustainability principles into everything we do at Intellias, and everyone we work with. The Intellias professionals are engaged in the projects that improve the quality of life, help reduce CO2 emissions and build smart cities of the future. It is pivotal for the company to create a comfortable environment and opportunities for professional development of our colleagues. There are professional advancement programs developed, new programs being introduced on a regular basis, and a corporate benefits system is being reviewed and updated — all to ensure the best possible set-up for productive work.

Our CSR team is responsible for the social projects' implementation. As of today, we have two CSR specialists who are working on a number of social initiatives as well as promoting the company's sustainable brand image through partnerships and cooperations.

In 2021, the company continued to actively develop our Ecomobility flagship project. Also, we put a special focus on promoting gender equality in the workplace and in wider society.

In the following sections, we will highlight our three focus areas: Responsibility in business, Responsibility to colleagues, and Contribution to the UN Sustainable Development Goals.



Parties concerned

As a global company, Intellias approach to CSR is based on consideration of all the critical or the stakeholders issues. We identified these issues through internal communication, surveys, feedback, and face-to-face meetings with representatives of relevant departments.

Party concerned	Question of considerable substance	Intellias interaction
Clients	<ul style="list-style-type: none"> • Service quality • Data security • Adherence to ethical standards 	Ongoing direct interaction; professional training and development; compliance and adherence to international data protection standards; Code of Corporate Ethics.
Company specialists	<ul style="list-style-type: none"> • Comfortable working environment • Adherence to ethical standards • Learning and development • Healthcare • Equality in the workplace • Positive social and environmental impact 	Ongoing direct interaction; internal communication; training and development programs; social package; ethics committee; engagement and support program; regular meetings with CEO and management; , implementation of social, volunteering and charity initiatives.
Professional communities	<ul style="list-style-type: none"> • Development and promotion of the IT industry • Improvement of the quality of education • Knowledge and experience exchange 	Regular interaction; partnership, sponsorship and expert support for events, conferences and educational activities; participation in programs and projects.
Local and national authorities	<ul style="list-style-type: none"> • Economic development 	Regular interaction; industry representation; participation in working groups; support and development of projects for local communities and a society.
Society	<ul style="list-style-type: none"> • Positive social and environmental impact • Improvement of the quality of education 	Regular interaction; implementation of programs and projects aimed at ecomobility, education, volunteering; creation of positive public impact; partnerships with the civil society organizations; charity initiatives.

The concerns mentioned in the table above are covered further in this report.

RESPONSIBILITY IN BUSINESS

We strive to be more than just an IT service provider to our clients, we work towards becoming a trusted partner.

And we consider our customer satisfaction rate of

98%
to be a success

Intellias obtained a high protection level (AL 2) assessment from TISAX (the Trusted Information Security Assessment Exchange)

Intellias is named a Leader in the 2022 Global Outsourcing 100® List by IAOP (International Association of Outsourcing Professionals)

Research firm Everest Group recognized Intellias as a reliable strategic partner in their Software Product Engineering Services PEAK Matrix® Assessment 2021.



Data security

Our clients' and partners' trust is key for the Intellias team. We prioritize data security and protection very seriously, and our information security risk management process is implemented in accordance with international standards ISO/IEC 27001 and ISO/IEC 27005. We experienced no data breach incidents during the reported period, and there have been no complaints about breaches of confidentiality.

ISO 27001 and ISO 9001 Certification **ISO/IEC 27001:2013:**

Information security management system.



Supply chain

It is of pivotal importance for Intellias to operate and cooperate in the environment of shared values, as well as support sustainable development principles. During a selection process of suppliers, customers and other stakeholders, we assess a number of criteria:

- **Compliance with industry standards;**
- **Availability of a product warranty;**
- **Financial reliability;**
- **Previous experience working with Intellias.**

As we strive to embed sustainability principles at all levels of our operations, we also aim to cascade sustainable practices throughout our supply chain.

We collaborate with two social enterprises in Lviv on an ongoing basis:

- **Horihovyi Dim («Walnut House»), a provider of healthy food and gift products;**
- **Zelena korobka («Green Box»), sorting and waste management service.**

As part of the traditional «IT Nicholas» fundraising initiative, we raffled off over 20 useful gifts from social enterprises, public, cultural and charity organizations.

In addition, we cooperated with local suppliers **FrontMed** and **Building Ukraine Together** ordering products for internal celebrations.

Membership in associations and community involvement

Intellias is a member of the IT Ukraine Association, American Chamber of Commerce, Lviv IT Cluster, Kharkiv IT Cluster, Ivano-Frankivsk IT Cluster. In 2021, we joined the community Odesa IT Family. Intellias is also part of the international Holland Fintech ecosystem.

Intellias actively develops IT communities in different cities of Ukraine. In 2021, the company received a Diamond Award from Kharkiv IT Cluster for its continued contribution and involvement in the IT projects and community initiatives.

In 2021, Intellias joined the Microsoft Azure Marketplace, an online shop that offers thousands of open source solutions from trusted Microsoft partners, certified and optimized to run on Azure.

Intellias also became an associate partner of AUTOSAR (AUTomotive Open System ARchitecture). This is an international partnership of automotive manufacturers and suppliers and electronics and software industry companies working together to create open standards for software architectures in the automotive sector.



AMERICAN CHAMBER
OF COMMERCE
UKRAINE



Sharing expertise

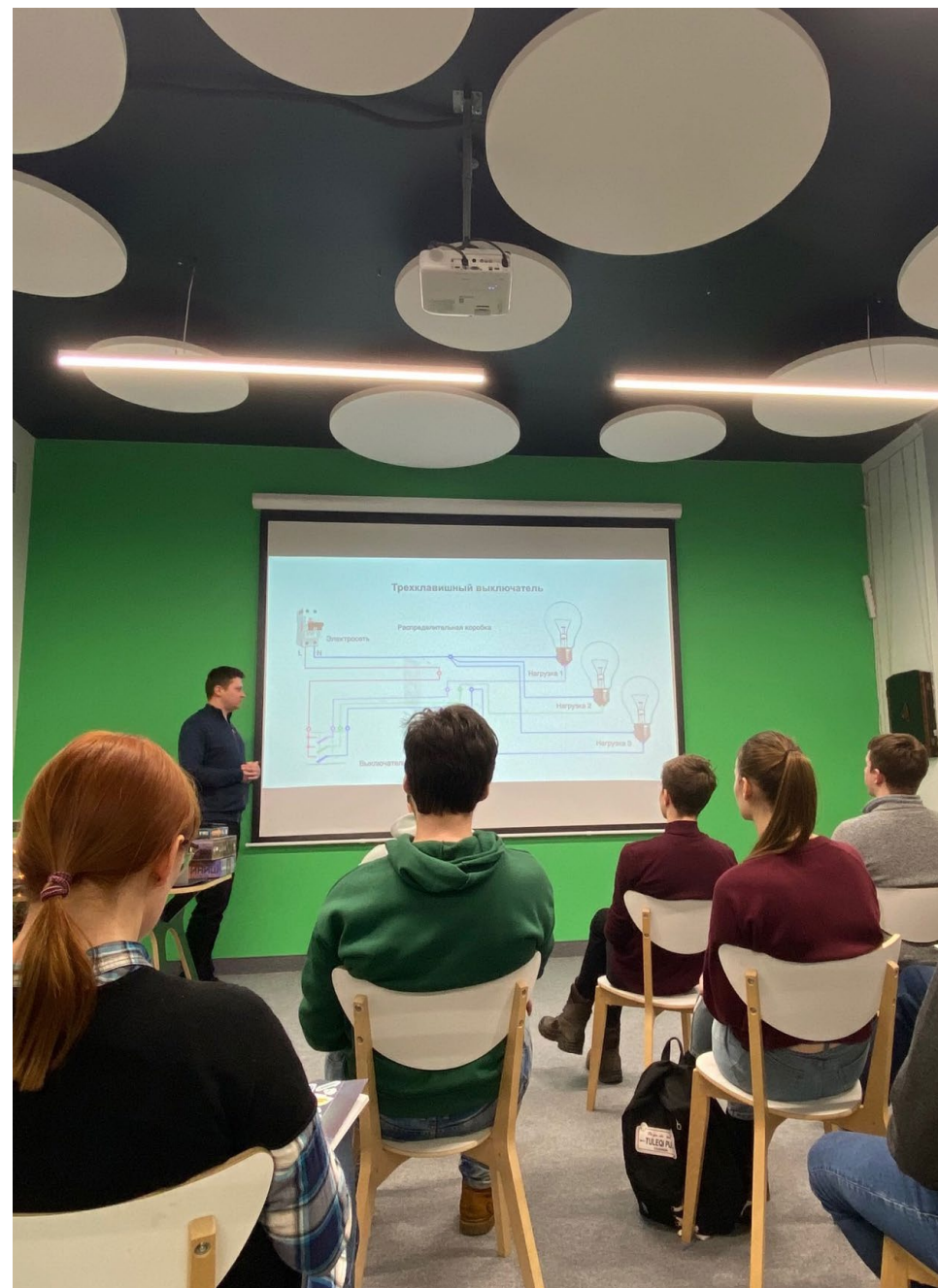
The company's experts share their experience with different audiences to accelerate knowledge sharing as well as the development of the IT sector in general. In 2021, Intellias hosted 25 technology-related webinars and four Build-ups, a technical presentation by a speaker combined with a Fireside chat, that is, an informal conversation between the moderator, the audience and the speaker so that the participants can explore challenging cases and seek for expert advice. There were 15 international conferences attended by the Intellias experts giving the keynotes at 8 of them.

Intellias at IT Arena 2021

Michael Labate, President of Intellias, North America and Advisory Board Member, presented from one of the main stages of the largest technology conference. He highlighted the importance of equality and diversity, as well as inclusion in corporate culture. Our experts shared their experience and expertise in new tech with the conference participants during the meetups taking place at the very heart of the ancient city of Lviv. Volodymyr Shynkar, Senior Lead DevOps Engineer, talked about Progressive Delivery for Kubernetes with GitOps approach. Meanwhile, Denys Fedenko, Delivery Manager, Automotive segment, spoke on the topic «Why Is There No Autonomy Without EV Routing?».

Intellias at Intelligent Energy

Roman Pavliuk, VP Technology of Intellias spoke on «How may we activate the consumer by use of digital tools of gamification — Engaging residential customers to foster flexible energy consumption» and shared how technology can motivate a passive consumer to become active and environmentally responsible.



Intellias at the Disruptive Technologies Forum in Saudi Arabia

Two Intellias experts presented at the Disruptive Technologies Forum. Volodymyr Kliuchnik, Intelligent Automation Practice Leader, dwelled on the topic of Digital Transformation Through Intelligent Automation and highlighted how platform development and robotic process automation solve the challenges of digital transformation. Roman Pavliuk, VP Technology, spoke about Simple AI Applications that Change Business. He focused on AI-powered solutions and their capabilities to solve everyday business tasks, like cost analysis, predictive analysis for day-to-day work, etc.

Online event by Intellias «Security Comes First: Rethinking Cybersecurity in the Digital World»

Intellias hosted a webinar where Michael Labate, President of Intellias, North America and Advisory Board Member, together with world-class industry insiders discussed how to overcome the growing information security risks associated with digital transformation. The experts also shared insights on creating financial and reputational business value by prioritizing cybersecurity.

A whitepaper by Intellias «Cloud for Telecom: A New Paradigm Shift for Value Creation»

Intellias released research on the use of cloud technology in the telecom domain and the increased value it can bring to businesses, as well as why digital transformation and the adoption of cloud technology is a winning strategy.



Intellias sponsored the translation of the PMBOK Guide

We aspire for the professional development of country's project management specialists. We initiated the translation of PMBOK Guide, a handbook for project managers around the world, into Ukrainian. Now the seventh version of PMBOK Guide is available in nine languages and the Ukrainian version is to follow. Volunteers and experts of the public organization PMI Ukraine Chapter and International Translation Service «Philin» were involved in translation process through the sponsorship by Intellias.

Expert publications

Our colleagues at Intellias are keen to share their first-hand experience and practical expertise as contributing authors.

- [The API Economy in Finance: Payoffs of Getting Connected](#)
- [Overcoming crucial barriers to cloud adoption in the telecommunications sector](#)
- [Online ag marketplaces: An entry point for farmers into the tech ecosystem](#)
- [Vertical Farming: Turning Deserts into Fresh Food Hubs](#)
- [How an Integrated Supply Chain Interface Saves Time, Effort and Money](#)
- [Nobody Wants Just a Car: How to Survive the Automotive Competition](#)
- [The Main "C" of 2021 Is Not COVID, It's Cashless](#)
- [Replay Article: Personalization Vs Privacy: How Far Can You Go?](#)
- [The future of healthcare: Part 1, How IoT's magic is reshaping our lives](#)
- [The future of healthcare: Part 2 Challenges ahead for IoMT](#)
- [Big Data Is Taking eCommerce by Storm. Here's Why You Can't Wait It Out](#)
- [Case study: Sophisticated IoT platform for billions of connected fridges](#)
- [In-car Payment Systems Unlock New Opportunities for M2M Economy](#)



Hour Of Code 2021

Intellias has been part of a global initiative to promote computer science among students — the Hour of Code for several years now. This year, the Intellias office in Kharkiv was visited by students from local schools. We also held an offline lecture. Olena Stoliarova, a NET engineer at Intellias, introduced the specifics of the IT profession to students of MYR lyceum in Kharkiv.

In addition, we organized our own interactive online lecture «Hour of Future». Seven of our experts shared with the schoolchildren the intricacies of business analytics, IT solutions architecture, project management, as well as what recruiters, developers, designers and testers do. More than 100 students from 16 regions of Ukraine registered for the event.

Volunteering and pro bono advisory

Intellias experts participated in numerous activities and educational initiatives on a pro bono basis:

- Business analysis course for employees of the Ministry of Education and Science of Ukraine within the joint project of IT Ukraine Association and Deputy Head of the Ministry of Education and Science of Ukraine Artur Seletskyi;
- Lecture on UX design within the «IT Week» initiative by Ivan Franko National University of Lviv;
- Mentorship program for three teenage teams during the school-based entrepreneurship training project by Lviv Business Academy.

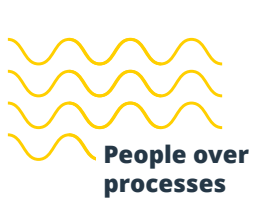
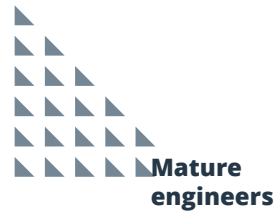


RESPONSIBILITY TOWARDS OUR COLLEAGUES



Human-centered approach is the backbone of Intellias. It remains consistent despite the speed of our growth. We put a key focus on the individuals and their unique perspectives rather than on “must-have” processes, which is why the people and their expertise are key.

We are proud of Intellias because

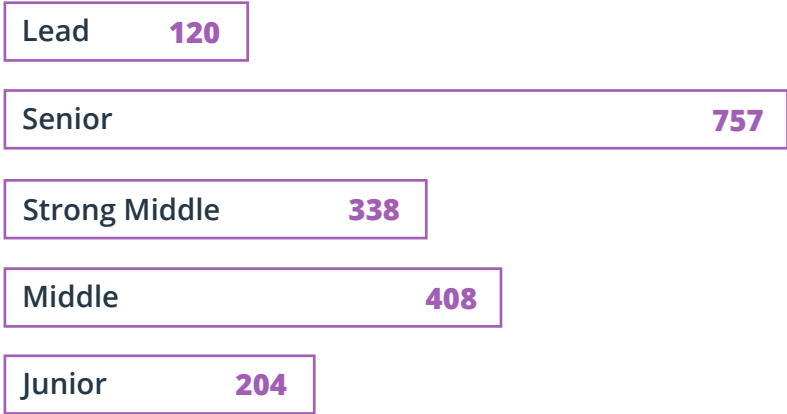


The Intellias Talent Management Department handles all of our people-related processes. The key objective of the department is to provide the best possible environment for our colleagues, from their first introduction to Intellias to a comfortable work environment alongside professional growth while maintaining the unique culture and spirit of Intellias.

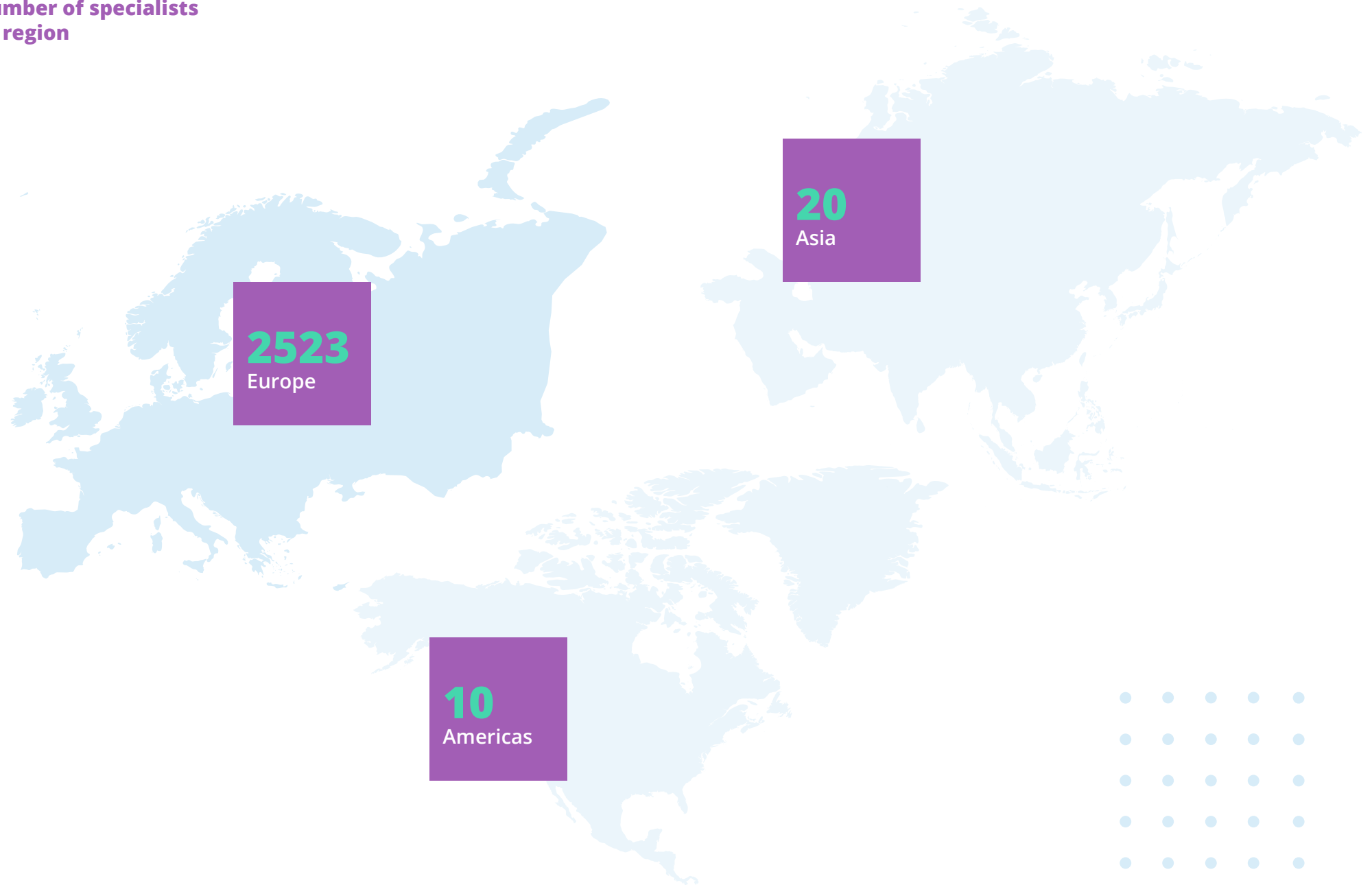


The company almost doubled in size in 2021 with **over 2,500 professionals on board today**. This is a record growth in the company's history.

When compared to 2020, the company employed 1,570 people, with 25% of women. In 2021, the female employment rate working full-time made up 27.7%, except for 6 freelancers (including 5 men and one woman).



**Number of specialists
by region**



Recognition

Intellias continues to hold the leadership position at the rankings among the best employers. In 2021 the company won new awards and accolades recognizing the performance of the department and the entire company. Intellias is recognized as the best IT employer in Ukraine in 2021.



DOU

According to DOU.ua survey, Ukraine's leading community of software professionals, Intellias became the No. 1 employer among the largest IT service companies in the category of «Companies with over 1,500 professionals». It is the third consecutive distinction in this category for Intellias.



MC.today

According to the annual rating by MC.Today, Intellias was recognized as the best employer among the largest IT service companies in Ukraine in the category of 1000+ employees.



100
РЕЙТИНГИ КРУПНЕЙШИХ

Intellias received the award as the «Best Employer Brand». We were included in the annual "TOP 100. Ratings of the largest" magazine ranking. A total of more than 150 companies were evaluated by the expert jury



Intellias got to the top five of the Family-Friendly Companies National Rating organized by the United Nations Population Fund in Ukraine and the Center for Corporate Social Responsibility Development and also received a special award for the support of a responsible parenthood.



URA Ukrainian Recruitment Awards

Intellias became a winner at the Ukrainian Recruitment Awards for the second consecutive year. Initiated by Jooble, URA awarded the companies with the most prominent recruitment culture in ten different categories. Intellias was recognized for the Best Referral Program and Creative Recruitment.



Comfortable work environment

Flexible schedule

At Intellias, you can plan your work hours independently, taking into account meetings and deadlines.

Compensation package

At Intellias, our specialists can opt for the best-fitting compensation package, either “Health” — a health insurance policy or “Sport” providing a yearly gym membership with fitness and cardio, or “Mix” which offers a combination of monthly reimbursement for sports and selected medical services. In 2021, we launched a new health service package aimed at supporting mental health.

In addition, all employees are entitled to use the services of a corporate GP, dental services reimbursement, vaccination and vitamin supply. Also, all our colleagues have a possibility to have bi quarterly sessions with a psychotherapist.

Motivational program

With our unique corporate currency “Smart”, we express gratitude for employees’ proactiveness in terms of client or colleagues referrals, contribution to mentorship programs, workshops’ participation, etc. The Smarts can be exchanged for corporate gifts at the company’s virtual shop. Also, the Smarts are used to thank each other for extra help or as a recognition for achievements by sending “Kudos”, which are also converted into the Smarts.



Support for responsible parenthood

On the occasion of the birth of a child, our colleagues receive not only congratulations, but also are eligible for corporate gifts and three additional days of paid leave. The female colleagues are also entitled to a cash bonus.

In 2021, our 26 female professionals went on maternity leave; 16 of them have already returned to work.

In 2021, we designed and launched a new pregnancy and newborn-period benefit program, **IntelliFamily**. In addition to bonuses, the company now provides compensation for prenatal medical care as well as the newborn's in the first year of life. The Parental Care package covers the expenses for prenatal medical care. The mothers-to-be have a possibility to choose their own healthcare providers and receive the reimbursement for either the whole package of services or separate examinations and tests. The Newborn Healthcare package is a guarantee that a mother or a father of a newborn working at Intellias is eligible for health care reimbursement during the first year of the baby's life.

We, at Intellias, encourage our people to spend quality time together with their children, and regularly hold different events for this particular purpose.



• Intellias Space Adventures

On the occasion of International Children's Day, we designed a series of talks about the solar system from astrophysicists Yulianna Kuznetsova and Olena Kompaniets. After each session, the children could ask questions and take part in the interactive activities on the Kahoot platform. And, of course, there were also raffle prizes for the young Intellias generation.

• St. Nicholas Day at Intellias

On St. Nicholas Day, the children of Intellias received bird feeders as presents from the volunteer movement «Building Ukraine Together» and they also had a chance to hear an interesting session by the ornithologist Anna Kuzo. In addition, the little ones received the age-appropriate books, healthy treats and «Good Deeds» scratch cards. In total, more than a thousand gift sets were sent out. Moreover, some of our colleagues turned in Nicholases themselves for a day: they received 67 online calls and greeted 91 children. Also, we held a charity exhibition and an auction at the Intellias Art Point, the art gallery located in Lviv office. There were 50 drawings by 44 young artists — the children of our colleagues, presenting their vision of kindness as a concept.



Leisure time activities

Our colleagues' comfort is an integral part of the working environment at Intellias. We care not just about comfortable workplaces, but also about quality time off work. We pay a lot of attention to office recreation areas and organize shared leisure activities for the colleagues, even when working remotely. This helps to bond, switch from work issues, learn new things and maintain the mental health which is vital for productive work.

As an example, we have our own **Intellias Book Lab**. The concept of the community is to pick a certain book to read and discuss it together in an online meeting with a moderator. This year, we held more than five meetings apart from the community activities together with the "Knyzhkovyi Lev" bookstore.

In 2021, there was the **IntelliFilm Club**, founded within the company, an initiative for film lovers to get together to watch and discuss films.

2021 was marked with one more important event in the life of Intellias people. In May, the **Art Point Gallery** was launched in the Lviv office. There is a regularly changing exhibition in the gallery, which allows the colleagues and guests of the office to discover new artists and artists. The works by Maryna Naumchuk, Serhii and Vitalii Hrekha, Olha Hnativ, illustrations by our colleague Anton Selleshii, Dzvinka Zahaiska, and Lilia Studnytska have already been presented to the public. There is also a gallery website where one can enjoy all past and current exhibitions and even purchase individual works.



Learning and development

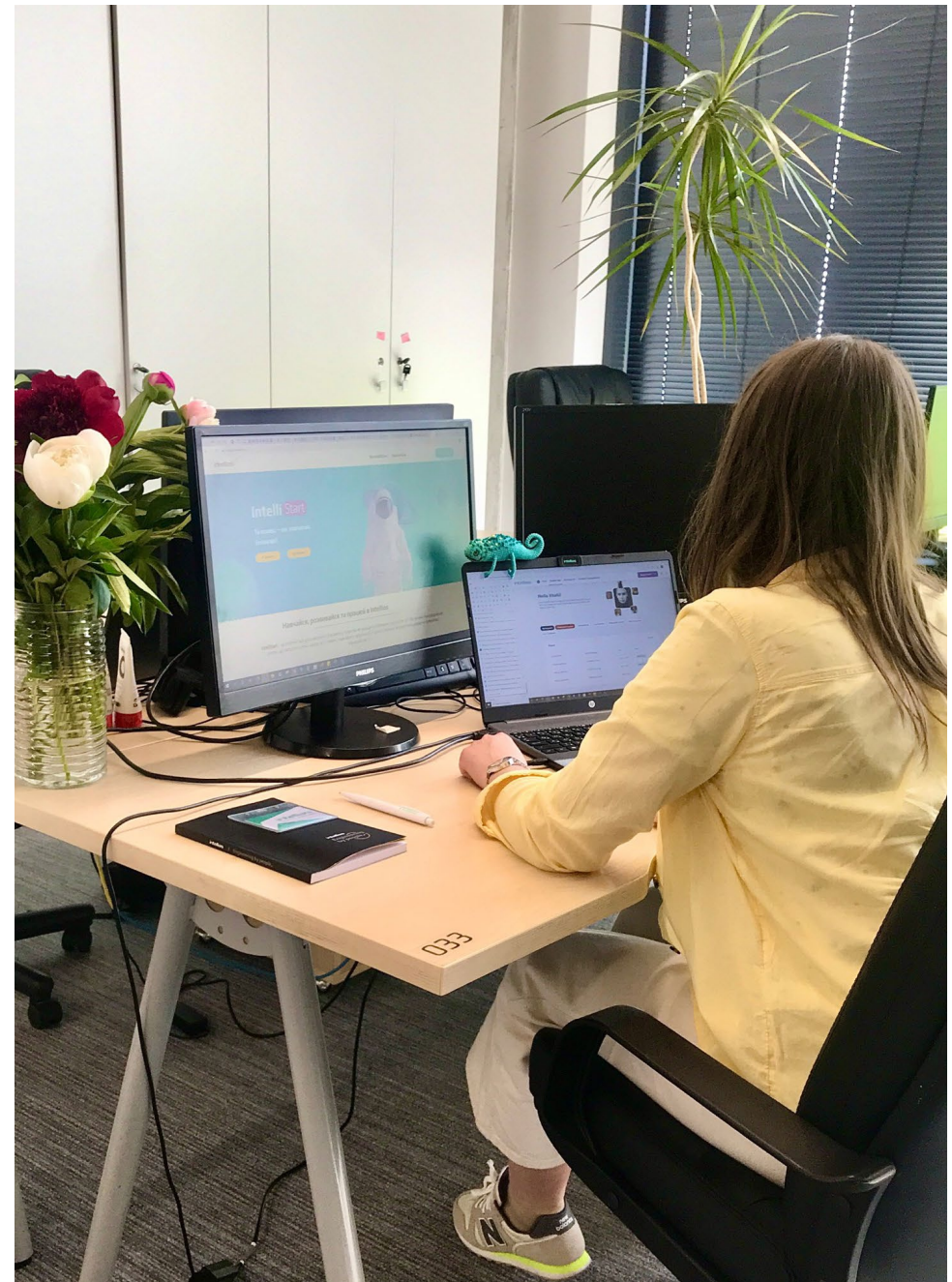
There is a dedicated **Talent Learning and Development** team operating at Intellias. The team designs and implements a range of programs aimed at development and assessing personal and professional skills of our colleagues.

During 2021, the team set 367 trainings up on technical and non-technical topics. In comparison, there were 126 trainings held in 2020. The “Leading a Team” training program, Project Management 3.0 course and the Associate Architect Program are particularly noteworthy among this year’s events. On average, the company employees devoted around 37 hours to attending training sessions or programs.

In 2021, we launched the corporate **Career Hub** portal, bringing together all the services related to career development at Intellias in one place: mentorship, skill assessment, online training, salary review requests, relocation and rotation, access to professional communities and many other opportunities.

Young professionals who were interested in taking internships at Intellias and potentially get a job here, we also offered an assortment of programs, like JavaScript Bootcamp, Junior DevOps Boot Camp, and Project Management School.

For those who plan on entering the IT field, Intellias has set up a special educational space, **IntelliStart IT School**, in 2021. It is a free, practically oriented school that offers training in the areas of Front-end, Java, DevOps, Testing, etc. The main aim of the school is to help students gain real-life skills that will help them start their career in IT quickly and successfully. IntelliStart teachers pool are the Intellias experts with years of experience. The students with the best performance results during their studies are granted with a paid three-month internship. The first Front-end (React) training program started on 23 November 2021. We received more than 1,500 applications and selected 35 students.



In order to accumulate and disseminate best practices, develop and improve processes internally, Intellias has developed a community of **Centers of Excellence**, bringing together more than 120 professionals and professionals. We support our specialists through knowledge sharing and motivate them to develop new competencies in technologies, improved processes within Centers of Excellence bringing together over 120 experts. They focus on processing a variety of business-related requests, such as consultancy, assessment, internal/external interviews preparation, presales consulting, etc. A total of 8,664 inquiries were processed during the reporting period.

The Intellias expert teams update the technology competence matrices and create new ones on a regular basis, e.g. Product management, Big Data Engineer, Data Architect, Support Engineer, Cybersecurity experts (Security Architect, Penetration tester, SOC expert, Application Security Engineer, Security Expert), Machine Learning Engineer/Lead/Architect.

In 2021, 131 experts and specialists were certified as technical interviewers, that they are now qualified to conduct technical interviews. More than 100 of them are Senior+ experts in different engineering areas and continue improving the service quality provided by the company.



Equity and diversity

We strive to create a comfortable workplace where every individual can develop professionally in a safe, fulfilling working environment.

In order to guarantee equal treatment for all our people as well as to avoid conflicts or abuse, **the Code of Ethics and the Ethics Committee** was introduced at Intellias. The Committee is responsible for accurate fulfillment of the Code of Ethics by colleagues, partners, clients and contractors, as well as reports consideration regarding unfair treatment, harassment, bullying, and discrimination.


In 2021, the Committee received and considered three referrals from colleagues. All were resolved, and appropriate action was taken, including introducing the new policies. There has been no cases of Intellias activities subjected to human rights violation review or human rights impact assessment.

In March 2021, Intellias became the first IT company in Ukraine to adopt **the UN Women's Empowerment** Principles as part of our commitment to promoting gender equality in the workplace, marketplace, and community. Today we are implementing them in the daily operations across various departments.

According to the results of the Women's Empowerment Principles Gap Analysis Tool (WEPs Tool), the company has almost doubled its score in promoting gender equality and women's empowerment over the year*.

*WEPs Tool includes four themes: Leadership & Management, Workplace & Conditions, Marketplace & Community, and assesses the approach to women's empowerment within these four themes along with progress in implementing specific actions.

In total, several new projects have been introduced and existing processes and policies have been improved — all to increase the number of females working for the company and improve conditions for their career development.

	 Number of women in the company	Fraction of women in Delivery	Women in managerial positions
2022	28,4% ▲2,4%	18,2% ▲1,2%	66,6% ▲3,8%

There was a cross-departmental working group set up at Intellias. It analyzed the current state of gender diversity in the company and developed the following initiatives:

- the quota of 30% of seats for training programs are reserved specifically for company's female experts — our top management received special training in gender equality principles;
- separate policies on gender equality, responsible parenthood and violence prevention were developed;
- the **IntelliWomen Community** was created, bringing together more than 300 company specialists and providing a platform for communication as well as professional and personal development. The community hosts meetings with invited guests or fellow speakers.

Mental health and wellbeing

Mental health and emotional wellbeing is of critical importance for Intellias as a responsible employer, so we dedicate our meetings with colleagues not only to work issues and professional development, but also to supporting their mental health.

Intellias has held a series of 10 meetings with psychotherapists, psychologists, nutritionists, self-development and yoga experts, and historians to address the mental health issues that our colleagues might face.

In 2021, we continued with our traditional **IntelliMorning** meetings. We held 50 online over-the-coffee morning meetings. Each time we have a new guest with us and a new topic to discuss. Together with our colleagues, we share inspirational thoughts and set ourselves up for a productive day.



CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS



It is important for us that the company's corporate social responsibility standards are in accordance with the global challenges and conforms to global agenda. Therefore, our work is guided by the UN Sustainable Development Goals, and we strive to increase our contribution into their achievement.

In September, Intellias joined the UN Global Compact Network to strengthen its efforts and coordinate its projects in line with the SDGs.

In 2021, we put a specific focus on the Goal 5: Gender Equality and Goal 11: Sustainable Cities and Communities.



Goal 5: Gender Equality

We are guided by the principle of equality and committed to maintaining a comfortable and friendly environment for all, regardless of gender, age, demographics, race, or any other personal choices.

In 2021, a range of Intellias activities with a focus on combating gender-based violence were held.

Intellias joined the global **16 Days of Resisting Violence** campaign. In partnership with the studio FFFACE.ME, we created a charity Instagram filter. For every social media post applying it, Intellias donated UAH 5 to the fund for the renovation of the Women's Center «Walnut House», which helps the victims of domestic violence. Intellias specialists also joined the fundraising. They could use our internal crowdfunding platform IntelliShare to donate part of their salary or their "Smarts" (corporate currency). Intellias transferred a total of UAH 50,000 to the «Walnut House" Foundation. We also held a meeting of the **IntelliWomen Community** discussing the problem of domestic violence and ways to counteract it.

Three of our experts became mentors of the all-Ukrainian hackathon on counteracting different manifestations of violence, Hack for Locals 3.0: «Together Against Violence».

In 2021, Intellias signed a **Declaration for Gender Equality and Prevention of Domestic Violence initiated by UNFPA** (United Nations Population Fund) in Ukraine and the Center for Corporate Social Responsibility Development.



Goal 11: Sustainable Cities and Communities

As a technology company, Intellias advocates innovative eco-friendly cities. Sustainable mobility powered by smart urban mobility solutions are capable of reducing the vehicle carbon footprint, protecting people's health, and building sustainable cities of the future.

- We have been cultivating a **cycling culture** within the company and created the necessary infrastructure in our offices, from bike parking lots, showers, and changing rooms. You can exchange corporate currency "Smarts" for useful cycling accessories in the company shop. We give bicycles, electric scooters and other environmentally friendly transportation means as gifts for colleagues and welcome bonuses for candidates. In spring, we installed KEBA smart charging stations near the Lviv office for electric cars.
- This year was marked by further promotion of the Intellias ecomobility initiatives, we organized a large-scale **Ecomobility Summer** project to promote cycling within the community. In total, the project reached around 100,000 people in Ukraine and abroad. We launched the project on the initiative of the IntelliBike Ambassadors: there were 5 colleagues from five Ukrainian cities who accepted the challenge to use a bike every day throughout the summer, to be an example to others and to popularize cycling culture.



5

ambassadors
in 5 Ukrainian
cities

100+

Intellias Strava
Club members

300+

people from Ukraine,
Germany and US watched
themed short movies

200+

participants of
offline events

100 000

people reached by
communications



To encourage a wider use of bicycles, we launched the **IntelliBike Flashmob**: more than 100 Intellias Strava Club members recorded their rides and received special reflective stickers for safe riding. Also, we held a big raffle for useful cycling accessories among all the participants.

With the purpose to improve road safety, we held online and offline cycling schools and invited experts and representatives of the cycling police. We also distributed special reflective stickers to make cyclists more visible in the dark.

There were also traditional corporate bike rides held in four cities. Together with the guides, our colleagues were exploring the sights of their cities.



Together with the film agency Wiz-Art, Intellias organized free screening of short films **Urban Mobility Shorts** in Lviv, Kyiv as well as online (in Ukraine, the USA and Germany), which were attended by more than 300 people. This prompted us to look at the topic of mobility from a different angle and to understand the impact of transport on our lives.

We wanted our project to shape the development of ecomobility concept not only within the community, but also at city level. As part of the annual City Workshop, we set up the **IntelliBike Space** at the Intellias office in Lviv, which became the city's main cycling track. Our partners from the MtbStock bike shop inspected and repaired the guests' bicycles. Every participant of the event could make their route suggestions to be added to a large printed cycling map of Lviv. There were also Lviv Cyclists Association and Cycling patrol organization invited to refresh road safety rules for cyclists. We discussed sustainable mobility with Orest Oleskiv, Head of the Transport Department of Lviv City Council. Finally, there was a topical stand-up and a raffle of a unique bicycle specially painted by artists.

In collaboration with the City Institute (the Lviv center of strategic planning), Intellias joined in an upgrade of the City Cycling concept. Our experts participated in focus groups as well as collected the favorite cycling routes of Lviv residents and visitors to the city within the IntelliBike Space.

Intellias supported the development of the VeloCity application as part of the student Boot Camp from Kharkiv IT Cluster. Intellias experts mentored the team and shared their expertise in developing a prototype app to help beginners use bicycles safely in the city.



Charity

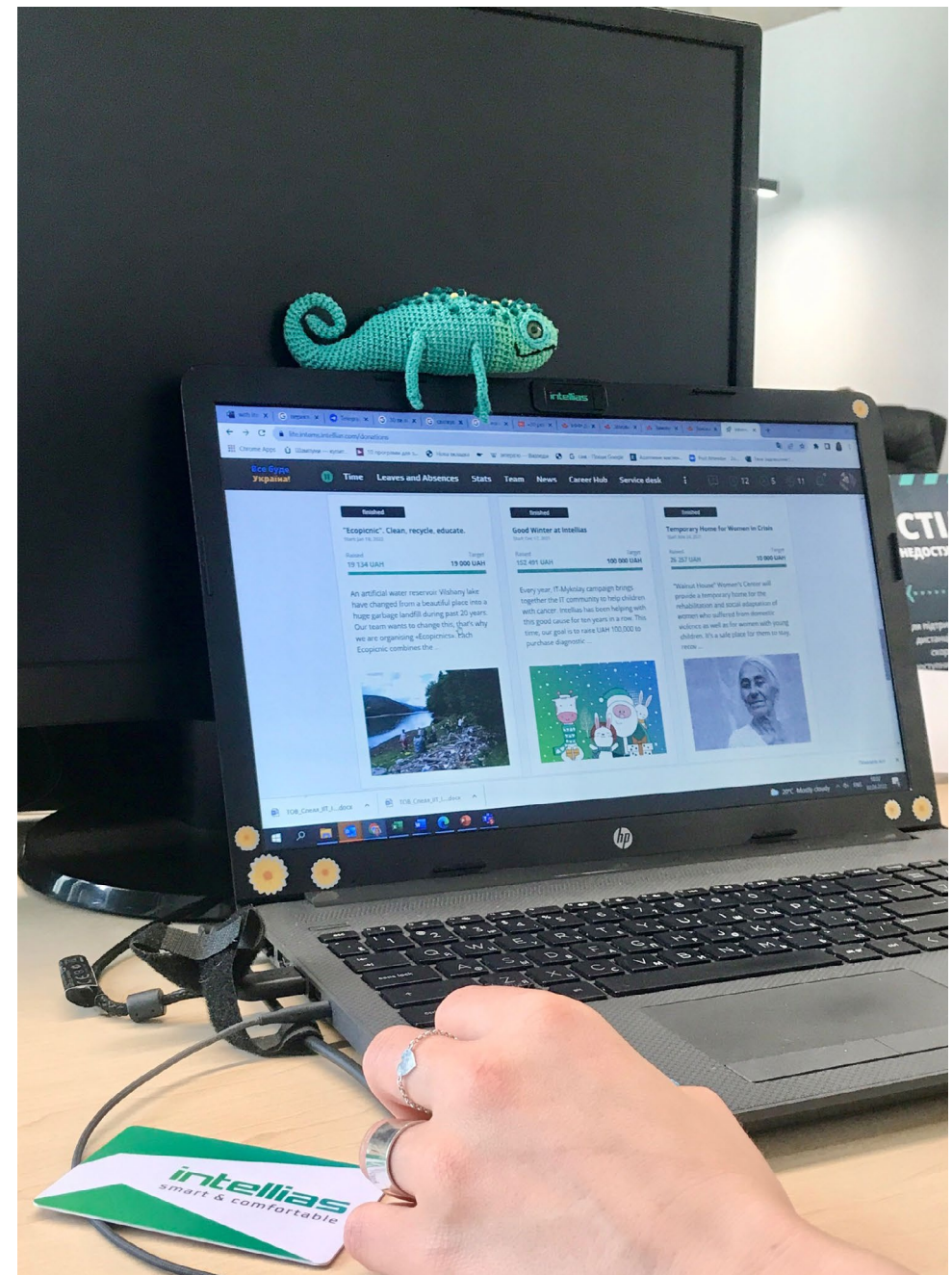
At Intellias, we recognize the social responsibility and share the purpose of business to deliver measurable value for society. When implementing socially meaningful initiatives, we are always guided by the principle of responsible charity and focus on allocating resources and investments with the utmost efficiency.

IntelliShare, our internal crowdfunding platform

We, at Intellias are the advocates for smart solutions, which is why we have developed the internal corporate crowdfunding platform IntelliShare. With IntelliShare, any professional can initiate an internal Intellias fundraising for social/charity projects, and the colleagues can support a particular initiative by donating internal corporate currency “Smarts” or their working hours.

In the first 2 months of the platform’s operation, about UAH 150,000 were raised to support three projects, namely:

1. Publishing a book «What is It to Remember?», a comprehensive analytical study of the practices of commemoration of those who died in the russian-Ukrainian war;
2. Operation of a sorting station within the NGO «Green Box» in Lviv;
3. Construction of shelter for women in crisis situations — powered by CO «Walnut House».



“Dobra zyma” (Good Winter) Charity Campaign

For the 10th year running, Intellias has joined the “IT Nicholas” campaign, which aims at bringing the IT community together to support children fighting with cancer. This year’s «Good Winter» campaign was made up of several stages.

Everyone interested could support the campaign on the digital platform dobro.ua, where we raised UAH 81,738. Our colleagues donated corporate currency and their work hours in the equivalent of UAH 152,491 on the internal crowdfunding platform IntelliShare. And finally, the charity auction of our colleagues’ children drawings exhibited in the art space of the Lviv office allowed to raise a sum total of UAH 23,465.



**ABOUT
THIS REPORT**



Intellias Sustainability Report 2021 is purposed to summarize non-financial aspects of the company's operations, as well as the relationships with key stakeholders. It also highlights the contribution to achieving the UN Sustainable Development Goals and presents the corporate social responsibility activities during the period January 1, 2021– December 31, 2021*.

The report is a summary of Intellias pioneer work and regular efforts to improve the social and psychological climate within the company and address the global social issues.

*Except for the «Dobra zyma» initiative which started on December 24, 2020 and ended on January 29, 2021 as well as the results of the WEP Gender Gap Analysis tool covering progress from April 2021 to March 2022.

The present report has been prepared in accordance with the following reporting standards:

- Global Reporting Initiative (Core option),
- Sustainability Accounting Standards Board (SASB)

The previous report, published on April 13, 2021, covered the period January 1, 2020 to December 31, 2020 and is available [here](#).

Should you have questions/inquiries regarding Intellias corporate social responsibility, please contact Oleksandra Chuchko, CSR Specialist, at oleksandra.chuchko@intellias.com



Global Reporting Initiative (GRI) compliance table



GRI 2: General Disclosures, 2021

The organization and its reporting practices

2-1	Organization details	Section "About Intellias", pages 5-8	Institute of Information Technologies "Intellias" Limited Liability Company, 24 Panas Myrny St., Lviv, 79000
2-2	Entities included in the organization's sustainability reporting		Institute of Information Technologies "Intellias" Limited Liability Company, Intellias Poland sp. z o.o., Intellias Global Limited
2-3	Reporting period, frequency and contact point	Section "About this report", page 38	
2-4	Restatements of information		Not applicable
2-5	External assurance		Not applicable

2. Activities and workers

2-6	Activities, value chain and other business relationships	Section «Responsibility in business», page 12 Section "About Intellias", pages 5-8	
2-7	Employees	Section «Responsibility towards our colleagues», pages 19-21	
2-8	Workers who are not employees		Not applicable

3. Governance

2-9	Governance structure and composition	Annex «Structure», pages 45-46	
2-16	Communication of critical concerns	Section «Responsibility towards our colleagues», page 28	

4. Strategies, policies and practices

2-22	Statement on sustainable development strategy	Section «CEO's statement», page 3	
2-23	Policy commitments	Section «Responsibility in business», page 13, Section «Responsibility towards our colleagues», page 28 Section «Contributing to the UN Sustainable Development Goals», page 30	
2-26	Embedding policy commitments	Section «Responsibility in business», page 13, Section «Responsibility towards our colleagues», page 28 Section «Contributing to the UN Sustainable Development Goals», page 30	
2-27	Mechanisms for seeking advice and raising concerns	Section «Responsibility towards our colleagues», page 28	No violations of rights and regulations have been recorded by the organisation during the reporting period.
2-27	Compliance with laws and regulations	Section «Responsibility in business», page 13	

5. Stakeholder engagement

2-9	Membership associations	Section «Responsibility in business», page 14	
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GRI 202: Market Presence 2016

202-2	Proportion of senior management hired from the local community		All management positions at Intellias in Ukraine are held by Ukrainians.
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GRI 205: Anti-corruption 2016

205-3	Confirmed incidents of corruption and actions taken		During the reporting period, no cases were recorded.
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GRI 302: Energy 2016

302-1	Energy consumption within the organization		650419.12 кВт, 100% з мережі. 650419.12 kW, 100% from the mains.
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GRI 303: Water and Effluents 2018

303-5	Water consumption		3686,1 m3
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GRI 401: Employment 2016

401-1	New employee hires and employee turnover	Section «Responsibility towards our colleagues», pages 20-21	
401-3	Parental leave	Section «Responsibility towards our colleagues», page 24	

GRI 402: Labour/Management Relations 2016

402-1	Minimum notice period regarding operational changes		30 calendar days. For employees on probation - For 14 calendar days
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GRI 403: Occupational Health and Safety 2018

403-6	Promotion of worker health	Section «Responsibility towards our colleagues», page 23	
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GRI 404: Training and Education 2016

404-1	Average hours of training per year per employee	Section «Responsibility towards our colleagues», page 26	
404-2	Programs for upgrading employee skills and transition assistance programs	Section «Responsibility towards our colleagues», pages 26-27	
404-3	Percentage of employees receiving regular success and career development reviews		100%. An internal system automatically initiates each employee and worker's PACE (Performance and Cooperation Assessment) every six months

GRI 406: Non-discrimination 2016

406-1	Incidents of discrimination and corrective actions taken	Section «Responsibility towards our colleagues», page 28	
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GRI 413: Local Communities 2016

413-1	Operations with local community engagement, impact assessments, and development programs	Section «Contributing to the UN Sustainable Development Goals», pages 30-36	
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GRI 418: Customer Privacy 2016

418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		During the reporting period, no cases were recorded
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Sustainability Accounting Standards Board (SASB) compliance table



Environmental Footprint of Hardware Infrastructure

TC-SI-130a.1	Total energy consumed	650419.12 kW
	Percentage grid electricity	100%
	Percentage renewable	0%
TC-SI-130a.2	Total volume of water withdrawn	3686,1 m3
	Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Company has no presence in these regions
TC-SI-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	Section «Responsibility in business», p. 12
TC-SI-220a.2	Number of users whose information is used for secondary purposes	12 411
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	During the reporting period, no cases were recorded
TC-SI-220a.4	Number of law enforcement requests for user information	0
	Number of users whose information was requested	0
	Percentage resulting in disclosure	0%
TC-SI-220a.5	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censorship	Europe, USA, UAE, Saudi Arabia, UK

Data safety

TC-SI-230a.1	Number of data breaches	During the reporting period, no cases were recorded
	Percentage Involving personally identifiable information (PII)	
	Number of users affected	
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Intellias implements an information security risk management process in accordance with the international standard ISO/IEC 27005. It has also implemented an information security system in accordance with ISO/IEC 27001:2013.

Recruit & Managing a Global, Diverse & Skilled Workforce

TC-SI-330a.2	Employee engagement as a percentage	90,2%
TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for <ul style="list-style-type: none"> • management • technical staff • and all other employees 	Section «Responsibility to colleagues», p. 19-20

Intellectual Property Protection & Competitive Behavior

TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	During the reporting period, no cases were recorded
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Structure

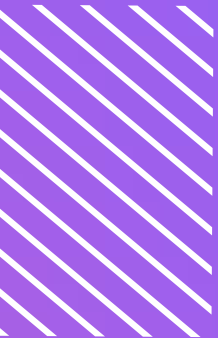
Addition

Founders: Vitaly Sedler, Michael Puzrakov	Jointly execute high-level management of the company, develop strategy, approve budget, define company goals
CEO	Takes responsibility for execution of the company strategy. Manages such streams of the Group Companies' activities as delivery, sales, marketing, finance, legal, administration, talent management, information management, and account management
Executive Chairman & COO	Manages capital allocation activities (loans, investments and divestments, mergers and acquisitions, IPO)
Chief Delivery Officer	Manages the Delivery Organization; is responsible for service delivery to the clients within the organization
VP, Delivery; Delivery Director (multiple positions)	Oversee delivery of services to Intellias clients within their organizational units
VP, Head of Technology Office	Creates and transforms Intellias technology offering in all areas of product engineering: from ideation to productization
Project Management Office (PMO)	Is responsible for the definition, implementation, optimization, and control of the ways of working within client engagements; building the Delivery Manager Community to continuously improve management practices
Delivery Operations (DO)	Is responsible for the definition, implementation, optimization, and support of the processes around the delivery management ecosystem, incl. management of finances, timesheets, delivery OU structure, delivery cost centers, CSAT, delivery KPIs, delivery reports, automation, and optimization
VP, Growth Enablement	Enables Intellias growth being responsible for sales «Back-office»: from coordination of value proposition definition and marketing to sales operations and presales
President, North America	Develops Intellias business in North America, co-develops and implements Intellias marketing strategy and takes responsibility for acquisition of new clients in the region
VP, Sales Europe	Drives Intellias sales in Europe with the focus on the DACH market
VP, Business & Operations, USA	Is responsible for driving regional revenue growth, diversifying Intellias client portfolio, and establishing the foundation for expanding our engineering operations in the USA market
VP, Finance	Is responsible for Intellias financial growth, management of financial flows, financial planning, reporting, and control

Addition

Head of Legal	Oversees Intellias activities within the legal framework; provides legal support for corporate and commercial issues
VP, Talent Management	Is responsible for employer brand development on the labor market; development of Intellias corporate culture; recruitment, onboarding, and professional development
Director, Employee Experience	Oversees the entire journey the employee takes with Intellias, onboarding, involvement in the corporate processes and culture, and internal communications
Manager, Talent Delivery	Oversees employee recruitment in accordance with needs, requirements, budget, and schedule
Manager, WFM	Transforms the company's business goals into staffing plans and closes demand through orchestration and management of the key staffing channels (Reserve, Rotation, Accelerated Training Program, Outsource channels etc)
Manager, Talent Partnership & Growth	Supports and improves the company's processes and approaches to retain employees
Head of M&A and Strategic Investments	Develops and analyzes business and financial cases for M&A activity, supports transaction progress, and develops integration plans
Manager, Talent Learning & Development	Creates learning opportunities that drive employees' engagement in continuous professional development
Director, Information Management	Oversees information resources, business processes, IT architecture, data, analytics, information systems, security, regulatory compliance, certifications, business continuity, risks, vendor partnerships, and knowledge
Director, Admin Services	Is responsible for the infrastructure, working conditions (offices, networks, equipment), and other administrative services, such as travel management





intellias

**Engineering
by people.**



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